



The Fire Brigades Union

Executive council's report 2013

87th conference

15 – 17 May 2013

FBU – campaigning for you



THE FIRE BRIGADES UNION

FOUNDED 1918

Affiliated to the Trades Union Congress
and trades councils

Executive council's report to the 87th conference 2013

President:	Alan McLean
Vice president:	Jim Barbour
General secretary:	Matt Wrack
Assistant general secretary:	Andy Dark
Treasurer:	Warren Gee
National officers:	John McGhee
	Sean Starbuck
	Paul Woolstenholmes
	Dave Green

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey
KT2 7AE

Telephone: 020 8541 1765
Fax: 020 8546 5187
email: office@fbu.org.uk
website: www.fbu.org.uk



ALAN McLEAN
President



MATT WRACK
General secretary



ANDY DARK
Assistant general secretary



WARREN GEE
Treasurer and region 5 EC



JIM BARBOUR
Vice president and region 2 EC



JOHN McGHEE
National officer



SEAN STARBUCK
National officer



PAUL WOOLSTENHOLMES
National officer



DAVE GREEN
National officer

Executive council members



RODDY ROBERTSON
Region 1



ANDY NOBLE
Region 3



IAN MURRAY
Region 4



DAVE LIMER
Region 6



ROSE JONES
Region 7



MIKE SMITH
Region 8 til May 2011



GRANT MAYOS
Region 8 from June 2011



KEITH HANDSCOMB
Region 9



IAN LEAHAIR
Region 10

Executive council members (continued)



JIM PARROTT
Region 11



KARL HORAN
Region 12



TAM McFARLANE
Region 13



SHARON RILEY
Control



TAM MITCHELL
National retained



JACK FORD
ONC



STEWART BROWN
LGBT til June 2012



MICKY NICHOLAS
BEMM til June 2012



DENISE CHRISTIE
NWC til June 2012

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President's introduction

Defending firefighters on all fronts

The last two years, which this report covers, have been an extremely tough time for the fire and rescue service and for the Fire Brigades Union. The Westminster coalition government has unleashed a welter of attacks on us, from pay and pensions to cuts and privatisation. On every front the FBU is campaigning to defend firefighters and the communities we serve.

The pensions campaign that we have waged for more than two years reached a new stage this year. The Westminster government wants to impose higher pension contributions, a normal pension age (NPA) of 60 and a career average scheme on firefighters from 2015.

The FBU has consistently argued that evidence does not support the imposition of higher contributions or an NPA of 60. It was FBU evidence and campaigning that helped convince the government to review the issues and senior union officials provided further materials for the DCLG reviews.

The NPA report by Dr Tony Williams did not and could not make the case for current firefighters to work longer and it ended up candidly pointing out that unless protection was provided, then fire authorities would have to undertake mass dismissals. This union cannot and will not accept that.

The FBU has explored and utilised every conceivable political, legal, medical and industrial avenue to prove our case in this fight. We will continue with our campaign because we are confident of our arguments.

The full extent of the coalition government's austerity measures in relation to the fire and rescue service became clear earlier this year. Central government grants to metropolitan and combined fire authorities show that the cuts for 2013-14 are twice as bad as two years ago.

If these further cuts are implemented, then the service faces reductions to catastrophic levels. Our members and officials have rallied up and down the country to oppose cuts to the fire and rescue service. Effective campaigns in West Yorkshire, the South West and London have been set up and we are winning support from other organisations and activists.

We cannot accept their cuts. We have a duty to speak out, to inform the public of the consequences of cuts and to join with our communities to protect and maintain the service we have devoted our lives to.

The FBU has responded vigorously to government plans to contract out the entire fire and rescue service. This is outright privatisation and a threat to every single firefighter. They have made it clear that the mutuals proposal in Cleveland is part of these privatisation plans, as we warned.

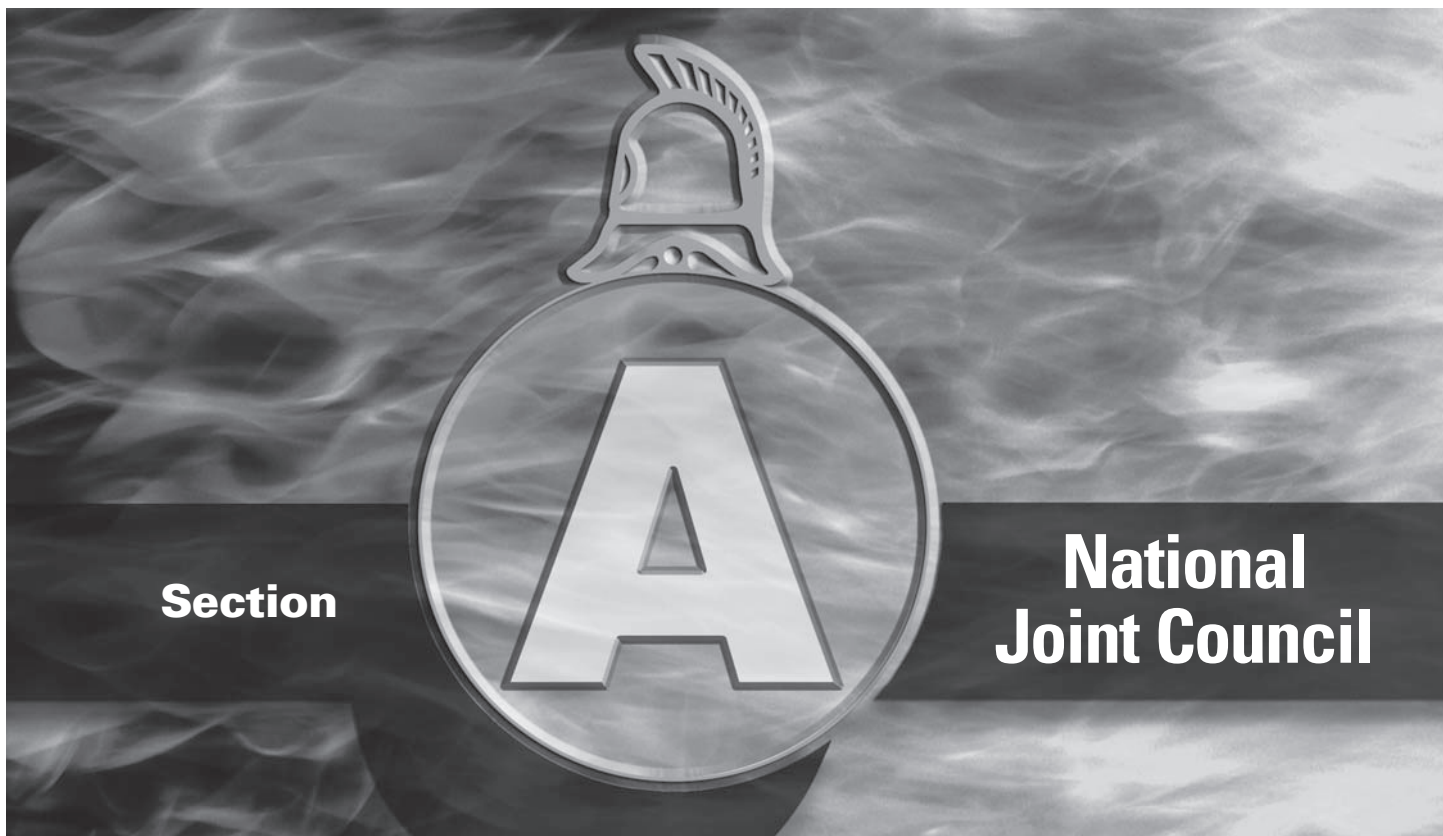
They want to privatise so they can make firefighters work longer hours for less pay, funnel off profits and decimate the service to the public. The overwhelming majority of firefighters do not want privatisation, nor is there any public demand for it. The FBU will do everything we can to keep our fire and rescue service as a publicly-owned and democratically-run service, free from the vultures who would ruin it.

We are also fighting on other fronts. The appalling patchwork of control mergers is hitting the professionals who are the first port of call in an emergency. We are campaigning on pensions and the part-time workers settlement for retained members. We are one national union for all firefighters and we are proud of our unity and solidarity.

The executive council will strive to keep our structure and organisation under continuous review. Given the enormous pressures we face, it would be irresponsible not to look at how we can work more efficiently, avoid waste but also keep our union functioning properly in these difficult times.

Only by pulling in the same direction will we be able to achieve our aims and objectives. Unity genuinely is our strength and it must be maintained in order that we continue to fight injustice.

Alan McLean



Section

**National
Joint Council**

A1 Introduction

2011

The union appointed the following representatives to the National Joint Council for 2011:

Bro M Wrack (employees' side joint secretary)
 Bro A Dark
 Bro M Shaw (employees' side chairperson
 and NJC vice chair) (until January 2011)
 Bro A McLean
 Bro R Robertson
 Bro J Barbour
 Bro M Smith (until May 2011)
 Sis S Riley
 Bro J Ford
 Bro T Mitchell
 Bro W Gee
 Bro K Handscomb (until January 2011)
 Bro T McFarlane
 Bro M Nicholas
 Bro I Leahair (from January 2011)
 Bro K Horan (from January 2011)
 Bro G Mayos (from May 2011).

The National Joint Council met on the following dates in 2011:

14 June
 6 October.

2012

The union appointed the following representatives to the National Joint Council for 2012:

Bro M Wrack (employees' side joint secretary)
 Bro A Dark

Bro A McLean (employees' side chairperson
 and NJC vice chair)

Bro J Barbour
 Bro R Robertson
 Bro G Mayos
 Sis S Riley
 Bro J Ford
 Bro T Mitchell
 Bro W Gee
 Bro I Leahair
 Bro K Horan
 Bro T McFarlane
 Bro M Nicholas

The National Joint Council met on the following dates in 2012:

2 February
 7 June
 4 October.

A2 Middle Managers Negotiating Body (MMNB)

The following officials represented the union on the Middle Managers Negotiating Body (MMNB) during 2011 and 2012:

Alan McLean
 Matt Wrack
 Andy Dark
 Jack Ford
 Jim Barbour
 Marti Pottinger

Grant Mayos
Roddy Robertson
Sharon Riley
John Denvir
Pete Moss
John Arnold
Ian Leahair
Keith Handscomb.

A3 Report of the independent chair of the NJC/MMNB

Report of the independent chair of the NJC/MMNB 2011

The report of the independent chair of the National Joint Council (NJC), Prof Monojit Chatterji, was tabled at the meeting of the NJC held on 6 October 2011.

The National Joint Council for Local Authority Fire and Rescue Services, including the Middle Managers Negotiating Body (MMNB), 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 2004. The NJC handles issues that affect all employees. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station to area manager.

The principal purpose 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 and MMNB are committed to the local democratic control of the 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 the Fire Officers Association.

An independent chair oversees the work of the National Joint Council and the Middle Managers Negotiating Body and is supported by two vice chairs. Vice chair appointments alternate between the sides on an annual basis. In 2010/11, the vice chair of the NJC was held by the employers' side and the vice chair of the MMNB by the employees' side.

The independent chair works closely with the joint secretariat, which is currently provided by Local Government Employers and the Fire Brigades Union. Membership of the NJC and MMNB during 2010/11 is attached to this report.

Introduction

1. This Annual Report of the Independent Chair covers the period from 1 October 2010 to 30 September 2011.

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 and the flexibilities contained therein.

Meeting dates in 2010-2011

3. Since my last report the National Joint Council met on the following dates and considered a number of issues:
30 September 2010
14 June 2011.

The Middle Managers Negotiating Body also met on each of the dates above.

Both the NJC and MMNB will meet on the 6 October 2011.

Issues under consideration (2010/11)

4. The National Joint Council and, as appropriate, the Middle Managers Negotiating Body considered a number of issues over the course of the year. The main focus was on:

Independent Chair Appointments – NJC, MMNB, Resolution Advisory Panel and the Technical Advisory Panels

5. Independent Chairs are permitted to hold up to two three-year terms of office. Accordingly, at the Annual General Meeting in September 2010, I was re-appointed and commenced my second three-year term of office as Independent Chair of the National Joint Council and the Middle Managers Negotiating Body in September 2010.
6. Professor William Brown was formally appointed Independent Chair of the NJC's Resolution Advisory Panel.
7. The Independent Chair of the Technical Advisory Panel is currently also held by Professor William Brown given the ill-health and consequent death of Professor John Gennard. Professor Gennard was highly respected in this role and I am sure members of the NJC and MMNB would wish to take this opportunity to express their condolences to his family, friends and work colleagues.

Joint Protocol for Good Industrial Relations in the Fire and Rescue Service – Survey Update

8. The NJC plays a major role in promoting the benefits of good industrial relations and maintaining calm in what can be a difficult industrial relations climate.
9. In June 2007 the National Joint Council agreed a protocol for good industrial relations in the fire service which was

intended to develop and improve upon industrial relations in the UK fire and rescue service.

10. Members of the National Joint Council had previously expressed an interest in finding out if there had been any positive changes at local level since the introduction of the protocol and whether fire and rescue services (both Management Side and the local trade unions) felt there was anything more that could be done with national level assistance to further embed the protocol locally throughout the service. As such, a survey of local management and union representatives was undertaken.
11. The majority of responses were provided jointly and I was pleased to report last year that the survey results revealed fire and rescue services are more confident in resolving local difficulties since the introduction of the Protocol. Responses indicated most fire and rescue services found the Protocol to be a useful reference tool to further improve local industrial relations processes with the majority of respondents indicating that discussion based on the Protocol had resulted in change to local policies, procedure or practices. Alternatively, it had been instrumental in starting a dialogue as a precursor to putting in place those formal processes.
12. A number of fire and rescue services said they would welcome a session on the Protocol at local level, facilitated by the NJC's Joint Secretariat. This is something that has been successfully built upon this year.
13. In addition members of the NJC and MMNB returned to consideration of the survey in the early part of the year to clarify responses to one of the questions as it was known anecdotally that some respondents may have misinterpreted one of the questions – *Q.3 How would you perceive the state of industrial relations at national level?* The question was intended to find out FRS perceptions of the relationship within the NJC but it may have been interpreted as seeking a wider view on industrial relations within other fire and rescue services across the UK.
14. It was agreed that the Secretariat should contact those fire authorities who had indicated "Average" to see if their rating would change once it had been made clear to them what the question was trying to ascertain.
15. As a result of this follow up a number of fire and rescue services changed their perception to a more positive result.

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations – Grey Book and settlement

16. Following the introduction of these Regulations many thousands of Employment Tribunal cases were lodged by retained duty system firefighters (supported by their trade union) across the UK.
17. Since then test cases drawn from Kent and Berkshire fire and rescue services have been subject to the Employment Tribunal, Employment Appeal Tribunal, Court of Appeal and House of Lords processes returning finally at the request of the House of Lords to the original Employment Tribunal again for re-consideration and determination.

18. Following that further determination the Tribunal indicated that it believed the parties should endeavour to reach a negotiated settlement. Following discussion within the respective Sides an approach was made to Tribunal to allow the parties time for those negotiations to take place.
19. The Joint Secretariat, supported by respective legal advisers, has therefore spent a substantial amount of time this year working to identify both a negotiated settlement to the cases and appropriate amendments to the Scheme of Conditions of Service to ensure it complies with all the requirements of the Regulations for the future.
20. This has been an extremely complex and difficult negotiation. However I am pleased that it is now drawing to a successful conclusion. A settlement has been identified and agreed and work is currently underway to implement the Agreement.
21. In addition, appropriate amendments to the Scheme of Conditions of Service (Grey Book) were also agreed this year and authorities notified of the required changes.

Protected Pay Points

22. Following approaches for clarification, the MMNB agreed to amend an agreement reached in respect of protected pay points at Station Officer, Fire Control Officer, and Principal Fire Control Officer level that arose from the assimilation of ranks to roles on introduction of the current pay structure. Authorities were advised of the outcome by circular.

Maternity, Paternity and Adoption Provisions

23. The NJC reached agreement on revisions to the maternity, paternity and adoption provisions in the Grey Book.
24. The changes reflect the outcome of negotiation in respect of an Employees' Side claim. They also provide greater clarity to some existing provisions, and update other provisions in light of statutory change implemented since they were last reviewed.

Scheme of Conditions of Service (Grey Book)

25. The Joint Secretariat is in the process of preparing an updated version of the 6th edition of the Grey Book which will take in to account all agreements reached since issue of that edition in 2004. At present they are contained in joint circulars which have been provided to authorities at the time agreements reached.

Royal Wedding – additional Public Holiday

26. The Government in England announced that there would be an additional public holiday on Friday 29 April 2011 to celebrate the wedding of Prince William and Catherine Middleton. This applied in England and Wales. The same decision was taken in Scotland and Northern Ireland.
27. There was no automatic entitlement to such a public holiday under the terms of the Grey Book and the Employees' Side consequently presented a claim for the day to be treated as a public holiday.
28. The precise terms of the agreement reached within the NJC was provided to authorities by circular.

SECTION A — NATIONAL JOINT COUNCIL

Pay 2011

29. The Employees' Side submitted a claim seeking an increase on all pay points equal to the percentage increase in inflation as identified by the Retail Prices Index (RPI) and announced in June 2010. This was a figure of 5.2%.
30. Considerable discussion took place at Joint Secretariat level in order to inform both Sides positions. However, agreement has not been reached.
31. Having considered the claim, the Employers' Side responded that it was not in a position to make an offer. The Employers' Side also indicated that it would be prepared to undertake discussion at Joint Secretary level to see if it could be possible to justify a different position in 2012.
32. At the time of writing this report the Employees' Side believe the matter of a pay award for 2011 to be unresolved. That also remains its position in respect of 2010.

Circulars

33. A number of circulars have been issued since my last report:

Protected Pay Agreement NJC/7/10

Amendment to the Protected Pay Agreement which arose from the substantive move from rank to role.

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations NJC/1/11

Advance notification to authorities that formal agreement would shortly be reached and the data requirements that would be needed to implement that Agreement.

Maternity, Paternity and Adoption Provisions NJC/2/11

Amendments to the maternity, paternity and adoption provisions contained in the Scheme of Conditions of Service (Grey Book)

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations NJC/3/11

Details of the Settlement Agreement

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations NJC/4/11

Amendments to the Scheme of Conditions of Service (Grey Book)

Royal Wedding Additional Public Holiday NJC/5/11

The terms of the agreement reached in respect of this additional public holiday.

Resolution Advisory Panel NJC/6/11

London RAP recommendation – November 2010

Technical Advisory Panel NJC/7/11

Royal Berkshire TAP recommendation – January 2011

General Joint Secretariat Activity

34. Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.
35. On occasion lead members from each Side of the

NJC/MMNB may meet outside of the usual round of larger meetings but there was no need to do so this year.

36. The Joint Secretariat normally meets formally 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.
37. The Joint Secretariat leads discussion in National Joint Council working parties which inform negotiations and respective Side positions such as the discussions that have taken place this year around the maternity, paternity and adoption provisions claim.
38. The Joint Secretariat also leads discussion in the sub-Committee on rolemaps and national occupational standards.
39. In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.
40. 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 relationships with a view to seeking improvement.
41. The Joint Secretariat has 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.

Joint Secretariat – Local Conciliation

42. In circumstances where discussion has been exhausted without agreement on an issue or issues at local level the Joint Secretariat, when requested to do so, can provide a conciliation process in order to assist the parties in identifying a mutually agreeable outcome.
43. The Joint Secretariat has a good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion at local level.
44. Over the last year various fire and rescue services have referred a total of 14 issues to the Joint Secretariat for formal conciliation.
45. No instances of local disagreement over the introduction of an alternative duty system were referred to the NJC's Technical Advisory Panel during 2010/11.

Resolution Advisory Panel (RAP)

46. The Scheme of Conditions of Service 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 NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the

meeting and which he believes can form the basis of an agreement.

47. The NJC's Resolution Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, met once during 2010/11 in connection with issues jointly referred by London Fire Brigade. The recommendation of the Independent Chair, Professor William Brown, formed the basis of the agreement subsequently reached by the local parties.
48. In addition, interpretation of the status quo in respect of an issue in one Fire and Rescue Service was jointly referred to the Independent Chair of the Resolution Advisory Panel.

Technical Advisory Panel (TAP)

49. The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level complies with the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement.
50. The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, met once during 2010/11 in connection with a proposal jointly referred by Royal Berkshire Fire and Rescue Service. The recommendation of the acting Independent Chair, Professor William Brown, formed the basis of the agreement subsequently reached by the local parties.

Conclusion

51. There are several aspects to the role of Independent Chair. Those utilised this year in particular have been:
- the chairing all NJC and MMNB meetings that have taken place
 - consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings
 - ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided
 - facilitated discussion between the parties on the Employees' Side
 - provision of this annual report
52. The NJC has had another productive year in an extremely difficult economic climate. I am pleased to say that despite those difficulties this year, the two Sides remain respectful of each other and I am confident that we will continue to move forward with good industrial relations at national level which produces successful outcomes for both sides.

PROFESSOR MONOJIT CHATTERJI
INDEPENDENT CHAIR

MEMBERSHIP OF THE NATIONAL JOINT COUNCIL 1 OCTOBER 2010 TO 30 SEPTEMBER 2011

Employers' Side

*Local Government Group (formerly
Local Government Association)*

Cllr D Allan
Cllr A Auty
Cllr S Comer
Cllr K Hammond
Cllr M Heaster
Cllr R Hobbs
Cllr C Newbery
Cllr P Shannon
Cllr F Walker

Convention of Scottish

Local Authorities

Cllr M Bridgman
Cllr M Raeburn
Cllr B Wallace

*Welsh Local Government
Association*

Cllr E Evans

Northern Ireland Fire and Rescue Service

Vacancy (to 1/11)

Dr J McKee (from 1/11)

Employees' Side

Fire Brigades Union

Mr J Barbour
Mr A Dark
Mr J Ford
Mr W Gee
Mr K Handscomb
(to 1/11)
Karl Horan (from 1/11)
Mr I Leahair (from 1/11)
Mr G Mayos (from 5/11)
Mr T McFarlane
Mr A McLean
Mr T Mitchell
Mr M Nicholas
Ms S Riley
Mr R Robertson
Mr M Shaw (to 1/11)
Mr M Smith (to 5/11)
Mr M Wrack
Mr A McLean

MEMBERSHIP OF THE MIDDLE MANAGERS NEGOTIATING BODY 1 OCTOBER 2010 TO 30 SEPTEMBER 2011

Employers' Side

*Local Government Group (formerly
Local Government Association)*

Cllr D Allan
Cllr A Auty
Cllr S Comer
Cllr K Hammond
Cllr M Heaster
Cllr R Hobbs
Cllr C Newbery
Cllr P Shannon
Cllr F Walker

Convention of Scottish

Local Authorities

Cllr M Bridgman
Cllr M Raeburn
Cllr B Wallace

Welsh Local Government Association

Cllr E Evans

Northern Ireland Fire and Rescue Service

Vacancy (to 1/11)

Dr J McKee (from 1/11)

Employees' Side

Fire Brigades Union

Mr J Barbour
Mr A Dark
Mr J Denvir
Mr J Ford
Ms R Jones (from 1/11)
Mr A McLean
Mr P Moss
Mr M Pottinger
Mr P Poullias
Ms S Riley
Mr R Robertson
Mr M Shaw (to 1/11)
Mr M Smith
Mr M Wrack
Fire Officers Association
Mr G Morgan

Report of the independent chair of the NJC/MMNB 2012

The report of the independent chair of the National Joint Council (NJC), Prof Monojit Chatterji, was tabled at the meeting of the NJC held on 4 October 2012.

The National Joint Council for Local Authority Fire and Rescue Services, including the Middle Managers Negotiating Body (MMNB), 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 2004. The NJC handles issues that affect all employees. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station to area manager.

The principal purpose 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 and MMNB are committed to the local democratic control of the 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 the Fire Officers Association.

An independent chair oversees the work of the National Joint Council and the Middle Managers Negotiating Body and is supported by two vice chairs. Vice chair appointments alternate between the sides on an annual basis. In 2011/12 the vice chair of the NJC was held by the employees' side and the vice chair of the MMNB by the employers' side.

The independent chair works closely with the joint secretariat, which is currently provided by Local Government Employers and the Fire Brigades Union. Membership of the NJC and MMNB during 2011/12 is attached to this report.

Introduction

1. This Annual Report of the Independent Chair covers the period from 1 October 2011 to 30 September 2012.

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 and the flexibilities contained therein.

Meeting dates in 2011-2012

3. Since my last report the National Joint Council met on the following dates and considered a number of issues:
 - 6 October 2011
 - 2 February 2012
 - 7 June 2012

The Middle Managers Negotiating Body also met on each of the dates above. Both the NJC and MMNB will meet on the 4 October 2012.

Issues under consideration (2011-12)

4. The National Joint Council and, as appropriate, the Middle Managers Negotiating Body considered a number of issues over the course of the year. The main focus was on:

Independent Chair Appointments – NJC, MMNB, Resolution Advisory Panel and the Technical Advisory Panels

5. Independent Chairs are permitted to hold up to two three-year terms of office. Accordingly, at the Annual General Meetings in October 2011, I commenced the second year of my second term of office as Independent Chair of the National Joint Council and the Middle Managers Negotiating Body.
6. Professor William Brown was formally appointed Independent Chair of the NJC's Resolution Advisory Panel in September 2010.
7. The acting Independent Chair of the Technical Advisory Panel is currently also Professor William Brown. The process to recruit a new Independent Chair for this Panel is currently underway.

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations – Grey Book and settlement

8. Following the introduction of these Regulations many thousands of Employment Tribunal cases were lodged by retained duty system firefighters (supported by their trade union) across the UK.
9. Since then test cases drawn from Kent and Berkshire fire and rescue services have been subject to the Employment Tribunal, Employment Appeal Tribunal, Court of Appeal and House of Lords processes returning finally at the request of the House of Lords to the original Employment Tribunal again for re-consideration and determination.
10. Following that further determination the Tribunal indicated that it believed the parties should endeavour to reach a negotiated settlement, which the LGE, on behalf of fire authorities and the FBU consequently did.
11. In order to overcome the difficulty with fire authorities and unions being unable to exchange individuals' data, an independent third party was commissioned to implement the agreement e.g. issue compensation offers, receive acceptances.
12. This has been an extremely complex and difficult situation to administer and the Joint Secretariat has worked closely with fire authorities, union members and the independent organisation to progress matters.

13. I am pleased that this matter it is now drawing to a successful conclusion.

Protected Pay Points

14. The matter of the duration of the protected pay arrangements for Watch Manager B/Watch Manager B (control), arising from the assimilation of ranks to roles on introduction of the current pay structure, was raised by the Employees' Side of the MMNB with a view to extending the period of protection.
15. The Employers' Side responded that the protection arrangements had already been extended beyond the original cut off point and whilst it was mindful of the Employees' Side view it felt it was not appropriate to extend the arrangements further.

Sick Leave – taking of annual leave

16. The Employees' Side of the NJC put forward a claim in relation to the entitlement to carry over annual leave during or following periods of long term ill-health.
17. In response the Employers' Side has said that it is content to agree amendments to the relevant provisions in the Grey Book subject to clarity around change that is actually required by legislation. That work is on-going.

Diamond Jubilee – Additional Public Holiday

18. The Government in England announced that there would be an additional public holiday on 5 June 2012 to celebrate the Queen's Diamond Jubilee. This applied in England and Wales. The same decision was taken in Scotland and Northern Ireland.
19. There was no automatic entitlement to such a public holiday under the terms of the Grey Book and the Employees' Side consequently presented a claim for the day to be treated as a public holiday.
20. Agreement was reached in the NJC to treat the day as a public holiday and on the terms that would be applied.

Diamond Jubilee – commemorative medal

21. In order to mark the Queen's Diamond Jubilee the UK Government decided to award an official medal to those in the Armed Forces and emergency services, and to prison service personnel.
22. In the light of uncertainty over whether or not control staff were eligible, the NJC wrote to the Fire Minister in England (as DCLG was the relevant department) expressing concern that fire control employees appeared to not be regarded as falling within the eligibility criteria.
23. In response the Fire Minister clarified that Chief Fire Officers would have a degree of latitude to include such staff.

Development pay on promotion

24. The NJC considered the difficulties encountered by some fire and rescue services with acquiring external verification of assessment processes in the context of introducing development pay on promotion at local level since

re-organisation of the responsibilities held by the then Department for Education and Skills.

25. Following discussion with both the Department for Education and the Department for Business and Skills the NJC agreed to update the Code of Practice reference point (circular NJC/9/05) to Ofqual's Register of Recognised Qualifications which contains details of recognised awarding organisations.

Pay 2012

26. The Employees' Side submitted a claim seeking an increase on all pay points equal to the percentage increase in inflation as identified by the Retail Prices Index (RPI) and announced in June 2012. This was a figure of 3.5%.
27. Considerable discussion took place at Joint Secretariat level and within the NJC in order to inform both Sides positions.
28. I am pleased that a mutually acceptable resolution was been identified and agreement reached on the following terms:
- A pay award of 1.0% applied with effect from 1 July 2012.
 - No increase to Continual Professional Development payments or to allowances set at national level.
 - Commitment to work jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. This review will conclude in time to report to the NJC in June 2013.
 - In response to the Employers' Side belief that current mileage rates are too high, it has been agreed to engage in a joint review to consider the appropriate level for mileage rates in the fire service on a robust and objective basis. This will be based upon factors considered by appropriate bodies such as the HMRC and the AA and take into account actual mileage travelled and costs within the fire and rescue service and a report will be presented to the NJC meeting in October 2012. If a revision to the rates is agreed, it will be implemented with effect from 1 November 2012.

Circulars

29. A number of circulars have been issued since my last report:

Report of the Independent Chair **NJC/8/11**
Report of the Independent Chair – 2010/11

Development pay on promotion **NJC/9/11**
Notification to authorities that the reference to DfES in the Code of Practice has been amended to Ofqual

Sick leave – taking of annual leave **NJC/10/11**
Employees' Side Claim

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations **NJC/1/12**
Update on application of the Settlement Agreement with the FBU

SECTION A — NATIONAL JOINT COUNCIL

Diamond Jubilee

Commemorative medal – letter to DCLG

NJC/2/12

Joint Secretariat, when requested by both parties to do so, can provide a conciliation process in order to assist the parties in identifying a mutually agreeable outcome.

Diamond Jubilee

Additional public holiday.

NJC/3/12

39. The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.

Diamond Jubilee

Response from DCLG

NJC/4/12

Pay 2012

Pay settlement agreement

NJC/5/12

40. Over the last year various fire and rescue services have referred a total of thirty issues to the Joint Secretariat for formal conciliation.

Pay 2012

Revised rates of pay

NJC/6/12

Technical Advisory Panel

Greater Manchester Fire and Rescue Service

NJC/7/12

Resolution Advisory Panel (RAP)

Technical Advisory Panel

Durham and Darlington Fire and Rescue Service

NJC/8/12

41. The Scheme of Conditions of Service 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 NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement.

Technical Advisory Panel

Mid and West Wales

NJC/9/12

42. The NJC's Resolution Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, did not meet during 2011/12.

General Joint Secretariat Activity

30. Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.

31. On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings and this happened on two occasions this year.

32. The Joint Secretariat normally meets formally 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.

33. The Joint Secretariat leads discussion in National Joint Council working parties which inform negotiations and respective Side positions, as appropriate.

34. The Joint Secretariat also leads discussion in the sub-Committee on rolemaps and national occupational standards.

35. In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.

36. 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.

37. The Joint Secretariat has 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.

Joint Secretariat – Local Conciliation

38. In circumstances where discussion has been exhausted without agreement on an issue or issues at local level the

Technical Advisory Panel (TAP)

43. The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level complies with the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement.

44. The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, met three times during 2011/12.

45. Agreement was reached immediately in one instance. In the remaining two instances the recommendation of the acting Independent Chair, Professor William Brown, subsequently formed the basis of agreement.

Conclusion

46. There are several aspects to the role of Independent Chair. Those utilised this year in particular have been:

- the chairing of all NJC and MMNB meetings that have taken place
- consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings
- ensuring the NJC and MMNB are each aware of the

work of the other and that an opportunity for comment is provided

- facilitating discussion between the parties on the Employees' Side
- provision of this annual report.

47. The NJC can be proud of its success in a fraught economic and industrial relations climate. Both sides are to be congratulated for continuing to use the negotiating machinery and the Joint Protocol even when initial positions appeared quite disparate. In particular I am pleased to note the agreement on pay (para 28) and that on issues of equal treatment for Part Time workers (para 13). I wish to thank both Joint Secretaries and their support teams for their excellent work in facilitating these outcomes.

PROFESSOR MONOJIT CHATTERJI
INDEPENDENT CHAIR

MEMBERSHIP OF THE NATIONAL JOINT COUNCIL 1 OCTOBER 2011 TO 30 SEPTEMBER 2012

Employers' Side

Local Government Association

Cllr D Allan
Cllr S Comer
Cllr K Hammond
Cllr M Heaster
Cllr R Hobbs
Cllr K Meeson
Cllr N Murphy
Cllr S Murphy
Cllr S Timoney

Convention of Scottish

Local Authorities

Cllr M Bridgman
Cllr M Raeburn (to 5/12)
Cllr B Wallace (to 5/12)
Cllr S Carle (from 7/12)
Cllr J Lowe (from 7/12)
Cllr P Valentine (from 7/12)

Welsh Local Government Association

Cllr E Evans (to 5/12)
Cllr P Cannon (from 7/12)

Northern Ireland Fire and Rescue Service

Dr J McKee

Employees' Side

Fire Brigades Union

Mr J Barbour
Mr A Dark
Mr J Ford
Mr W Gee
Mr K Horan
Mr I Leahair
Mr G Mayos
Mr T McFarlane
Mr A McLean
Mr T Mitchell
Mr M Nicholas
Ms S Riley
Mr R Robertson
Mr M Wrack

MEMBERSHIP OF THE MIDDLE MANAGERS NEGOTIATING BODY 1 OCTOBER 2011 TO 30 SEPTEMBER 2012

Employers' Side

Local Government Association

Cllr D Allan
Cllr S Comer
Cllr K Hammond
Cllr M Heaster
Cllr R Hobbs
Cllr K Meeson
Cllr N Murphy
Cllr S Murphy
Cllr S Timoney

Convention of Scottish

Local Authorities

Cllr M Bridgman
Cllr M Raeburn (to 5/12)
Cllr B Wallace (to 5/12)
Cllr S Carle (from 7/12)
Cllr J Lowe (from 7/12)
Cllr P Valentine (from 7/12)

Welsh Local Government Association

Cllr E Evans (to 5/12)
Cllr P Cannon (from 7/12)

Northern Ireland Fire and Rescue Service

Dr J McKee

Employees' Side

Fire Brigades Union

Mr J Barbour
Mr A Dark
Mr J Denvir
Mr J Ford
Mr K Handscomb
Mr I Leahair
Mr G Mayos
Mr A McLean
Mr P Moss (to 2/12)
Mr M Pottinger
Ms S Riley
Mr R Robertson
Mr M Wrack
Vacancy (from 3/12)

Fire Officers Association

Mr G Morgan

A4 Pay

On 18 May 2011 the executive council submitted its pay claim for 2011-2012 to the national employers. The claim was for an increase across all pay points in line with the June 2011 RPI rate. The employers rejected the claim and made no offer of an increase of any kind in respect of 2010-2011, citing the government's general approach in respect of public sector pay.

The executive council undertook a consultation of members' views by way of the union's structures and determined that in view of all pertinent matters and the views reported back from the consultation not to pursue an increase in pay by way of industrial action.

On 13 March 2012, the union made a claim in respect of 2012-2013 for an increase across all pay points in line with the June 2012 RPI rate. This was rejected by the employers who instead made an offer of 1% conditional upon a freeze on all other Grey Book allowances, a review of mileage allowance and a wider review of terms and conditions in respect of the 2014 pay discussions.

SECTION A — NATIONAL JOINT COUNCIL

Following a membership consultation (survey of individual members' views) the employers' offer was agreed following a 78% yes vote in that consultation.

A number of circulars were provided to members during 2011 and 2012. The revised pay rates were promulgated via NJC Circular NJC/05/12 on 12 September 2012.

2011

Circular 2011HOC0215MW

18 May 2011

To: ALL MEMBERS

Dear Brother/Sister

PAY 2010/2011

You will be aware that the Fire Service Employers refused to make an offer on pay for 2010. The matter therefore remains unresolved. The Union has today submitted the attached letter registering a claim for 2011. The background to this is the decision of the Government to seek a pay freeze in the public sector although it is important to note that Fire Service pay is not determined by Central Government but by the NJC for Local Authority Fire and Rescue Services.

Members are asked to ensure that the issue of pay is debated at Branch meetings alongside the other key industrial challenges we face on jobs and pensions. A model resolution has been circulated on these matters. Further information will be issued as available.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

Att.

Our Ref: MW/sll

18 May 2011

Sarah Messenger
Service Director
Local Government Employers
3rd Floor
Local Government House
Smith Square
London SW1P 3HZ

Dear Sarah

As you are aware there was no agreement on pay for 2010 at the NJC and for the employees' side this matter remains unresolved.

This is now to register our claim for 2011. We seek a rise in all NJC rates of pay equal to the percentage increase in inflation

as identified by the Retail Price Index (RPI) for June 2011. Once again, we believe this to be an extremely modest claim based on trying to ensure that living standards can be maintained.

Firefighters have demonstrated time and time again their commitment to developing a world class public service and we hope that you will recognise this by engaging positively to address this claim.

Yours sincerely



MATT WRACK
GENERAL SECRETARY

Circular 2011HOC0317MW

18 July 2011

To: ALL MEMBERS

Dear Brother/Sister

PAY 2011 – EMPLOYERS REFUSE TO MAKE AN OFFER

We reported in circular 2011HOC0215MW that the union had registered a claim for a pay rise for 2011 and that we still consider the matter of pay for 2010 to be unresolved. This latest claim was discussed with the employers at the National Joint Council recently. The employers responded by stating that once again, they were not in a position to make an offer on pay. We made very clear to the employers that their stance and the imposed pay freeze were causing increasing hardship among FBU members.

Since the pay freeze began last year, prices have continued to rise, meaning a fall in living standards for our members and others in the public services i.e. real wages have been cut. Even using the government's preferred inflation measure the Consumer Price Index (CPI), prices rose by 2.6% for 2009/10 and (so far) by approximately 3.7% for 2010/11. In addition, a feature of recent inflation has been that prices for key items of expenditure such as fuel, food and travel have risen significantly, hitting FBU members and other working people particularly hard.

We outlined these concerns to the employers and explained that we were aware that fire authorities had budgeted for a pay rise last year – a pay rise which was never delivered. We also explained that the many new roles taken on by our members had been as a result of the pay and conditions agreement of 2003. If the gains in terms of pay are undermined, our members would be justified in asking why they should carry on delivering change while suffering falling living standards.

The employers responded to our comments by stating that they understood the concerns of the union and understood that their employees had suffered from the imposition of a pay freeze. They suggested that discussions could commence as soon as possible on the issue of pay for 2012. We again made clear that the union does not accept that the matter of pay has been resolved for 2010 or 2011. Nevertheless, on the

understanding that the employers understood this was our position we felt that those talks should commence as soon as possible. That was agreed by the employers' side. We will be setting up these discussions shortly and will report any progress.

We have also raised with the employers our concern about the impact of their position (i.e. a pay freeze) on those members affected by the agreement previously reached on protected pay points (Station Officer, Fire Control Officer, and Principal Fire Control Officer). In 2010, a variation was agreed in relation to this agreement as a result of the employers' refusal to make a pay offer. We are not able to report the employers' response on this issue as yet but will pursue the matter and report back as soon as is possible.

The issue of pay and the pay freeze was also debated at our conference in May, and delegates made it clear that we could not and would not accept a return to the low pay which existed in our service before 1977. The Executive Council has asked all branches to consider a range of issues, including pay and pensions as we build our campaign against the austerity agenda. I would again urge all branches to continue to meet to consider these multiple attacks. There is huge and growing anger in the service as a result of the attacks on our pensions, but we cannot and will not forget that we are also facing this attempt to drive down our living standards by means of a pay freeze.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

MW/jh

Circular 2011HOCO496MW

10 October 2011

To: ALL MEMBERS

Dear Brother/Sister

NATIONAL JOINT COUNCIL DISCUSSIONS: PAY

While all members will be focused on the urgent issue of our campaign to defend pensions it is also essential that we continue to pursue a resolution to the issue of pay. The link between the attacks on pensions and the employers' pay freeze was highlighted during our Annual Conference in May and has been discussed at many members' meetings since then.

The question of pay was raised by the Union again at last week's meeting of the National Joint Council. We reminded the employers that there had been no agreement on pay since 2009 and that their unilaterally imposed pay freeze was causing increasing hardship among FBU members, especially at a time of high inflation. In addition, we reminded them that the Government proposal to significantly increase employee

pension contributions (already among the highest in the public sector) threatens to further undermine living standards in the Fire Service.

The Fire Service has seen considerable change over the past ten years and especially following the 2003 Pay and Conditions Agreement. We reminded the employers that any improvements in the performance or standing of the Fire Service have generally been as a direct result of the contribution of the workforce. We reminded them that they have regularly found money to make significant increases in the pay of Chief Fire Officers and others in principal management positions while telling the majority to 'tighten belts'.

We made clear the determination of FBU members not to allow the Fire Service to return to the low pay status which existed prior to the national strike in 1977/78.

We sought agreement for early discussion with the employers and it was agreed that a separate meeting would be arranged with leading members of the employers' side as soon as possible to discuss our concerns in more detail and identify whether the employers are willing to seriously address these. Further reports will follow as necessary.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

MW/sll

2012

Circular 2012HOCO163M

13 March 2012

To: ALL MEMBERS

Dear Brother/Sister

PAY 2012

FBU members, like others in the public sector, have already suffered from a pay freeze since 2010. You will be aware that the Chancellor has also stated that he wishes to see public sector pay limited to maximum increases of 1%. He has also expressed his desire to see a shift away from national bargaining on pay in the public sector. If achieved, these policies will have the effect of further attacking the living standards of FBU members and others in the public services in support of economic policies which have so far completely failed to boost growth and have instead produced growing unemployment and increased hardship for millions of families.

Fire Service pay is not set centrally by Government but is negotiated with the Fire and Rescue Service Employers through the National Joint Council. We have today registered a claim for an increase in pay for 2012 based upon the Retail

SECTION A — NATIONAL JOINT COUNCIL

Price Index available in June. The claim letter is attached.

We shall be seeking prompt discussions with the Employers following their receipt of this claim and will report on this further at the earliest opportunity.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

Att

MW/sll

Our Ref: MW/sll

13 March 2012

Sarah Messenger
Service Director
Local Government Employers
3rd Floor
Local Government House
Smith Square
London, SW1P 3HZ

Dear Sarah

PAY 2012

At the last meeting of the NJC we discussed the issue of pay and we set out the growing anger and frustration of FBU members on this matter. As you are aware there was no agreement on pay for 2010 or 2011 at the NJC and for the Employees' side this matter remains unresolved.

This is now to register our claim for 2012. We seek a rise in all NJC rates of pay equal to the percentage increase in inflation as identified by the Retail Price Index (RPI) which is available in June 2012. Once again, we believe this to be an extremely modest claim which seeks to ensure that living standards can be maintained.

During our discussions you have pointed to the financial difficulties facing Fire and Rescue Authorities. We are aware of the difficulties caused by Central Government policy but we are also aware that many Authorities have large, and in some cases, growing reserves.

We would also remind you in this context that Firefighters and their families have suffered falling living standards as a result of two years without a pay increase. This is exacerbated by the high levels of inflation we have experienced over this period.

The position in the Fire and Rescue Service is further exacerbated by the fact that pay structures are extremely flat in that there are very few increments available to the vast majority. This means that Firefighters are particularly adversely affected by the approach to pay which the Employers have taken over the past two years.

Firefighters have demonstrated time and time again their commitment to developing a world class public service. They have taken on significant new challenges over the past ten years and we hope that you will recognise this by engaging positively to address this claim.

Yours sincerely



MATT WRACK
GENERAL SECRETARY

Circular 2012HOCO429MW

1 August 2012

To: ALL MEMBERS

Dear Brother/Sister

PAY: EMPLOYERS STILL REFUSE TO MAKE AN OFFER

The Executive Council met yesterday and heard a report on the latest discussions around the issue of pay. You will recall that on 7 June at a meeting of the National Joint Council (NJC) the Employers stated that they were 'minded' to make an offer on pay but wished to discuss further so-called 'reform' of Conditions of Service.

The Executive Council had expected that some proposal on pay would be made which could be considered by FBU members. However, in discussion with Employers' representatives over the past few days a significant further complication has arisen.

The Employers have informed us that they will not make any offer or proposal on pay if the Union intends to consult our members in any way on such a proposal. In other words, any proposal on pay would have to be accepted by the Executive Council without the possibility of wider consultation or discussion.

The Executive Council discussed this position and immediately agreed that such a position is completely unacceptable and is an attempt to interfere in the internal structures and democracy of the Fire Brigades Union.

Regrettably, therefore we remain in the position that we have registered a claim for a pay rise and the Employers have refused to make an offer in response. The Executive Council agreed that we should therefore begin to take the necessary steps to implement our Conference policy on this matter. Head Office officials will therefore begin to draw up plans for developing our campaign on the issue of pay and will address how this impacts on the various other campaigns already planned or underway.

It appears that the Employers now intend to impose a third year of pay freeze, even though there is very clearly money available for pay. The Union will now begin our campaign and discussion with members with a view to moving towards national industrial action at the appropriate time. This is an unfortunate position, but it is one entirely created by the Fire Service Employers and their failure to negotiate in accordance with the normal processes of industrial relations.

This situation will be reported to Ministers and to Local Government associations in the various parts of the UK and the Executive Council will meet again shortly to discuss next steps.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

Circular 2012HOC0471MW

23 August 2012

To: ALL MEMBERS

Dear Brother/Sister

PAY 2012: MEMBERS' CONSULTATION

The Executive Council met this week (21 August) to consider the latest developments in relation to pay. You will recall from circular 2012HOC0429MW that a major stumbling block in our discussion was the Employers' objection to any form of consultation with FBU members by the Union. The Executive Council agreed that any such apparent interference in our processes was unacceptable and on this basis discussions were stalled.

Subsequent discussions by the National Joint Council (NJC) Joint Secretaries have made some progress on this issue and the Executive Council was able to discuss mechanisms by which such consultation might take place.

As a result of this discussion, the Executive Council has agreed to consult members by means of a postal ballot on the proposals which have been discussed by the NJC Joint Secretaries. The details of these discussions and the proposals which arise from them will be set out in the circular accompanying the ballot. This circular is merely to give notice of the process and to encourage members to participate in the ballot process. All members should expect a ballot paper and accompanying information shortly. This will be sent to home addresses. If in any doubt, members should ensure home address details are up-to-date.

Obviously it is important that all members participate in this process so that the views of members are fully reflected in the outcome.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

MW/sll

Circular 2012HOC0515MW

12 September 2012

To: ALL MEMBERS

Dear Brother/Sister

PAY 2012 – NJC AGREEMENT

You will be aware from circular 2012HOC0471MW, and from subsequent circulars and the consultative ballot, that we have been seeking the views of members on draft proposals on pay. I can report that the membership consultation has resulted in a 78% "Yes" vote.

As a result of this, we have been able to reach agreement with the Employers through the NJC on pay for 2012.

This means that the NJC has now agreed a pay increase of 1%. The NJC circulars setting this out are attached.

This issue will be discussed in full by the Executive Council next week, including our assessment of the settlement and surrounding discussions, and our aims on pay for the coming year.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

Attach. X 2

MW/jh

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

To: Chief Fire Officers

Chief Executives/Clerks to Fire Authorities

Chairs of Fire Authorities

Directors of HR (Fire Authorities)

Members of the National Joint Council

12 September 2012

CIRCULAR NJC/05/12

Dear Sir/Madam

PAY SETTLEMENT: 2012

1. A pay award of 1.0% will be applied with effect from 1 July 2012. A copy of the revised rates of pay is contained in circular NJC/6/12.
2. No increase will be applied in 2012/13 to Continual Professional Development payments or to allowances set at national level.
3. Both Sides commit to work jointly on changes identified by each Side to ensure that there is a pay framework

SECTION A — NATIONAL JOINT COUNCIL

alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. Consequently, it has been agreed that the work on all issues the Sides wish to raise will commence immediately, to conclude in time to report to the NJC in June 2013.

4. Furthermore, specifically in response to the Employers' Side belief that current mileage rates are too high, it has been agreed to engage in a joint review to consider the appropriate level for mileage rates in the fire service on a robust and objective basis. This will be based upon factors considered by appropriate bodies such as the HMRC and the AA and take into account actual mileage travelled and costs within the fire and rescue service.
5. A report will be presented to the NJC meeting in October 2012. If a revision to the rates is agreed, it will be implemented with effect from 1 November 2012.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

To: Chief Fire Officers

Chief Executives/Clerks to Fire Authorities

Chairs of Fire Authorities

Directors of HR (Fire Authorities)

Members of the National Joint Council

12 September 2012

CIRCULAR NJC/06/12

Dear Sir/Madam

PAY SETTLEMENT: 2012

1. The NJC has agreed an increase of 1% with effect from 1 July 2012. 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. The NJC has agreed that Continual Professional

Development payments will not be increased (please see circular NJC/05/12).

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A5 Part-time workers (RDS) – terms and conditions settlement

On 8 March 2011 agreement was reached at the NJC on the changes to the Grey Book required to implement the FBU's successful legal challenge to discriminatory treatment to retained duty system personnel.

Agreement was also reached on a compensation element for previous discrimination. The method by which members could receive this compensation turned out not to be a straightforward process for a number of reasons. At the close of 2012 it appears that the process is nearing its conclusion. There were a number of NJC circulars and a number of all-members circulars. These reside in a dedicated subsection of the FBU's website.

A6 Maternity, paternity, childcare and dependency

The wording of the changes to the Grey Book agreed at the NJC on 30 September 2010 in respect of these provisions was reported in the EC report to annual conference 2011.

The wording of the new section of the Grey Book and the joint statement made by the NJC's employer and employee representatives was promulgated in NJC circular NJC/02/11.

The NJC circular can be found on the FBU website.

A7 Technical Advisory Panel (TAP)

Chair of the Technical Advisory Panel

Professor John Gennard, the chair of the Technical Advisory Panel (TAP), was taken ill during 2010 and sadly passed away on 11 January 2011.

Professor William Brown, the chair of the Resolution Advisory Panel (RAP), kindly agreed to carry out the role of chair of TAP until a permanent replacement was selected. Professor Brown continued as the interim chair throughout 2011 and 2012 until a new independent chair was appointed.

A selection process for a replacement chair of TAP was carried out in 2012. The successful candidate was Steve Hodder, who worked for ACAS for over 30 years. He was appointed on 23 November 2012

NJC circular NJC/11/12 reported the matter.

Circular NJC/11/12

4 December 2012

Dear Sir/Madam

TECHNICAL ADVISORY PANEL – APPOINTMENT OF INDEPENDENT EXPERT

1. We are writing to inform you that following an open recruitment process the NJC has appointed Steve Hodder as Independent Expert to Chair the Technical Advisory Panel. The appointment, which will be a three year appointment, will take place with immediate effect.
2. The primary purpose of the Technical Advisory Panel is to facilitate agreement between the local parties on the introduction of new shift systems, failing that to make recommendation to the local parties on a potential way forward that it is believed, based on discussion with both local parties, could form the basis of agreement (Section 4, Part A, Paragraphs 4-5 of the 6th Edition of the Scheme of Conditions of Service refers.).
3. Mr Hodder has considerable expertise in handling employment relations issues including time spent as a Chief Conciliator/Director at ACAS (the Advisory, Conciliation & Arbitration Service) and in a self-employed capacity.
4. Arrangements are being put in place to provide an appropriate induction process.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

Meetings of the Technical Advisory Panel (TAP) 2011-2012

In 2011 TAP met on one occasion to consider a referral from Royal Berkshire FRS who proposed a new day duty system for Windsor fire station. This meeting took place on 31 January 2011 and the recommendations were circulated on 4 February 2011.

The recommendations of the independent chair eventually formed the basis of a final agreement at local level. These recommendations were circulated on circular NJC/7/11.

During 2012 TAP met on three occasions to consider referrals from Greater Manchester FRS, Durham and Darlington FRS and Mid and West Wales FRS.

In respect of GMC and Durham and Darlington the recommendations of the independent chair subsequently formed the basis of local agreements.

The meetings took place on 1 March and 11 May 2012 respectively and the recommendations of the independent chair were circulated in circular NJC/7/12 and circular NJC/8/12 on 27 September 2012.

The meeting to deal with the referral from Mid and West Wales was held on 25 July 2012. The parties reached an agreement on the day which avoided any recommendations from the independent chair. This agreement was circulated on circular NJC/9/12.

The parties were then unable to reach an agreement following further negotiations and the matter was referred back to TAP in December 2012. The meeting was scheduled to take place on 28 January 2013.

A8 Resolution Advisory Panel (RAP)

The NJC Resolution Advisory Panel (RAP) continued to be chaired by Professor Willie Brown.

There were no referrals during 2011 or 2012.

A9 Health issues

During 2011 there continued to be dialogue on changes to Section 5A of the NJC scheme of conditions of service (the Grey Book) centred around providing best practice and guidance from the NJC. These discussions have not yet concluded.

A10 National joint secretaries' assistance/conciliation

The national joint secretaries throughout 2011 and 2012 continued to give advice and guidance to their respective local parties which assisted in ensuring that a large number of issues were resolved locally without the need for formal referral to TAP, RAP or for third party assistance.

A number of formal conciliations were also held during 2011 and 2012.

A11 Royal wedding public holiday claim

On 17 January 2011, the union registered a claim with the employers' side of the NJC for a public holiday for Grey Book employees on 29 April 2011.

Dear Sarah

NJC AND MMNB EMPLOYEES' SIDE CLAIM – PUBLIC HOLIDAY – 29 APRIL 2011

This letter outlines the claim that the Employees' side of the NJC and the MMNB is making for all Grey Book personnel to whom the Scheme of Conditions of Service for Local Authority Fire and Rescue Services (Grey Book) applies.

The claim is that the NJC reaches agreement that all such personnel are granted a day's leave in respect of 29 April 2011 as a Public Holiday in addition to those contained within Section 4C paragraphs 12 and 15. This claim is also for overtime to be paid for a Public Holiday in line with paragraph 23 of Section 4B of the Grey Book.

I am confident that the Employers' side will wish to join with us in our endeavours to ensure that Grey Book personnel are accorded the additional leave in order to celebrate the occasion of the wedding of Prince William and Ms Kate Middleton and to compensate those who are required to work on that day with the premium rate payments.

Yours sincerely



MATT WRACK
EMPLOYEES' SIDE SECRETARY NJC
EMPLOYEES' SIDE SECRETARY MMNB

A copy of the letter was provided to members in head office circular 2011HOC0032MW.

Dear Brother/Sister

NJC AND MMNB EMPLOYEES' SIDE CLAIM – PUBLIC HOLIDAY – 29 APRIL 2011

Please find attached to this circular a copy of a letter sent to the national Employers today in which the FBU has registered a claim for a Public Holiday on 29 April 2011. We are aware that a number of Fire Authorities have agreed this claim locally already which is of course very welcome news.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

Dear Sarah

NJC AND MMNB EMPLOYEES' SIDE CLAIM – PUBLIC HOLIDAY – 29 APRIL 2011

This letter outlines the claim that the Employees' side of the NJC and the MMNB is making for all Grey Book personnel to whom the Scheme of Conditions of Service for Local Authority Fire and Rescue Services (Grey Book) applies.

The claim is that the NJC reaches agreement that all such personnel are granted a day's leave in respect of 29 April 2011 as a Public Holiday in addition to those contained within Section 4C paragraphs 12 and 15. This claim is also for overtime to be paid for a Public Holiday in line with paragraph 23 of Section 4B of the Grey Book.

I am confident that the Employers' side will wish to join with us in our endeavours to ensure that Grey Book personnel are accorded the additional leave in order to celebrate the occasion of the wedding of Prince William and Ms Kate Middleton and to compensate those who are required to work on that day with the premium rate payments.

Yours sincerely



MATT WRACK
EMPLOYEES' SIDE SECRETARY NJC
EMPLOYEES' SIDE SECRETARY MMNB

Discussions took place with the national employers, who sought to de-limit the arrangements as much as possible. Agreement was eventually reached and promulgated on 5 April 2011 to all members via head office circular 2011 HOC0165AD.

Dear Brother/Sister,

ROYAL WEDDING – UPDATE

The NJC has reached agreement on the arrangements concerning the public holiday arrangements that will apply for the Royal Wedding on 29th April 2011. A copy is attached.

The Union has not achieved all of its objectives, but feel this is the best that can be achieved on this occasion.

Better arrangements may be agreed locally (and may have been agreed already) and these should be honoured.

Yours fraternally



ANDY DARK
Assistant General Secretary

Circular NJC/05/11

5 April 2011

Dear Sir/Madam

ROYAL WEDDING – 29TH APRIL 2011

1. The Government in England has announced that there will be an additional public holiday on Friday 29 April 2011 to celebrate the wedding of Prince William and Catherine Middleton. This applies in England and Wales.
2. The same decision has been taken in respect of Scotland and Northern Ireland.
3. There is no automatic entitlement to such a public holiday on this day under the terms of the National Joint Council's Scheme of Conditions of Service (Grey Book).
4. The NJC however has agreed to treat this day as a public holiday but under the terms below.
5. The agreement below does not impact upon local agreements that may exist.

Enhanced payment

6. Double time will be applicable for the hours an individual is required to work on 29th April. For the avoidance of doubt, time off in lieu will not be applicable for this group. This affects employees in firefighter to station manager (not on the flexible duty system) roles.

Time off in lieu

7. One day's time off in lieu will only be applicable to those required to work on 29th April and who do not fall in to the group described in paragraph 6 above. For the avoidance of doubt, enhanced pay is not applicable to this group. This affects employees in station manager (on the flexible duty system) to area manager roles.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A12 Development pay on promotion

During 2011, the executive council became aware that a number of fire and rescue services were taking steps to have the quality assurance of its IPDS process and practices undertaken by unregistered organisations.

The matter was raised with the employers' side of the NJC and the relevant aspects of the national agreement was reiterated in NJC circular NJC/09/11:

Circular NJC/09/11

30 December 2011

Dear Sir/Madam

DEVELOPMENT PAY ON PROMOTION

1. Authorities will be aware that the NJC agreed in 2005 that assessment processes and practices should be externally verified once developed.
2. Circular NJC/9/05 states:
"Once an authority has had its quality assurance processes verified in accordance with paragraph 9 of the Code of Practice (as set out above), it is able to place individuals who have been substantively promoted on to development rates of pay."
3. Paragraph 9 of the Code of Practice states:
"9. There are organisations nationally recognised who comply with DfES specifications who would offer this Quality Assurance through verification, three of which are Edexcel, the Scottish Qualifications Authority (SQA) and the Improvement and Development Agency (IDeA) these are not exclusive and a Fire and Rescue Authority, individually or collectively, may identify and engage other relevantly qualified⁷ bodies to provide this service.

⁷ Bodies constituted under DfES meeting the criteria to validate National Occupational Standards (or equivalent in the devolved administrations."
4. Since 2005 there have been several changes for the DfES and in more recent times it has not been responsible for the validation of national occupational standards as set out the footnote to paragraph 9 as shown above.
5. Following contact with the now Department for Education and the Department for Business Innovation and Skills we received confirmation that this responsibility has now passed to the Office of Qualifications and Examinations Regulation (Ofqual).
6. Ofqual is the independent regulator of qualifications, examinations and assessments in England and of vocational qualifications in Northern Ireland and recognises over 140 awarding bodies who must have

met its criteria which includes 'whether an assessment is fit for purpose and can be delivered'. This accords with the original intention of the NJC which chose the 'bodies constituted under DfES meeting the criteria to validate National Occupational Standards (or equivalent in the devolved administrations)' because all parties were confident that those bodies would be able to validate an assessment process as fit for purpose and that it was being delivered fairly and transparently.

7. We write to inform you that, with immediate effect, the NJC has agreed that the replacement reference point is Ofqual's Register of Recognised Qualifications, which contains details of recognised awarding organisations:
<http://register.ofqual.gov.uk/Organisation/Browse>.
8. This reference point (the Register) applies to English and Welsh fire authorities as well as Northern Ireland.
9. As far as Scotland is concerned the previously suggested awarding body, the Scottish Qualification Authority (SQA) is also contained on the Register. This does not preclude Scottish fire authorities from utilising the services of another one of the listed organisations should they also operate in Scotland.
10. Examples of listed organisations with fire service experience are Edexcel (although it is referred to as Pearson Education Limited) and the Institute of Fire Engineers (IFE). Please note the IDeA (which is now part of the Local Government Association, no longer offers this service).

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

The successful outcome for the FBU and its members in this case has implications for a number of fire and rescue services' approach to CPD.

A13 Sick leave – taking of annual leave

On 23 September 2011 the FBU submitted a claim to the NJC for all employees to be entitled to take all contractual annual leave currently lost as a result of sick leave.

The matter was reported in NJC circular NJC/10/11.

Circular NJC/10/11

30 December 2011

Dear Sir/Madam

SICK LEAVE – TAKING OF ANNUAL LEAVE

1. We write to advise authorities that the Employees' Side of the NJC has brought forward a claim in connection with the above matter.
2. The Employees' Side is seeking amendment to the current NJC Grey Book provisions to reflect its understanding of the Stringer and Pereda European Court of Justice rulings. Namely:

(a) Section 4 Part C paragraph 7 to read:

"Where leave is not taken during the leave year which is not as a consequence of the decisions of the individual he/she will be entitled to take any outstanding leave. Where the return date requires some or part of that leave being taken in the following year it shall be taken within 3 months of his/her return to work. An individual will not have to take such leave on days when he/she would otherwise be entitled to be excused from duty."

(b) Section 4 Part C paragraph 10 to read:

"Payments in lieu of any leave accrued but not taken in the current leave year, or in circumstances as described in paragraph 7 above, shall be made in cases of termination of employment. In the case of death this amount shall be paid into the employee's estate."

(c) Section 5 Part B 24 to read:

"An employee who falls sick whilst on annual leave or who is absent on account of sickness when his or her annual leave falls due shall be entitled to take any outstanding leave. Where the return dates requires some or part of that leave being taken in the following year it shall be taken within 3 months of his/her return to work. An individual will not have to take such leave on days when he/she would otherwise be entitled to be excused from duty."

(d) Section 5 Part B 25 now to state:

"Where an employee is on sick leave on a public holiday he or she shall still be entitled to a day's leave in lieu later."

3. At the recent meeting of the National Joint Council the Employers' Side responded that there were a number of wider factors to be taken in to account in consideration of the claim. It was agreed that discussion should take place at Joint Secretary level.
4. These discussions commenced at a recent regular business meeting of the Joint Secretaries.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A14 CPD eligibility

A key issue for members and officials since the introduction of continual professional development (CPD) payments in 2007 has been attempts by fire and rescue service principal managers and HR departments to automatically remove members' eligibility for consideration to be awarded CPD, often on the grounds of levels of sickness absence. The issue of whether this was reasonable under the terms of the national agreement was tested at employment tribunal proceedings between FBU members in South Yorkshire and South Yorkshire fire and rescue authority, which went to appeal in October 2011.

The judgment was received in December 2011.

At its meeting in February 2011, the executive council received and agreed the following report:

CPD – eligibility – employment appeal tribunal

The executive council will be aware that since the introduction of the continual professional development scheme a number of FRSs have chosen to interpret the national scheme such that sick leave can be used by the employer as a criterion for refusing payment of CPD e.g. by way of setting targets.

This interpretation has never been correct and has been emphasised at a number of meetings of the executive council and in head office circulars. This incorrect interpretation was implemented by South Yorkshire fire and rescue authority (SYFRA). Local officials challenged the matter via the industrial relations machinery and it was decided in view of the circumstances to pursue the matter through legal action through the employment tribunals.

The FBU succeeded at the employment tribunal at first hearing and has recently succeeded at the employment appeal tribunal (EAT) as a result of an appeal lodged by SYFRA.

The findings of the EAT are attached as an appendix to this EC paper. A summary of the findings was produced by the local Thompsons lawyers that processed the matter:

I am delighted to inform you that SYFRA's appeal against the judgement of the Sheffield ET has been roundly rejected by the EAT. The final judgement is to be handed down at 10.30 am today and I do not yet have a clean copy of the judgement but as soon as it arrives I'll scan it in and send it to you.

The gist of the decision is that the EAT held, as did the ET, that it was a breach of contract for SYFRA to refuse to pay a CPD payment by reason only that the published target for sickness absence had been exceeded. A CPD payment is not an attendance bonus. The wording of the CPD scheme requires an assessment to be made of a firefighter's commitment to attendance. So, for example, a firefighter who normally has a good sickness absence record but who has a genuine illness or injury one year which takes him or her over the absence target

should not automatically be refused a CPD payment on those grounds alone. That is what SYFRA did and it was acting unlawfully in doing so.

It is still open to a fire authority to refuse a CPD payment if for example a manager believes that a firefighter all too readily takes sick leave each time he/she has a mild cold. But the manager would have to have a reasonable basis for coming to that conclusion. In the SYFRA cases, the managers had considered sickness absence but held that in each case, the acknowledged sickness absence did not demonstrate a lack of commitment to attendance and hence the CPD payment was due. It was HR who had decided that the payment should be withheld because the sickness absence target was exceeded and it acted unlawfully in doing so.

A Head Office circular will be sent to all brigade secretaries. An 'all members' circular will be issued and if possible the matter will be reported in Firefighter.

Important matters of note:

- The decision only applies to those FRSs where the national scheme has been implemented, i.e. where local agreements do not allow the employer discretion to apply a sick leave criterion.
- It is still possible, in line with the national agreement, for sick leave (especially long periods of sick leave) to affect the payment CPD. For example, if a member was sick for 6 months, the employer could successfully argue that the member could not evidence sufficient high performance on any legitimate criteria for the full year.
- It is still possible for an FRS to withhold payment where sick leave is taken too readily, but the FRS will have to prove this is the case rather than simply assert it.

A15 Queen's Diamond Jubilee commemorative medal

On 6 February 2012 the union wrote to all control branches via circular number 2012HOC099MW, notifying members that the union was taking steps to ensure that members working in emergency fire control rooms received the Queen's Diamond Jubilee commemorative medal in the same way that it would be received by other uniformed fire service personnel.

Dear Brother/Sister

DIAMOND JUBILEE MEDAL – CONTROL MEMBERS

You may be aware that the Government intends to issue a medal to commemorate the forthcoming Queen's Diamond Jubilee. We understand that the medal is due to be issued to all emergency service staff who have completed five years service. There are a range of views within the Union regarding the issuing of medals and

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regarding the Jubilee, however, what the Executive Council has firmly argued is that Fire and Rescue staff working in Emergency Fire Control should be treated equally with other uniformed staff. As we have said in other regards, we are all 'Part of the Team'.

We have raised our concerns at this issue with the CLG Fire Minister. Unfortunately we have not so far been successful on this front. We subsequently raised the matter at the National Joint Council last week and I am pleased to report that the Employers side supported our view and agreed to submit a joint letter on the subject. That will now be done and I will inform you of the outcome.

Best wishes.

Yours fraternally



MATT WRACK
GENERAL SECRETARY

The letter to Bob Neill was sent on 20 January 2012.

Dear Minister

QUEEN'S DIAMOND JUBILEE MEDALS

I write in respect of the eligibility for the Queen's Diamond Jubilee medal. We note that in a written answer was provided by Hugh Robertson on behalf of the Department of Culture and Media and Sport, the eligibility was described as being :-

"broadly the same as that for the golden jubilee medal, which means that it will be issued to serving front-line members of the armed forces, emergency services and Her Majesty's Prison Service who have completed five years' service on, and including, Accession day, 6 February 2012."

In 2002, frontline emergency control room firefighters (of any rank) were excluded from eligibility.

Emergency control room firefighters provide a first-class service to the public, whose duties and responsibilities include advice, guidance and reassurance to members of the public who have called the fire service when they are in distress, in order to assist them until the fire appliances arrive.

We recognise that you have considerable experience of fire service matters, and first-hand knowledge of the work undertaken by this group of valued public servants. We know you will appreciate the dedication of these members, who deliver a first-class service to the public.

Could you please clarify whether fire control officers are considered eligible for the Queen's Jubilee Medal? In the event that the current government view is that this invaluable group of frontline staff is not eligible, I ask that you and your department take the appropriate measures to

prevail upon the relevant Ministers, to ensure that emergency control room firefighters across the United Kingdom, are made eligible in recognition of the outstanding service they provide.



MATT WRACK
GENERAL SECRETARY

The union's position had been conveyed to the national employers at the NJC on 2 February 2012.

On 20 February 2012, the employer and employee sides of the NJC wrote to the then fire minister Bob Neill on the issue. This was reported in NJC circular NJC/02/12.

Circular NJC/2/11

29 February 2012

Dear Sir/Madam

QUEEN'S DIAMOND JUBILEE COMMEMORATIVE MEDAL

1. *Authorities will be aware that in order to mark the Queen's Diamond Jubilee, an official medal will be awarded by the UK Government to those in the Armed Forces and emergency services, and to prison service personnel.*
2. *The eligibility criteria includes 'emergency services personnel who have been in paid service, retained or in a voluntary capacity, who have to face the prospect of dealing with emergencies as part of their conditions of service, and have completed five full calendar years of service on 6 February 2012'.*
3. *Disappointingly, it appears that fire control employees are not to be regarded as falling within this criterion.*
4. *The National Joint Council has written to the Fire Minister in England expressing concern as we have been advised DCLG is the relevant department on this issue. It is hoped that he will take this matter forward. A copy of the letter is attached for information.*

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

20 February 2012

Dear Minister,

ELIGIBILITY CRITERIA – QUEEN'S DIAMOND JUBILEE MEDAL

We are writing on behalf of the National Joint Council for Local Authority Fire and Rescue Services in respect of the applied eligibility criteria for the awarding of the Queen's Diamond Jubilee Medal.

Both sides of the Council, employers and employees, unanimously agreed at a meeting held on 2nd February 2012, that members of the Fire and Rescue Service working in emergency fire controls should qualify for this medal.

We are aware that currently only those personnel who are called to attend emergencies, potentially placing themselves in danger and with at least 5 year's service fall within the criteria being applied to emergency service workers.

Employees working in Fire Control (e.g. Firefighters [Control]), which is the agreed term for the role) can be required to, and do, attend emergencies potentially placing themselves in danger. There are many examples of such incidents, including those at the Buncefield Oil Storage Depot, Stockline Plastics in Glasgow, and Atherstone-on-Stour in Warwickshire. They also play an essential role dealing with emergency calls from the public who may be in immediate danger. This includes dispensing advice to members of the public who are often very distressed. This forms an important part of incident handling and in itself can and does save lives. This can apply equally to other fire control roles.

All Fire (Control) staff are a valued and vital part of our emergency response capabilities, and as such, we feel strongly that this group of employees should not be excluded and should be recognised in this process for their highly skilled dedication and commitment to protecting our communities.

We believe, that properly considered, the existing criteria already cover this group of employees and ask that this is made clear to those recommending members of staff for the medal. However, if it is felt that the criteria would need to be amended to take account of this point we ask that this is done.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

The fire minister replied on 28 February 2012 :

Dear Sarah and Matt

ELIGIBILITY CRITERIA – QUEEN'S DIAMOND JUBILEE MEDAL

Thank you for your joint letter of 20 February advocating that emergency control room staff should automatically receive the Queen's Diamond Jubilee Medal.

In June last year the Department for Culture Media and Sport issued the high level criteria for the medal, on behalf of all Government Departments:

http://www.culture.gov.uk/news/media_releases/8243.aspx.

The guidance flagged that individual Government Departments and the Devolved Administrations would issue the detailed qualifying criteria applying to their personnel – whilst adhering to the principles agreed.

Eligibility for the Diamond Jubilee Medal follows the same criteria as used for the Queen's Golden Jubilee Medal. This applies to all the emergency services: only those personnel who are called to attend emergencies, potentially placing themselves in danger and with at least five years service as of 6th February 2012 are eligible to receive the medal.

I fully acknowledge the challenging and vital role emergency control room staff deliver on a daily basis. Exceptionally, as you point out, some are called upon to attend the scene of 999 response calls and therefore potentially place themselves in danger. As for the Golden Jubilee Medal, Chief Fire Officers have a degree of latitude to include such individuals.

I am sure you appreciate the need for consistency of approach, across all the emergency services. Each member of which are carrying out essential work, which is worthy of our praise and thanks.

Best wishes.

BOB NEILL MP

The executive council was unable to progress this matter any further, and was disappointed to note that the issue provided further evidence of the government's inability to understand, recognise and reward the contribution made by emergency fire control firefighters to public safety in the UK.

A16 Queen's Diamond Jubilee – additional public holiday

On 17 January 2012, the union registered a claim for public holiday leave in respect of the Queen's Diamond Jubilee.

Dear Sarah

NJC EMPLOYEES' SIDE CLAIM – PUBLIC HOLIDAY LEAVE FOR QUEEN'S JUBILEE

As you will be aware, the Queen's Diamond Jubilee takes place in 2012 and that a special bank holiday has been announced for 5 June 2012, and that in order to form a long weekend of celebration, the Spring bank holiday has

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been moved from its traditional place in late May to Monday 4 June.

This letter registers a claim for all uniformed fire service personnel for a public holiday to be granted in addition to those identified in Section 4C of the Scheme of Conditions of Service (Grey Book) for the midnight to midnight period on that date.

Our claim is that this additional public holiday shall be granted such that the provisions contained within the Grey Book concerning public holiday arrangements shall apply, subject also to there being no adverse application in relation to personnel working the retained duty system.

I trust that the employers' side of the NJC would want all Grey Book employees to share in the award of this additional day's leave, irrespective of their duty system or the days on which their rota days fall.

Should you wish to discuss this matter further please do not hesitate to call.

Yours sincerely



MATT WRACK
GENERAL SECRETARY

The national employers replied on 19 January 2012:

Dear Matt

EMPLOYEES' SIDE CLAIM – DIAMOND JUBILEE EXTRA BANK HOLIDAY

I write to acknowledge receipt of your letter to Sarah of 17th January in respect of the above matter.

I can confirm that the claim will be considered by the Employers' Side when it next meets on 2nd February.



Gill Gittins
Employers' Secretariat

The matter was discussed at the NJC on 2 February 2012 wherein the employers made an offer which fell short of the FBU claim.

On 17 February 2012, the union sought clarity on the employer offer:

Dear Sarah

NJC EMPLOYEES' SIDE CLAIM – PUBLIC HOLIDAY LEAVE FOR QUEEN'S JUBILEE

At the NJC held on 2 February 2012, the employers' side made an offer which did not meet the full terms of our claim in respect of public holiday arrangements for Grey Book personnel for the Queen's Diamond Jubilee on 5 June 2012.

I write to seek confirmation that the employers' offer is that current Grey Book arrangements shall apply to the Spring Bank Holiday, which has been moved to 4 June 2012, but that the arrangements for 5 June 2012 shall be those outlined in respect of the Royal Wedding on 29 April 2011, as detailed in NJC circular 5/2011.

Subject to confirmation of the above, the employees' side of the NJC and MMNB have discussed the offer, and although disappointed that the employers did not meet the claim in full, have chosen to accept the offer made.



ANDY DARK
Assistant General Secretary

Agreement was subsequently reached on 26 March 2012 and was reported in NJC circular NJC/3/12 :-

Circular NJC/3/11

Dear Sir/Madam

DIAMOND JUBILEE EXTRA BANK HOLIDAY – 5TH JUNE 2012

BACKGROUND

1. The Government in England has announced that there will be an additional public holiday on Tuesday 5 June 2012 to celebrate the Queen's Diamond Jubilee. This applies in England and Wales.
2. The same decision has been taken in respect of Scotland and Northern Ireland.
3. There is no automatic entitlement to such a public holiday on this day under the terms of the National Joint Council's Scheme of Conditions of Service (Grey Book).
4. Authorities are aware that the Employees' Side of the NJC submitted a claim in connection with the above position.

CURRENT POSITION

5. The NJC has agreed to treat this day as a public holiday, under the terms below.
6. The agreement below does not impact upon local agreements that may exist.

Enhanced payment

7. Double time will be applicable for the hours an individual is required to work on 5 June 2012. For the avoidance of doubt, time off in lieu will not be applicable for this group. This affects employees in firefighter to station manager (not on the flexible duty system) roles.

Time off in lieu

8. One day's time off in lieu will only be applicable for those required to work on 5 June 2012 and who do not fall in to the group described in paragraph 7 above. For the avoidance of doubt, enhanced pay is not applicable

to this group. This affects employees in station manager (on the flexible duty system) to area manager roles.

SPRING BANK HOLIDAY

9. For the avoidance of doubt, the Spring Bank holiday has been moved to 4 June 2012. The provisions contained within the Grey Book shall apply in respect of this day.

Yours faithfully



SARAH MESSENGER
Joint Secretaries

MATT WRACK

A17 Public holiday leave and RDS

In 2012 the executive council noted that the arrangements for public holidays within the Grey Book in respect of members working the retained duty system may not be compliant with the requirements of the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations.

The matter was discussed at NJC joint secretary level, and these discussions were not complete by the end of 2012.

It is hoped that the matter will be concluded early in 2013.

A18 Part-time workers – retained members transferred to wholetime

The Part-Time Workers (Prevention of Less Favourable Treatment) Regulations apply to all part-time workers in the fire and rescue service.

In 2012 an issue concerning the PTWR – terms and conditions settlement was identified in respect of members who had transferred to wholetime duties.

The matter was the subject of a great deal of discussion at NJC joint secretary level and remained unresolved at the end of 2012.

It is hoped that the matter will be concluded early in 2013.

A19 Part-time workers – tax and NI issues

The collective agreement reached in March 2011 promulgated via NJC circular NJC/3/11 stipulated in paragraph 5:

“5. Each FRA shall make a payment (without deduction of tax or National Insurance contributions) to their Eligible Employees”

Whilst individual local employers have attempted to ignore or misinterpret that clause, the meaning is unambiguous and there is no difference of opinion between the employers’ side and the employees’ side of the NJC on what it means, i.e. if a member’s service profile means that his/her payment is calculated to be of value £x, then he/she will receive a payment without deduction of £x.

This is notwithstanding that Her Majesty’s Revenue and Customs (HMRC) may believe that the payment attracts a tax/NI rating of value £y.

HMRC believes that the payments are subject to tax/NI. In order to continue to ensure that an individual receives the full amount of his/her compensation payment, FRAs have been advised by the Employers’ Secretariat to gross up payments so that after the deduction of tax and NI the correct compensation figure remains.

In other words, the FRA has to pay £x + £y.

During 2012 the fire service employers notified the FBU that they expect to challenge the HMRC decision in order to recover the value of £y (in respect of payments to all eligible employees). They were absolutely clear that no member would face deduction or reduction in the compensation he/she is entitled to i.e. £x.

The problems for FRAs arise from the fact that in normal circumstances, should the FRAs be successful in their challenge, the £y would be paid over to the individual member, not to the FRA. In other words, if the FRAs were successful, then they would be no better off: they would still be left having paid out £x + £y.

In the absence of a collective agreement with the FBU regarding the recovery of tax/NI, *in the event of a successful challenge*, the FRAs concluded that there was no incentive to seek to recover the funds in respect of tax and NI paid to HMRC, which could incur further legal and ancillary costs.

For that reason, the national employers approached the FBU with a view to reaching a collective agreement regarding the recovery of the diverted tax/NI costs in the event of a successful challenge against the HMRC decision.

The executive council gave great consideration to the matter. On the basis that it would result in no detriment to any

member and subject to there being legal confirmation that there would be no liability on the union, the executive council agreed in principle to agree the employers' request.

As 2012 closes, the matter is still the subject of negotiation at joint secretary level.

A20 Discipline and grievance sections in Grey Book

The NJC joint secretaries have been discussing proposed changes to Section 6 proposed by the employers' side of the NJC.

As 2012 closed, the matter remained unconcluded.

A21 Mileage allowances review

As a part of the 2012 pay settlement, the union agreed to the employers' request to review the Grey Book mileage rates. The employers' starting position on entering the review was that the mileage rates should be those set and published by HMRC.

The details of the mileage review were reported to members within head office and NJC circulars pertaining to pay 2012.

The element of the pay agreement which concerns the mileage review is laid out in paragraphs 4 and 5 of NJC circular NJC/05/12, which was promulgated to members via head office circular 2012HOC0515MW. The relevant paragraphs of the NJC circular state:-

- 4. Furthermore, specifically in response to the Employers' Side belief that current mileage rates are too high, it has been agreed to engage in a joint review to consider the appropriate level for mileage rates in the fire service on a robust and objective basis. This will be based upon factors considered by appropriate bodies such as the HMRC and the AA and take into account actual mileage travelled and costs within the fire and rescue service.*
- 5. A report will be presented to the NJC meeting in October 2012. If a revision to the rates is agreed, it will be implemented with effect from 1 November 2012.*

Since that time, work on the review has been ongoing. It is expected that results of the review will be made known early in 2013.



Section

Fire and rescue service policy

B1 Introduction

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

B2 FRS policy – government responsibility – England

Responsibility for the fire and rescue service for England lies with the Department for Communities and Local Government (DCLG). The secretary of state for DCLG is the Rt Hon Eric Pickles MP. The parliamentary under secretary of state, often referred to as the 'fire minister for England', was Bob Neill MP throughout 2011 and until September 2012 when Brandon Lewis MP was appointed to the post as part of a government reshuffle.

DCLG has farmed out much of the work concerning guidance and procedures to the fire sector, notably to arrangements structured by CFA and funded mainly by short-term 'grants' from London.

The FBU is represented on a number of these committees and is engaged on a number of key projects outside of the formal structures.

B3 FRS policy – government responsibility – Northern Ireland

Fire and rescue service policy in Northern Ireland is a fully devolved matter and is the responsibility of the Department 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's budget.

Currently, the minister responsible for the DHSSPS is Edwin Poots (DUP) MLA.

As a minister, Mr Poots forms part of the Stormont Executive, in effect the local Northern Ireland Cabinet. The five largest political parties are represented at this level: the Democratic Unionist Party (DUP), Sinn Féin, the Ulster Unionists, the Social Democratic and Labour Party (SDLP) and The Alliance Party.

The minister reports to the Assembly and a scrutiny committee, the health committee. 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. To this end, the FBU has managed to secure a number of meetings with Sammy Wilson (DUP), the finance minister, and his officials regarding fire service budgetary concerns and other related matters.

SECTION B — FIRE AND RESCUE SERVICE POLICY

There have been a number of issues in 2011-2012 which have been dealt with or are ongoing at government level which are of importance to the FBU.

The main issues of concern during this period were budgets, pay and, in particular, the proposed changes to pensions. With regard to pensions, the FBU has been and continues to speak to and lobby senior politicians about the changes to fire service pensions in Northern Ireland.

Additionally, there has been a strong government focus on corporate governance and financial management within NIFRS (Northern Ireland fire and rescue service). The FBU has therefore taken the opportunity to engage with politicians from all parties within the Assembly on these matters. This has included attending the main political party conferences, where through our innovative stall set-up, we have been able to engage and lobby with a wide range of politicians and party members on crucial fire service issues.

A key outcome of our political engagement and lobbying over the last two years has been the ability to attract keynote political speakers to our regional AGMs. In 2011 it was the minister for the environment, Alex Attwood (SDLP) MLA and in 2012, the minister for health, social services and public safety, Edwin Poots (DUP) MLA – the minister with responsibility for the fire service.

We continue to view political engagement with, and lobbying of, the Northern Ireland government as key FBU priorities as it affords us the opportunity to better defend our members' conditions and also to protect firefighters' and the public's safety.

B4 FRS policy – government responsibility – Wales

Region 8 has again been heavily involved within the Welsh Assembly Government (WAG) over the past two years. FBU Wales has participated fully in many forums, WAG consultation exercises and negotiations on a wide range of issues.

WAG review of service standards – fires in domestic dwellings

Within the executive council's annual report 2011, the Welsh region highlighted the ongoing issue of the Welsh Assembly Government's review of service standards to fires in domestic dwellings throughout Wales. The FBU in Wales responded twice to the initial proposals, once following the conclusion of the review working group itself on which the FBU had secured a seat, and again more formally during the WAG consultation period. WAG officials responded to both papers.

The FBU was heavily involved in negotiations on this issue from thereon in, and W-FRSC – (2012) 04 – Fire and Rescue Authorities Guiding Principles for Dwelling Fires was finally issued on 27 March 2012. Clearly, and rightly so, this issue has

taken quite some considerable time to deal with, and has required much in the way of negotiation and evidence from the FBU in an attempt to achieve recognition of our concerns.

The FBU in Wales is satisfied that we have achieved the best possible outcome taking all factors into account, and being aware that the final 'Guiding Principles for Dwelling Fires' document addresses our concerns as far as practicably possible, and is far removed from the initial proposals tabled with us back in 2010. These 'Guiding Principles' are now tied into legislation which does require FRAs to reduce firefighter injuries; maintain firefighter operational competence; ensure appropriate resources to attend fires; and learn lessons from incidents. Performance and improvement will be measured through reporting mechanisms under the Local Government (Wales) Measure 2009.

The FBU made representation in relation to a proposed review of these 'Guiding Principles' to take place 'within' three years. This was agreed.

Subsequently, the three fire and rescue services in Wales (North Wales, Mid and West Wales and South Wales) have collaborated in the release of the document entitled 'All – Wales Dwelling Fire Response Charter – working together for a safer Wales'. This document is seen as helpful by the FBU, and subsequently we have been consulted on its content.

The fire and rescue national framework (Wales) 2012 onwards

2012 saw Welsh Assembly Government consultation on and subsequent release of the new fire and rescue national framework (Wales) 2012 onwards document.

Section 21 of the Fire and Rescue Services Act 2004 requires Welsh ministers to prepare a fire and rescue national framework setting priorities and objectives for fire and rescue authorities.

The 2008 framework (which covered period 2008-2011) was extended to cover the period up to 20 April 2012.

Consultation on a new fire and rescue national framework for Wales was undertaken between 29 November 2011 and 17 February 2012 and the final framework, which covers the period 2012 onwards, was published on 27 March 2012.

The FBU in Wales responded to the consultation, outlining some concerns, and WAG circular W – FRSC (2012) 09 was issued on 25 April 2012. This circular informs fire and rescue authorities of the publication of the framework document, which came into force on 20 April 2012.

In the Welsh government's view, the fire and rescue national framework set out its vision and priorities for FRAs in Wales. It describes what the Welsh government expects of the FRAs and sets the FRAs' role in the context of the wider public sector. This framework creates the foundation on which to build and promote innovative solutions, recognising expertise, sharing resources and enhancing capacity across FRAs and with the wider public sector.

The Fire and Rescue Consultative Forum (FRCF)

The Fire and Rescue Consultative Forum (FRCF) continues to function and, as reported previously, currently operates in its slimmed down form. The current constitution of this forum, agreed during 2011 by the chief fire officers and the FBU in Wales, consists of the three chief fire officers, the Fire Brigades Union (executive council member – Wales), and the Welsh local government association (WLGA). Issues addressed during 2012 and supported by the CFOs included the FBU's paper 'Flooding – A Statutory Duty' which was tabled with the minister responsible for fire, Carl Sargeant on 28 February 2012.

Floods have again devastated parts of Wales during 2012, and only a matter of weeks after the FBU tabled the above paper, the Aberystwyth area and its inhabitants were hit by disastrous and life-changing floods. The hard work, dedication and resolve of our members during this period, operating in hazardous conditions, and in some cases with protective equipment unfit for purpose, cannot be understated. Subsequently the FBU's paper regarding a statutory duty for flood response in Wales was submitted to the Fire and Rescue Consultative Forum.

In the opinion of the Fire Brigades Union in Wales, the Exercise Watermark report, the Pitt Review and the farsighted and welcome introduction of a statutory duty for flooding in Scotland and Northern Ireland support the move for a statutory duty in Wales. The major stakeholders in the fire and rescue service (including the FBU) have recognised the need for statutory duty in relation to flooding in Wales for quite some considerable time. Work continues in this area.

The Domestic Fire (Wales) Measure Working Group

The Domestic Fire (Wales) Measure Working Group was set up during October 2012 following the passing of the Legislative Competency Order (LCO) through the Welsh Assembly Government.

On 16 February 2011 the National Assembly for Wales passed one of the first examples of private members' legislation, the Domestic Fire Safety (Wales) Measure 2011 which was introduced by Ann Jones AM, enabling ministers to introduce regulations making automatic fire suppression systems compulsory in all new and converted domestic properties.

The FBU in Wales was invited to take a seat on this working group as a result of our significant involvement in the provision of evidence, both oral and written, to the Welsh Assembly Government in support of the LCO during its inception in 2008. This invitation was accepted and the FBU is represented at all meetings.

The purpose of the working group is to advise the Welsh government on the development of regulations to implement the Domestic Fire Safety (Wales) Measure 2011. The FBU's involvement is far-reaching, as clearly there could be issues arising which may impact upon our members operationally in the future.

The working group will consider the relevant technical standards concerning the installation and maintenance of fire suppression systems in properties covered by the measure. The work of this forum should be completed by mid-2013.

B5 FRS policy – government responsibility – Scotland

Reform of the Scottish fire and rescue services

Fire is a fully devolved power to the Scottish parliament, with the Fire (Scotland) Act 2005 being the primary legislation previously governing the service. This legislation was superseded in 2012 by the new Police and Fire Reform (Scotland) Act 2012 which set out the Scottish government's plans for a single Scottish fire and rescue service and has now been approved by the Scottish parliament.

The Police and Fire Reform (Scotland) Act successfully passed stage 3 of the parliamentary process on 27 June 2012 and received Royal Assent in the summer of 2012.

Pat Watters (formerly the president of the Convention of Scottish Local Authorities and a delegate to the NJC) was appointed chair of the Scottish fire and rescue service (SFRS) on 31 August 2012 with a further 11 board members being appointed on 17 October 2012. Together with Alasdair Hay, formerly the CFO of Tayside FRS, as chief officer of SFRS and his strategic leadership team, they will work closely with the Scottish government, Scottish parliament, the current eight services and other key stakeholders on the transition to the new Scottish fire and rescue service, which is expected to go live on 1 April 2013.

The government's intentions are that a single Scottish fire and rescue service will:

- protect and improve frontline services for local communities against the backdrop of severe budget reductions by the Westminster government;
- keep communities safer by providing more equitable access across Scotland to specialist support, expertise and national capacity when it is needed;
- strengthen the links between the fire and rescue service and the communities they serve; and
- provide clearer national governance.

Key aspects of the Police and Fire Reform (Scotland) Act 2012 include:

- regular, formal opportunities for the Scottish parliament to scrutinise fire and rescue services;
- establishing the Scottish fire and rescue service board to hold the chief officer to account;
- transferring the current functions of fire and rescue authorities to the Scottish fire and rescue service. All staff employed by the current eight fire and rescue authorities will transfer to the new service;
- a statutory duty for the Scottish fire and rescue service to provide adequate local services;
- a designated local senior fire officer for each local authority

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area, responsible for involving the local authority in determining priorities and objectives for fire and rescue services in the local area;

- a local plan for fire and rescue services for each local authority area, agreed between the relevant local senior officer and the local authority, setting out priorities, objectives and arrangements for local service delivery; and
- the creation of an inspectorate of the Scottish fire and rescue service.

The Scottish government is working with the fire and rescue services and other key stakeholders on the transition to the new structure. The cabinet secretary for justice established a short-life stakeholder sounding board to facilitate direct engagement with key stakeholders as the bill passed through parliament. The group consisted of police, fire and rescue and local government stakeholders including the FBU, and met during stages 1, 2 and 3 of the parliamentary process to consider key issues.

The bill has benefited from input from a wide range of people. A number of government amendments to the legislation were developed in response to feedback from stakeholders, the sounding board and those put forward by MSPs. The FBU has been fully involved in the process and gave both written and oral evidence to the government. Work is now underway to negotiate the harmonisation of the previous eight services' conditions of service in to the single service, with the FBU being at the forefront of these discussions.

Scottish fire and rescue service circulars and Dear Chief Officer (Scotland)

In Scotland, technical and operational guidance is issued within:

- Scottish fire and rescue service circulars; or
- Dear Chief Officer (Scotland) (formerly 'Dear Firemaster') letters.

These are issued either by:

- the Scottish Resilience Strategy Unit;
- the Scottish Public Pensions Agency (SPPA); or
- the Scottish Fire and Rescue Advisory Unit (SFRAU).

Some of the guidance is exclusively relevant to Scotland and is generated by the issuer, the remainder is transposed in whole or in part from DCLG bulletins which have been issued as guidance for English fire and rescue services.

An initial decision on whether information in the DCLG bulletins should be issued in Scotland is made jointly by SFRAU and the Scottish Resilience Strategy Unit. These decisions are notified to the Scottish Operational Guidance Programme Board members for their views before a final decision is made. However, there are circumstances where a Scottish fire service circular is issued and reported to the Scottish Operational Guidance Programme Board after issuing due to the urgent nature of the information.

Scottish fire and rescue service circulars and Dear Chief Officer Letters (Scotland) issued in 2011

Scottish fire and rescue service circulars

FSC(S) 1/2011 – SPPA Firefighters' Pension Scheme – Pensions Increase (Review) Order 2011

FSC(S) 2/2011 – SPPA Firefighters' Pension Scheme – SCAPE Discount Rate and Actuarial Factors

FSC(S) 3/2011 – SPPA Firefighters' Pension Scheme – Revised Commutation Factors

FSC(S) 3/2011 – SPPA Firefighters' Pension Scheme – Commutation Guidance – 19 April 2011

FSC(S) 4/2011 – SPPA Firefighters' Pension Scheme – Pension Debit Adjustment Factors and Early Retirement Factors

FSC(S) 4/2011 – SPPA Firefighters' Pension Scheme – Adjustment Factors for Pension Debits

FSC(S) 4/2011 – SPPA New Firefighters' Pension Scheme – Early Retirement Factors

FSC(S) 4/2011 – SPPA New Firefighters' Pension Scheme – Adjustment Factors for Pension Debits

Dear Chief Officer Letters (Scotland)

DCOL(S) 1/2011 – a) The Fire Safety (Scotland) Amendment Regulations 2010 and b) Changes to the FireLaw Website URL

DCOL(S) 2/2011 – Scottish Fire and Rescue Service Reform – Interim Arrangements

DCOL(S) 3/2011 – Fire (Scotland) Act 2005 – Section 33 Reinforcement Schemes

DCOL(S) 4/2011 – Urban Search and Rescue Personal Protective Equipment Specification for High Dust and Chemical, Biological and Radiological Environments

DCOL(S) 5/2011 – Fire Safety in Premises where a Care Service is Provided

DCOL(S) 6/2011 – Failure of Cable Fixing in Fires

DCOL(S) 7/2011 – Timber Framed Buildings

DCOL(S) 8/2011 – Opportunities within the Office of the Chief Fire and Rescue Adviser

DCOL(S) 9/2011 – Opportunities within the Office of the Chief Fire and Rescue Adviser

DCOL(S) 10/2011 – Reduced Ignition Propensity (RIP) Cigarettes – Update

DCOL(S) 11/2011 – Scottish Operational Guidance Board: Handling of Risk Critical Information and Update on Generic Risk Assessment Publication

DCOL(S) 12/2011 – Licensing of Houses in Multiple Occupation

DCOL(S) 12/2011 – Licensing of Houses in Multiple Occupation – Annex 125

DCOL(S) 13/2011 – FSEC Support Update

DCOL(S) 14/2011 – GRAs for Issue in Scotland

DCOL(S) 15/2011 – Minor Amendments to Part 3 of the Fire (Scotland) Act 2005

Scottish fire and rescue service circulars and Dear Chief Officer Letters (Scotland) issued in 2012

Scottish fire and rescue service circulars

FSC(S) 1/2012 – SPPA Firefighters' Pension Scheme – Increase in Employee Contributions

FSC(S) 2/2012 – SPPA Pensions Increase (Review) Order 2012

FSC(S) 3/2012 – SPPA Pension Scam Notification

Dear Chief Officer Letters (Scotland)

DCOL(S) 1/2012 – Joint Operating Protocol – Scottish Fire and Rescue Services and the Scottish Ambulance Service

DCOL(S) 2/2012 – FRSNCC and IRS Upgrade and Data Collection

DCOL(S) 3/2012 – Fire and Rescue Service Health, Safety and Welfare Framework

DCOL(S) 4/2012 – The Fire (Scotland) Act 2005 (Relevant Premises) Regulations 2012

B6 Marauding terrorism and firearms project

During 2011 and 2012 the Fire Brigades Union has been engaged in discussions which centre upon fire service activity in connection with acts connected with marauding terrorism and firearms.

Whilst this is not an area of work which firefighters of any rank are contractually obliged to undertake, the executive council has agreed that we should continue to explore the proposed activity in order to ensure the highest standards of firefighter and public safety.

The executive council is mindful of the increased level of risk and responsibility that fire service involvement entails for each individual firefighter. Whilst taking the necessary steps to establish whether a safe practice is possible, the executive council is clear that the increased risk and responsibility is recognised in pay conditions and pension arrangements.

B7 Fire and rescue national framework for England

On 11 July 2012, DCLG published the fire and rescue national framework for England. The publication followed a consultation conducted between December 2011 and March 2012. The FBU made the following submission to that consultation:

THE FBU'S RESPONSE TO THE CONSULTATION ON THE FIRE AND RESCUE NATIONAL FRAMEWORK FOR ENGLAND (DCLG) Dec 2011

The FBU represents over 85% of the uniformed staff in all parts of the UK Fire and Rescue Service. Our members are frontline public service workers – covering the roles of Firefighter to Area Manager, including emergency fire control staff and firefighters working the retained duty system.

We welcome the opportunity to comment on the draft fourth National Framework document.

The consultation document seeks, in particular, responses to the four following questions:-

Question 1 – Is the content of each chapter clear, specific and proportionate?

The FBU does not believe each chapter is sufficiently clear, specific and proportionate. Our explanation and examples are given in the narrative of the FBU submission to this consultation.

Question 2 – Does the draft National Framework set clear and appropriate expectations of Fire and Rescue Authorities? If not, how could it be improved?

The FBU does not believe that the expectations of Fire and Rescue Authorities are set out clearly in the Framework. Our explanation with examples and proposals to improve on this are given in the narrative of the FBU submission to this consultation.

Question 3 – Are the respective roles of Fire and Rescue Authorities and the Government set out clearly? If not, how could they be improved or made clearer?

The FBU does not believe that the respective roles of Fire and Rescue Authorities and the Government are set out clearly in the Framework. Our explanation with examples and proposals to improve on this and to make it clearer are given in the narrative of the FBU submission to this consultation.

Question 4 – Do the requirements for Fire and Rescue Authorities on scrutiny, access to comparable performance data and assurance go too far or not far enough?

The FBU does not believe that the requirements go far enough. Our explanation, with examples, are given in the narrative of the FBU submission to this consultation.

THE NATIONAL FRAMEWORK SHOULD NOT BE A MISSED OPPORTUNITY.

The draft National Framework and Section 21 of the Fire and Rescue Services Act 2004

The draft National Framework is structured as a "high-level statement". We believe that Government advice should be specifically strategic rather than general, but also be comprehensive. Governments should govern and be judged on their efforts. We certainly believe that this is a matter which should apply to the Fire and Rescue Service. A Government must make clear its position and requirements to Fire and Rescue Services, dealing as they do with safety-critical and risk-critical matters that directly affect public safety, local and national resilience and thereby, national security.

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It would be most beneficial if the Secretary of State were to describe what he (s/he) considers success for Fire and Rescue Services to be. In other words, describing “what success looks like”.

Section 21 of the Fire and Rescue Services Act 2004 requires the Secretary of State to “set out priorities and objectives for Fire and Rescue Authorities in connection with the discharge of their functions.”

The functions (and requirements) of Fire and Rescue Authorities is set out within the Act and other legislation which is known to Fire and Rescue Authorities. The current draft National Framework merely describes these functions and requirements.

When opportunities arise to engage in new activities or new areas of work it isn't hard to imagine that the commitment of resources and energy to exploring and engaging in those new opportunities can easily allow a drop in concentration on the existing functions and areas of responsibility. New opportunities aren't always a good thing. “Diversification” sounds positive until you realise that without proper control mechanisms or guidance it can lead to “mission creep”. There is nothing positive in a relatively small organisation that tries to overreach itself, and moves from a position where it delivers a restricted number of functions adequately, to one where it performs a lot of activities poorly.

With the advent of the “new opportunities” which arise from the Localism Act, more than ever before should CLG publish a National Framework document which emphasises that the primary role of a Fire and Rescue Authority is to deliver the mandatory functions described in the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004 and associated regulations, and what the Department expects Fire and Rescue Authorities to do to carry out those functions before embarking on new pursuits.

There is nothing positive in a public authority creating new burdens upon itself by duplicating the work being carried out by others. It is inefficient and increases the likelihood of incompatibility which means that the quality of service will tend toward unreliability.

That is the role of Government and that is what is required of the Secretary of State in section 21. The Secretary of State may well not wish to micro-manage or be overly prescriptive, but he (s/he) should provide the overall strategic direction and provide a framework within which to operate.

The Fire Brigades Union believes that the construction and content of the National Framework document should be approached in a way which is very simple to define. It should be a document which ensures that a newly appointed member of the Fire and Rescue Authority anywhere in England should be able to pick up the National Framework document and be able to ascertain what he/she is expected to do and to provide as though he/she comprised the fire authority alone.

It is very much hoped that the Secretary of State will improve upon the work of the previous administration and carry out his statutory function required by section 25 of the Fire and Rescue Services Act 2004 and actually make a report to Parliament. Statutory obligations aside, this would be a genuine contribution to improving accountability. It would allow Parliament to scrutinise the work of the Government and would also be tangible evidence of a commitment to contribute to an improvement agenda.

Section 25 requires that the Secretary of State, within two years of each Framework, must report to Parliament on the extent to which Fire and Rescue Authorities are acting in accordance with the Framework.

In order for the Secretary of State's report to be informative and competent, the Secretary of State will require information from Fire and Rescue Authorities. The Secretary of State therefore should ensure that the Framework itself is absolutely clear on what information he (s/he) requires; when it is required and in what format. It must not be left optional for Fire and Rescue Authorities to provide this information.

Key requirements of Fire and Rescue Authorities

There are some key issues which we believe are central to a high-performing, well-resourced, well-planned Fire and Rescue Service with highly-trained, adequately-rewarded personnel which will ensure a highly-motivated workforce delivering a first-class Fire and Rescue Service which is interoperable, highly-effective, fully integrated and that meets the needs and expectations of the public. This will ensure a safe workforce, and be able to protect public safety and provide high-quality resilience at both local and national level.

The provision of effective National and Local Resilience, as with the activities of extinguishing fires, rescuing people in the event of road traffic accidents and dealing with other emergencies, is delivered through the following simple principles which are encapsulated within the Fire and Rescue Services Act 2004. It requires having:-

- The right equipment in the right places in the right time i.e. as quickly as possible;
- sufficient numbers of staff to do the job effectively and safely;
- to do high quality training, initial and continuation;
- to use a coherent training package;
- to learn and practice safe operational techniques;
- accordance with safe operational procedures;
- staff who are properly assessed and verified to a coherent and recognised legitimate assessment process, to ensure the inputs, have turned into quality outputs, to ensure quality and safe outcomes;
- incidents that can be dealt with by crews working alongside colleagues, from any Fire and Rescue Service, who have been trained and equipped according to the same standard.

Alongside these basics that ensure effectiveness, efficiency and interoperability, National Resilience itself requires:-

- national co-ordination;
- national uniformity;
- national availability;
- and a means by which those responsible for the safety of the nation as a whole, the essence of national security, and have the means and processes to verify for themselves that the arrangements are in place; that the arrangements will work; and that, in our case, the process is continuous.

Just as the armed services work to such principles, so should the UK Fire and Rescue Service.

The National Framework document provides the ideal medium through which the Secretary of State can make clear to Fire and Rescue Authorities that these are his (her) priorities to ensure national and local resilience and Fire and Rescue Services that are able to deliver the outcomes required by the public.

Public Safety

In the Framework's opening paragraph, it states "the Government has a responsibility to ensure that the public is adequately protected".

This is a disappointing opening. "Adequate protection" is the bare minimum that the Government is responsible for providing and should wish to provide. It would be more appropriate and reassuring if the Government was to give a clear statement in the Framework that its desire is to ensure that "the public receives a high level of protection."

The primary purpose of the Fire and Rescue Service is to ensure public safety, whether by protective or preventative activity, or intervention. Whilst the published statistics of deaths at fires in domestic property show a decline, injuries have increased. Moreover, the statistics for fatalities are flawed because of changes to the method and practice of counting deaths at fires (domestic).

There has never been an analysis of the causes of the decline in recorded deaths fires. It isn't known whether there is a relationship between preventative activity, and if there is, what are the factors which could interrupt or disrupt the relationship?

For example, is it the technology (e.g. smoke alarms); or is it the interface between firefighter and the members of the public in their home? If it is the latter, can the data be extrapolated to show the effect, if any, of a reduction in the aggregate time available for this interface which might be caused by either (a) a reconfiguration of the use of firefighters' time and/or (b) the reduction of the aggregate firefighters' time allocated to the activity arising from a reduction in the number of firefighters.

Similarly, no analysis has been done of the deaths and injuries at fires in non-domestic properties.

The Fire and Rescue Service of course is not just responsible for fires. Deaths and injuries at road traffic accidents remain alarmingly high despite advances in safety technology and speed calming. No analysis has been carried out to assess what measures could reverse this trend in deaths and injuries.

The record shows that "innovation" by individual Fire and Rescue Services has resulted in a poorer service to the public. Examples include:-

- (i) Poor maintenance and a decrease in the availability of fire appliances;
- (ii) longer time between the call for help and the arrival of the fire appliance as a result of a conscious policy decision by Fire and Rescue Authorities;
- (iii) a reduction in the number of appliances attending incidents to deal with those incidents;
- (iv) the replacement of well-designed trusted-and-tested aerial appliances which fail on the incident ground and the drill-ground.

By bowing to pressure from the LGA and CFOA by (a) removing targets; (b) distancing itself from research; and (c) decreasing standardisation, the Government has sacrificed the protection of public safety on the altar of unrestricted and deregulated local determination.

We have serious concerns that the drastic reduction in the number of firefighters already announced and those expected as a consequence of future planned funding cuts, both of which will be in addition to the large reduction in numbers of frontline firefighters since 2004, will inevitably impact on public safety, national resilience, and as a consequence firefighter safety will be severely compromised.

Firefighter Safety

The FBU as an organisation is almost entirely comprised of officials and representatives who are uniformed employees of Fire and Rescue Services. The only exceptions are the six full-time national officials who, though now employed by the FBU itself, were long-serving uniformed employees of Fire and Rescue Services before being elected to their office at national level.

The FBU's members and officials have always understood the nature of the fire service and have recognised that it is a dangerous occupation. A dangerous occupation however does not have to be, and should not be, an unsafe occupation.

It is an understatement to say that the FBU is disappointed that there is no recognition within the Framework of the extremely hazardous work that firefighters undertake and the duties of Fire and Rescue Authorities to minimise the likelihood of firefighters being injured or killed whilst at work.

Since 2003, sixteen firefighters have been killed at work in the UK. Investigations have found that all of these deaths were caused by poor planning and application by Fire and Rescue Services, and the Fire and Rescue Authorities which oversee them.

The lessons are not being learned. In 2008, the Fire Brigades Union published ***In the Line of Duty***, a report on firefighter deaths in the UK since 1978. This report made a number of recommendations to Government and the Fire and Rescue Services (reported in the appendix to this consultation response).

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CLG responded to the FBU report and its findings and in Memorandum from the Department of Communities and Local Government on Firefighter Deaths (DAR 08) January 2009. Within the Memorandum, CLG gave firm assurances and commitments to improve. These included:

- To undertake research on implementation of the current framework for training and the adequacy and impact of Integrated Risk Management Planning;
- To ensure that lessons are learnt as early and diligently as possible, and therefore CLG will be seeking to learn lessons from firefighter deaths across Europe so that risks might be identified and mitigated quickly;
- To explore options for the investigation of major events such as the firefighter deaths in Warwickshire, Hertfordshire or the Buncefield oil depot fire. This work has been initiated in response to concerns expressed by a number of stakeholders who wish to ensure that significant incidents are subject to full independent investigation and reporting;
- To commission research to provide clear evidence across all duty systems about the implementation of the IPDS framework for the provision of operational training and development. CLG are discussing a specification for the work with key stakeholders and expect an initial report by the end of the year;
- That CLG currently have research in progress to evaluate the adequacy and impact of IRMP at national level, which is due for completion this Spring. In addition, we have commissioned the development of guidance for Fire and Rescue Services on collecting and using operational information which should be completed in Summer 2009.

The Government, both the previous and the current administration, has failed to honour these commitments. Since the publication of ***In the Line of Duty***, three more firefighters have needlessly lost their lives. Investigations into these deaths have identified similar underlying causes to those identified in earlier fatal accident investigations.

There are still no agreed protocols for accident investigation or memorandums of understanding between safety representatives and Fire and Rescue Authorities or between agencies to ensure that the underlying causes can be swiftly identified and quickly implemented.

To not meet its promises is one thing, but to ignore the promises and the reasons that they were made, simply compounds the injury. The National Framework document is precisely where a reiteration and reaffirmation of those commitments and requirements of Fire and Rescue Services should be made.

Fire and Rescue Authorities: Health and Safety

In 2008, The Health and Safety Executive (HSE) commissioned a series of inspections of Fire and Rescue Services. Their justification was as follows: -

“HSE has decided to carry out this programmed of planned inspection because:-

- *The FRS employs around 55,000 staff in 57 Fire and Rescue Services throughout GB, most in operational duties.*
- *Little or no proactive inspection of the FRS has been carried out for a number of years.*
- *Over the past few years there have been a number of multiple fatalities during operational incidents, and the incidence of fatal accidents appears to be higher than over the preceding period (note that the numbers are too small for any statistical significance to be drawn from the figures).*
- *There is a concern within HSE and also the Service that a number of issues are contributing to a lower level of competence of operational staff, especially front-line supervision.*
- *More widely, there is continuing high level interest in the way that the FRS balances operational and health and safety responsibilities.”*

In October 2010, the HSE released their consolidated report based on the eight inspections that they had carried out. It is clear to all stakeholders that these inspections came to an abrupt halt because those eight alone had revealed a catalogue of mismanagement. The HSE report's conclusions include:-

- *1.11 There are 2 specific areas where the findings across all the inspections are consistent. They confirm the fundamental importance of 2 complementary aspects of effective safety management, namely: -*
- *Competence assessment for firefighters at all levels including management;*
- *A proportionate approach to risk assessment.*
- *1.15 Some other matters that need to be further considered and addressed by the FRS as a whole also emerged. These are: -*
- *The extent to which firefighters should or should not take risks to save property;*
- *Whether retained duty staff can fulfil all of the operational duties of a firefighter given the time they have available for training;*
- *Clarity about how FRS can meet public expectations on water rescue;*
- *How best to develop and implement consistent national guidance and improve interoperability on those matters that affect every FRS.*

The HSE's findings confirmed the FBU's own experience that firefighter safety is not being taken seriously, such that it could be described as being “institutionally compromised”.

IPDS came into being as a **direct result** of the underlying causes which resulted in the deaths of firefighters. It is imperative that firefighters, at all levels, are assessed according to the uniform and high-quality assessment processes that the IPDS, when properly understood and applied delivers. IPDS provides a measure of the competency of the individual. IPDS

also provides a measure and an assessment of the adequacy of the training regime, training programme and training provided to the individual. IPDS has been denigrated by those who fail to understand what it provides, or cannot fathom why and how it should be grasped, understood and implemented.

Again, particularly against this background, it is disappointing that the importance and centrality of health and safety for firefighters has not been placed at the core of the draft Framework document as a key priority and objective for Fire and Rescue Authorities.

An improvement agenda

The Fire and Rescue Services Act 2004 requires the Secretary of State to include his (her) priorities within each Framework document. We believe that one of these priorities should be for Fire and Rescue Authorities to continually improve, particularly on the quality of its outputs.

We believe the Secretary of State should use the Framework to acknowledge that there have been a number of critical reports of Fire and Rescue Services, including those (few) made by the Health and Safety Executive.

The Framework should also bring attention to the Greenstreet Berman report *A review of current processes for operational training and development in the Fire and Rescue Service*, published by DCLG in January 2011, which was an indictment of the state of training provision within the Fire and Rescue Service. The key points of the report are highlighted in the appendices to this FBU submission.

It is an obvious point, but if training is poor, then service delivery and firefighter safety will suffer.

Similarly, the Framework should bring attention to the findings contained within the reports of the coroners' offices into the deaths of firefighters and members of the public over, say, the last 10 years.

The Framework should then require Fire and Rescue Authorities to evaluate their procedures and practices against the findings contained within all of these (and other relevant) reports.

IRMPs – a requirement for all – requires a common approach

The draft Framework continues to identify that Fire and Rescue Authorities must focus their work through their IRMP. What the Framework doesn't do is provide Fire and Rescue Authorities with any guidance on the planning process which should be used in creating the IRMP.

As stated elsewhere in this FBU consultation response, the Secretary of State is required to make a report to Parliament assessing whether Fire and Rescue Authorities are complying with the Framework.

The quality, standard, format, and content of IRMPs vary widely between Fire and Rescue Authorities. They range from a few flimsy pieces of paper which impart no information and clearly have not been based on any risk assessment whatsoever, through to quite hefty documents, which whilst

mentioning risk assessment, closer examination shows nothing more than a list of policy objectives which have no or little foundation on any risk assessment or detailed risk and task analysis.

The Introduction to the Framework would be much improved if item 3 of that introduction was, instead, to say:-

"3. The priorities in this Framework are for Fire and Rescue Authorities to:

- *Identify emergencies by type*
- *Assess the likelihood of each type of emergency occurring*
- *Assess the outcome of the effects of each type of emergency on commerce, the economy, the environment, heritage, property, life and society.*
- *Assess how best to prevent and to reduce, control and mitigate the effects of each type of emergency on commerce, the economy, the environment, heritage, property, life and society and to extinguish fire.*
- *To assess the range of options identified to ensure they comply with statutory law and agreements for health, safety, welfare, equality and employment law and rule out all options that do not.*
- *To offer a range of options to communities to prevent and to reduce, control and mitigate the effects of each type of emergency on commerce, the economy, the environment, heritage, property, life and society and to extinguish fire.*
- *These options must provide arrangements for mutual assistance with other Fire and Rescue Authorities and resilience that are acceptable to parliament.*
- *These options must include the costs of providing each option and the potential benefits of each option so that communities can make an informed judgement on what threats are tolerable to them.*
- *Provide a comprehensive system of consultation to ensure that communities are able to make an informed judgement.*
- *Ensure that the options provided are ethical and fair."*

It would be helpful if the Framework (perhaps in paragraph 1.3) was to draw the link between IRMP and business planning.

It is of note that in their report, *Adequacy and Impact of IRMP* (commissioned, but unpublished, by DCLG), Mott MacDonald clearly made this link on a number of occasions. Saying at one point that a lack of understanding of the IRMP process in some Fire and Rescue Services was characterised by:-

"IRMP's inadequate use as a performance based business planning tool."

And that:-

"Several FRSs have successfully created one document aligning business strategy with the IRMP approach. These

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FRSs asserted that this had enabled them to focus on their core business of saving lives."

It is of little surprise that previous Secretaries of State have not produced their report given that Fire and Rescue Authorities do not produce their IRMPs to conform to any set standard. What has been portrayed as a general "hands-off" approach by DCLG has in fact been more akin to "washing one's hands of" the safe and sufficient planning by the primary rescue and public safety service in England.

It would appear that this disregard is set to continue.

Fire and Rescue Authorities simply have not carried out their responsibilities required in the 2008-11 National Framework which contained a reiteration of the basic principles contained within Government guidance on what is required of FRAs when constructing their IRMPs.

The localist approach by the previous administration, deepened by the current Government has, and continues to, result in fragmentation. Localism has meant a free-for-all. This runs counter to public expectation, Government guidance, consistent risk-based and evidence-based planning and means that Government/ Parliamentary scrutiny becomes impracticable and unreliable, and is the comparative evaluation by the public/ stakeholders and political leaders at local and national level.

It has never been suggested by Government that this is its intention. On the contrary, Government has stated time and again that fragmentation is not the desired outcome. The Government has stated that localism should mean local management to deliver expected norms. The expected norms are contained within guidance and spelled-out in the Framework.

Rather than emphasise the need for clear, clinical and professional risk-assessment and planning, the proposed draft Framework muddies the matter by stating:-

Fire and Rescue Authorities are free to configure their services in a way that makes sense to them locally.

The FBU is clear that this does not mean that FRAs should simply "do what they like". The FBU is clear that the Government is signalling latitude to FRAs, however, the Framework must be perspicuous not ambiguous. It is not good enough if services are configured in a way that only makes sense to the local FRA if it does not then make sense to the public, stakeholders other political leaders and the Government.

The new proposed Framework, whilst emphasising local decision-making and local empowerment would do well to repeat a key passage from the 2008-11 Framework document which at one and the same time would provide (a) clarity, (b) consistency and (c) continuity. That passage read as follows:-

"Each Fire and Rescue Authority must produce a publicly available IRMP covering at least a three-year timespan which:-

- *Is regularly reviewed and revised and reflects up to date risk information and evaluation of service delivery outcomes;*
- *Has regard to the risk analyses completed by Local and Regional Resilience Forums including those reported in external Community Risk Registers (CRRs) and internal risk registers, to ensure that civil and terrorist contingencies are captured in their IRMP;*
- *Reflects effective consultation during its development and at all review stages with representatives of all sections of the community and stakeholders;*
- *Demonstrates how prevention, protection and response activities will be best used to mitigate the impact of risk on communities in a cost effective way;*
- *Provides details of how Fire and Rescue Authorities deliver their objectives and meet the needs of communities through working with partners; and*
- *Has undergone an effective equality impact assessment process."*

This would give meaning to, and enable the Secretary of State's priority outlined in the draft Framework (2.1):-

"To hold Fire and Rescue Authorities to account, communities need to be able to compare the performance of their Fire and Rescue Authority with others. Both the Government and Fire and Rescue Authorities need to have an open approach towards data and information to provide transparency for communities."

We comment further on this paragraph later in this submission.

The FBU is of the view that improved wording for paragraph 1.1 would read:-

"1.1 Fire and Rescue Authorities need to identify and assess all fire and rescue related risks their communities may face. To keep their communities safe, authorities need to deliver effective prevention and protection activities and to plan for and respond to incidents within their areas and in other areas as reflected in their integrated risk management plans. Resilience is secured through a combination of the activities of Fire and Rescue Authorities, other emergency services and Government. Fire and Rescue Authorities must have regard to relevant Approved Codes of Practice and guidance that are issued from time to time that give practical guidance on how to comply with the law."

Common standards

As the primary rescue and public safety and emergency service, it is essential that fire and rescue is fully interoperable. As a category one responder, it is essential that it is as far as is practicable and necessary, intraoperable. This is recognised by the Secretary of State in the Framework.

However, in recognising these necessities the Secretary of State does not provide the means to ensure that compatible working is delivered. Instead, the Secretary of State requires

Fire and Rescue Services, whether in collaboration or working alone, ensure this for themselves.

To the FBU, this does not seem appropriate. Secretary of State should not delegate activities or make requirements of Fire and Rescue Services until he/she has assured himself/herself, based upon tangible evidence, that the sector already has the capacity, the mechanisms, and the protocols required to deliver high standard outputs to do so.

If the Fire and Rescue Services do not have these processes in place, and if the likely failure should then occur, short of intervening in all or many Fire and Rescue Services in accordance with section 22 of the Act, then the Secretary of State will be powerless to enforce his priorities laid out in the Act and behalf of, and as required by, Parliament.

Resilience can be delivered when interoperability is delivered. Interoperability is only possible when the following have been achieved in a competent, legitimate, trusted and timely manner:-

- common equipment, or equipment that conforms to common specification;
- common guidance;
- common procedures;
- common training to implement those procedures;
- common competency assessment procedures;
- common command and control protocols.

We have heard many times that there is a necessity for strategic co-ordination between Government departments for the planning and implementing of national resilience arrangements. That is rational. What is incongruous is that in the deliberations of the inter-Department forum, CLG would, or at least would be expected to, seek arrangements from other Departments (and their agencies) that are intraoperable with guidance which is “of the sector” and not “of the Department”.

This logical demand for a high-level resilience forum would require CLG, under current proposals in the Framework in respect of the creation of guidance, to adopt and vouch for guidance which was not its own. This is not appropriate, as the Secretary of State is essentially what could be described as the “regulator” of the Fire and Rescue Service (albeit a light-touch and seemingly reluctant one). Can a regulator hold an organisation within its client group responsible for working to the flawed guidance that the organisation has created, when the regulator has automatically adopted and promoted that guidance?

The necessity for the common elements (or standardisation) required for interoperability must be delivered. The Secretary of State should provide the means for the delivery; not simply demand that it be delivered by others.

Technical support

The FBU considers that in an effort to produce a slim document, the draft Framework is vague on the key issue of technical support; for example structures guidance and research.

From the outset, it is necessary to make clear that we believe in a sector-led Fire and Rescue Service, where the “sector” is understood to mean “the Fire and Rescue Service sector”

which includes the FBU and which is the organisation within that sector that represents the professional view of 85% of the practitioners. However, we also believe that Government needs to see its place as part of the sector. Government therefore should centrally facilitate the sector led work to ensure that structures, facilities and research are in place in order to provide:-

- competent processes;
- processes which are accountable to the public as a whole, i.e. the nation;
- processes which are effective;
- processes which are efficient in that they avoid duplication;
- processes which are robust, trusted and legitimate;
- processes which therefore ensure consistency and compatibility in other words, that are interoperable, intraoperable and thereby are resilient.

It is also pertinent to make clear that we do not suggest that the Framework should prescribe operational matters, however we do believe that the Framework should be used to remind fire authorities that operational matters are functions that cannot properly be delivered by any other agency, and therefore must be at the top of the agenda of every Fire and Rescue Service and operational practice and procedure must conform to the highest possible standards.

Also, the Framework must make clear that Fire and Rescue Authorities must guard against ‘innovative services’ being undertaken to the detriment of core emergency service (services that are unique to the Fire and Rescue Service).

Clarifying all of the above is not micro-managing or prescription; it is providing an overall strategic direction and it is providing a framework within which to operate.

In the Introduction to the Framework, it states that “national resilience is best built on the basis of local professional expertise and understanding of risk “. The FBU agrees to a certain extent, but national resilience also needs to be built on wide area co-operation and co-ordination between local professionals.

If local professionals do not have higher level forums to communicate beforehand and do not share common working practices, they will never deliver successful outcomes when they are called upon to work together to provide mutual aid or to pool their resources.

The Framework (1.3) is clear in stating that each IRMP “must have regard to the Community Risk Registers produced by Local Resilience Forums and any other local risk analyses as appropriate”. It is imperative that Local Resilience Forums (LRFs) follow a generic national format for calculating risk in order that all risk is assessed on the basis of a minimum national criteria to accommodate commonality of service provision/ approach. This ‘generic national format’ would be consistent with the uniformity applied in the National Risk Assessment process led by the Cabinet Office.

The Framework states (1.11) that “business continuity plans should not be developed on the basis of Armed Forces assistance being available”. This runs counter to the

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Government's commitment in its response to the Fire Futures consultation where it acknowledged that its responsibility was to (a) "Establish a time-limited working group to look at interoperability issues, including feasibility of Fire and Rescue Authorities drawing more easily upon military resources" and (b) provide a "mechanism by which the sector itself can redirect resources in support of the national interest".

The Framework (1.14) correctly insists that Fire and Rescue Authorities must collaborate with others in Local Resilience Forums. We believe however that this will assist interoperability but also intraoperability. However interoperability will only be assured to Fire and Rescue Authorities working together at national level. Local Resilience Forums do appear to lack any form of local transparency and Government has not addressed how public scrutiny can be provided for.

Additionally, we believe that the commonality of approach to equipment, procedures and funding that applies to national resilience, logically, should be extended to 'ordinary' FRS activity.

The Framework states (1.16) that "the Government has committed to work at a national level and with the devolved administrations to improve the ability of the emergency services to work together during emergencies". There is no evidence provided to the public of stakeholders that this work has been undertaken.

The FBU recognises the statement in the Framework (1.20) that "the Government has already committed significant financial resources to build a specialist capability" to assist national resilience, but "resilience" is not just about the provision of equipment. "Resilience" is about strategic and tactical pre-planning, and it is about commonality of operational procedures, and it is about suitable and sufficient training to ensure that all the equipment and planning can be put into practice safely and effectively.

To that end, "resilience" demands structures that ensure cooperation and coordination between local fire authorities and other partners.

So whilst Framework (1.21) recognises that "Fire and Rescue Authorities and the Government needs work in partnership to agree whether and/or how potential gaps in capability may be met", we note that the Framework does not make this a requirement by the use of the word "must". Moreover, this paragraph should specify that this work needs to be done within a structured forum with other fire sector partners to ensure transparency and public scrutiny. Accordingly, the FBU agrees with the Framework where it states (1.22) that engagement and cooperation with such structures is mandatory upon Fire and Rescue Authorities. However, the commitment made by DCLG (1.23 and 1.28) does beg the question "How long does it take a Government to create the structures to ensure public safety, national resilience and national security?"

We believe that the Secretary of State must include defined structures within the final Framework document, and the structures must include key stakeholders within the Fire and Rescue Service sector including the FBU.

The whole scope of Chapter 2 needs to be widened. In paragraph 1.32, the phrase "communities and a wide range of partners locally and nationally" is used. We believe the use of that phrase is appropriate and that throughout chapter 2 the word "communities" should be replaced by the phrase "communities and a wide range of partners locally and nationally". (Alternatively, of course, the word "communities" could be defined somewhere as meaning "communities and a wide range of partners locally and nationally").

The Framework (2.9) requires that Fire and Rescue Authorities should take measures which include:-

"linking to: tools provided by organisations such as the Local Government Group and the Chief Fire Officers' Association; and, best practice guidance"

The FBU has some concerns regarding the limitation of this requirement. These are:-

- it assumes that all members of the public have ready access to computers;
- it does not require Fire and Rescue Authorities to make facilities available that are not web-based
 - in particular this is likely to impact most heavily upon,
 - those with limited financial resources
 - those who are visually impaired
 - those who are physically impaired

Furthermore, LGA and CFOA best practice guidance will not have gone through a recognised and agreed consultation process and is therefore not accepted by all stakeholders. This is why central guidance is so important.

Additionally, it makes Fire and Rescue Authorities dependent upon the LGA and CFOA, which are organisations over which each individual Fire and Rescue Authority has no power.

In paragraph 2.10, the Framework states "the Government is committed to publishing all the data it holds within the bounds of data protection and security, for example by publishing statistics on the Internet and by making large data files available".

As above, this restricts access to information from certain groups.

Additionally, the Government gave this commitment four years ago and has consistently failed to deliver. Moreover, the Framework should be much clearer on what data it is, that the Government will hold and therefore share.

The chapter does not give a specific commitment to ensure, and insist upon, the availability of data held within the Incident Recording System. This commitment was given less than one year ago (April 2011) in the Government response to the Fire Futures consultation wherein it said:-

"The Department for Communities and Local Government must be prepared to fully share the Incident Recording System data sets. There is also the potential to allow public access to some of the data (subject to data protection issues)".

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The Government should also make available to stakeholders and public all the software such as FSEC which is used by Fire and Rescue Authorities as part of their risk assessment, and a commitment to do this should be contained within the Framework.

The necessity to provide access to documentation and to provide guidance was made clear to the Government and stakeholders by the barrister David Stotesbury in advice published in Fire Research Report 11/2008.

In order to place the guidance in as wide as possible context the Barrister was also asked to give a view on the following two questions:-

- (a) What is the liability of a Fire & Rescue Authority where it continues to follow advice or guidance issued by an authoritative third party, although it now has good reason to believe that the advice or guidance is deficient or defective?

And

- (b) What is the liability of an organisation that has issued advice or guidance and now has good reason to believe that the advice or guidance is deficient or defective?

The detailed answers to these questions are given in Annex D of Fire Research Report 11/2008 which at time of writing was available at: -

<http://www.communities.gov.uk/publications/fire/legislativebase2>

The answers can be summarised as

- (a) “.....reliance by Fire and Rescue Authorities on Departmental advice is foreseeable; and it is also foreseeable that loss would be suffered if inadequate and/or outdated advice and guidance is made available to Fire and Rescue Authorities. It is, moreover, arguable that a special relationship exists between central Government and Fire and Rescue Authorities in respect of advice and guidance specifically directed to such authorities; and that the Department has assumed responsibility to the claimant.”

And

- (b) In respect of Fire and Rescue Services which continue to follow advice or guidance issued by an authoritative third party, despite having good reason to believe that such advice or guidance is deficient or defective, such authorities will be unable to recover from the party which has provided the advice, under the Tort of Negligent Misstatement, since,, proving liability entails, inter alia, reasonable reliance by the recipient of the advice on the misstatement that resulted in loss; and knowledge that the advice was deficient or outdated clearly nullifies such reliance. Furthermore, if the advice received from an authoritative third party – such as Communities and Local Government – is then transmitted by Fire and Rescue Authorities (which are aware of the

defectiveness of the advice) to other individuals and organisations, the courts could hold that defendant authorities have assumed responsibility to the respective claimants who place reasonable reliance on such advice or guidance. It will, therefore, be prudent to Fire and Rescue Authorities, too, to review advice received from (in particular) central Government and identify and cull the advice and guidance that is no longer applicable, in order to prevent potential actions under the expanding Tort of Negligent Misstatement.

The extent of the legislative base which Fire and Rescue Authorities need to consider is contained within Fire Research Report 12/2008, which at time of writing could be located at:- <http://www.communities.gov.uk/publications/fire/legislativebase3>

The FBU believes that despite their best efforts, individual Fire and Rescue Authorities, even in collaboration, will have difficulty in meeting the task that lies ahead of them without Government facilitation.

Financial support

As the primary rescue and public safety service, fire and rescue must have funding mechanisms that are aligned to risk. The FBU believes that the funding model its simplest form is:

The right model that should be adopted

Risk defines the IRMP > the IRMP defines the configuration of the Fire and Rescue Service > this defines the cost of Fire and Rescue Service > this cost must be funded.

Experience has shown that both Government and the Fire and Rescue Authorities have been inverting the model:

The wrong model that has been/is being used

The FRA assesses the cash it wishes to/is told to spend > the Fire and Rescue Service configures its structure and delivery plan accordingly > this is reflected in a document which is referred to as an “IRMP” > the FRA agrees the document and says that is risk-based.

The incorrect and inverted relationship between risk and cost has been reflected in the draft Framework. The FRA is left with responsibility, insufficient funding and all the liability.

The risk-assessment process at national and local level are very similar, or rather should be very similar. The funding mechanism involves a number of factors that can be distilled into two sources:-

- local funding sources;
- national funding sources.

The total necessary cost remains the same.

In its response to the *Fire Futures* consultation, the Government recognised that: “Lack of reliable or consistent data is a limitation on developing the funding formula as a mirror image of the risk assessment process. There may be scope to develop the Fire Service Emergency Cover model in this direction.”

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It also recognised that a national risk assessment might provide the basis for aggregate funding which could be drawn down by fire and rescue and authorities. The national risk assessment must include a robust and accurate model that reflects the true cost of fire (and other incidents).

A commitment to ensure the proper level of funding commensurate with risk must be given by the Government in the Framework document.

Further, a firm date must be given in the Framework by which time the Government will have produced the model and process to fund the Fire and Rescue Service to meet the needs of public safety. These funding arrangements must be founded upon robust risk-assessment and involve all key stakeholders.

The FBU is not reassured by the comments made on behalf of the Government in its response to the *Fire Futures*, wherein it was hinted that the funding of Fire and Rescue Authorities would become more reliant upon business rates. This is highly inappropriate for Fire and Rescue Authorities anywhere in a period of business closures, and especially so for those Fire and Rescue Authorities which are in areas hardest hit by the recession.

Scrutiny and information for public

The experience of the FBU and the public with which we engage regularly and consistently is that Fire and Rescue Authorities are not committed to actively seeking public agreement of the IRMP. Our experience has been that the preferences and opinions of the public are ignored. Letters written by individual members of the public often in their tens of thousands and petitions are mentioned at authority meetings and then ignored and discarded.

In one example, which is typical, not exceptional, in commenting on the strong adverse public reaction to the closure of local fire stations, the Authority (a county council) dismissed this opposition by reference to report prepared by the consultants it had hired:-

3.2 The Council's own analysis of the feedback from that exercise has been independently evaluated and validated by Opinion Research Services Ltd (ORS), who concluded that the public consultation exercise was open and conscientious, and that its outcomes have been thoroughly and fairly analysed.

"Public consultations are not referenda, and the popularity or unpopularity of draft improvement plans should not dictate professional and political judgements. The Authority should consider not only the important fact of opposition, but also the cogency of the objections in the context of response standards and relative risk across the county".

Essentially, the consultants and then the local politicians who supported the measure, were expressing the outrageous view that the public weren't intelligent enough to have a view worthy of consideration. This consultation was paid for by the public.

There is little evidence to suggest that this dismissive treatment of the views of the public will change.

In addition, Government finds itself unable to retreat far enough from common measures; approach; standards; IRMP construction of guidance that will truly allow constituents within one Fire and Rescue Authority area to compare the performance level of service provision of its FRA with others.

On the draft Framework (2.2) states *"The integrated risk management planning process is an opportunity for Fire and Rescue Authorities to have an ongoing conversation with communities"*

The FBU believes that this does not go far enough and that the Government should insist that the IRMP process goes beyond being merely "an opportunity" to discuss with communities, and instead should insist that *"Fire and Rescue Authorities must gain and evidence approval for their IRMP from the constituents in their authority area"*.

Paragraph 2.2 continues *"Through this transparent approach communities can better influence local plans and how their authority meets risks both within their area and as part of mutual aid agreements."*

To make this meaningful the Framework should insist that mutual aid arrangements are made public and equally are subject to consultation and agreement with their constituents. Further, the Framework should require each Fire and Rescue Authority to make available the IRMP of surrounding fire authorities for additional public scrutiny.

The FBU makes comment with regards to the IRMP process elsewhere in this consultation response. However in respect of scrutiny, the FBU believes that the Framework (2.3) should insist that the IRMP process provides for subsequent regular reports to the public which must:-

- Set clear and challenging improvement targets for the future;
- Report performance against targets contained in the preceding plan.

The FBU has observed on many occasions how Fire and Rescue Authorities review and revise their plans during the lifetime of the plan. Most, if not all Fire and Rescue Authorities are of the belief that such reviews and revisions do not have to go through the community engagement process or be easily accessible.

The FBU believes therefore that the Framework must oblige Fire and Rescue Authorities to ensure that revisions and additions to plans must be subject to the same engagement process as a full IRMP.

The Framework (2.9) requires Fire and Rescue Authorities to make information available to the public. This paragraph would be enhanced if it made the point that data should be presented in such a way that it can be easily understood by its intended audience. By way of example, raising awareness of the CIPFA website would do little to inform the community of the

performance of their fire authority. The CIPFA website is targeted primarily at those with a professional interest in public finance and would not be easily interrogated by the public.

As stated elsewhere in this FBU consultation response:-

The Framework (2.9) requires that Fire and Rescue Authorities should take measures which include:-

"linking to: tools provided by organisations such as the Local Government Group and the Chief Fire Officers' Association; and, best practice guidance"

The FBU has some concerns about the limitation of this requirement. These are:-

- *it assumes that all members of the public have ready access to computers;*
- *it does not require Fire and Rescue Authorities to make facilities available that are not web-based*
 - *in particular this is likely to impact most heavily upon,*
 - *those with limited financial resources*
 - *those who are visually impaired*
 - *those who are physically impaired*

Furthermore, LGA and CFA best practice guidance has not gone through recognised and agreed consultation process and is therefore not accepted by all stakeholders. This is why central guidance is so important.

Additionally, it makes Fire and Rescue Authorities dependent upon the LGA and CFA, which are organisations over which each individual Fire and Rescue Authority has no power.

In paragraph 2.10, the Framework states "the Government is committed to publishing all the data it holds within the bounds of data protection and security, for example by publishing statistics on the Internet and by making large data files available".

As above, this restricts access to information from certain groups.

Additionally, the Government gave this commitment four years ago and has consistently failed to deliver. Moreover, the Framework should be much clearer on what data it is, that the Government will hold and therefore share.

The chapter does not give a specific commitment to ensure, and insist upon, the availability of data held within the Incident Recording System. This commitment was given less than one year ago (April 2011) in the Government response to the Fire Futures consultation wherein it said:-

"The Department for Communities and Local Government must be prepared to fully share the Incident Recording System data sets. There is also the potential to allow public access to some of the data (subject to data protection issues)".

The Government should also make available to stakeholders and public all the software such as FSEC which is used by Fire and Rescue Authorities as part of their risk assessment, and a commitment to do this should be contained within the Framework.

Assurance Mechanisms

The FBU believes that the Whitehall's record, by each and every administration on assurance has been abysmal since 2004.

We believe it is in recognition of this fact, that each administration has avoided making a report to Parliament as required by the Fire and Rescue Services Act 2004.

In our submission to the Fire Futures consultation, we drew attention to a submission made by another respondent which identified the problems in this regard:-

We wrote:-

"The FBU has long advocated the need for robust assurance methods. We were pleased to locate amongst the submissions, one made by the Firefighters Memorial Trust that provided a very succinct and accurate summary of the position:

"With the abolition of the Audit Commission it results in the Fire Service being the only emergency response service that has no independent inspectorate assessing the national standards of operational performance. The remaining public sector inspectorates providing operational scrutiny of public services are:

- *HM Inspectorate of Constabulary*
- *HM Inspectorate of Prisons*
- *HM Inspectorate of Probation*
- *UK Border Agency Inspectorate*
- *Care Quality Commission*
- *Ofsted*

I understand that sector led Operational Assessment was introduced in 2009 but my understanding is that this remains a voluntary process which Fire and Rescue Authorities may utilise or may decide not to participate in. The lack of robust independent scrutiny and overview of national issues such as resilience are my major concerns with this self assessment process. The last Government's removal of checks and balances has resulted in a number of Fire and Rescue Authorities having no independent operational scrutiny since 2006.

I believe this removal of independent assurance of an important emergency operational service presents a significant risk of a disaster occurring and denies both the public and central Government the necessary reassurance and confidence in its resilience." "

Elsewhere in this FBU submission to the draft 2012 Framework consultation, we have drawn attention to the failings within and Fire and Rescue Services identified by external assessors, not least the HSE.

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Despite these failings, and despite the fact that time and again in response to questions asked of him on the floor of the House (of Commons), the fire minister is unable to provide any information in respect of the performance of, or planning assumptions made by any Fire and Rescue Service, the Framework does nothing to improve the competency of Fire and Rescue Authorities or the Department's awareness of Fire and Rescue Authorities' performances.

As a consequence, the performance and capability of fire and rescue remains, and is set to remain, one of the deepest mysteries within the whole of the public sector.

The most rigour required by the Framework is for Fire and Rescue Authorities to voluntarily opt for self-determined peer assessment. In the Armed Forces it is a running joke that each regiment knows when it is to be inspected, so it has sufficient time to "paint the bricks white". Fire and Rescue Services are subject to less pressure. It can determine the date and time of the inspection to coincide with when it might want to paint the bricks; it can determine whether it wants to paint the bricks in any case; it can determine the level of scrutiny that will be applied to the quality of the painting of the bricks; and if that is all too much to contemplate then it can decide not to be inspected at all.

The Framework (3.2) requires Fire and Rescue Authorities to publish an annual statement of assurance. We believe that the Government should actively be seeking to ensure the performance of Fire and Rescue Authorities for itself.

We believe the Framework (3.3) should be more specific in what it means by saying that each Fire and Rescue Authority should "lead on ensuring an element of independent scrutiny of the [assurance] statement". This would include clarifying what accreditation the independent scrutineer should have achieved.

It is the view of the FBU that the only way that the community can truly be assured of the effectiveness of their fire authority is if their Fire and Rescue Service is audited by independent experts with knowledge of Fire and Rescue Service activity.

Such inspections should be carried out by the office of the Chief Fire and Rescue Advisor.

In this way:-

- All Fire and Rescue Services would be assessed against a common base-line;
- All Fire and Rescue Services would require the same level of commitment to the process
- Reports of performance would be easily comparable one against another;
- All reports could be presented in a way that is easily accessible to the community.

The passive approach contained within the Framework means that the Secretary of State will only play an active role once things **have gone** wrong, rather than seeking to ensure that things **won't go** wrong. Good health is assured by the regular check-up, not by the post-mortem.

The Framework (4.9) states that it will be open-ended rather than triennial. This is in contradiction to, at the very least, the spirit of section 25 of the Fire and Rescue Services Act 2004.

Privatisation in the Fire and Rescue Service – a threat to resilience, public safety and firefighter safety – The experience

It seems to have become de rigueur within some political circles to assume when it comes to service provision, like some crass slogan from Animal Farm that "private good, public bad". For some, at least, it seems that this applies to every public service without exception, and within each public service there is no aspect which is an exception.

The FBU feels strongly that this general assumption is seriously flawed, but it is particularly inappropriate when it comes to the primary rescue and public safety provider – the Fire and Rescue Service.

The FBU is incredulous that the Secretary of State has not insisted upon rigorous prerequisites for Fire and Rescue Services before even contemplating, let alone introducing, privatisation/outsourcing, into the Service.

To evidence the necessity for this, it is worthwhile examining the latest chapter in the unwholesome story of the most developed and notorious example of privatisation in the Fire and Rescue Service that between AssetCo and LFEPA/LFB and their vehicles and equipment contract.

Privatisation in the Fire and Rescue Service – The experience

LFEPA's recent report, PFI Vehicles and Equipment Contract (which at time of writing could be found at <http://www.london-fire.gov.uk/Documents/FEP1899.pdf>) LFEPA has identified the utter failure of this venture. It would be simple to dismiss this experience as a one-off. To do so would be complacent and irresponsible. Rather than being a singular event, it is symbolic of the actual failure of such initiatives and the very real risks of future failures.

The findings within the report should be a sobering reminder to all in the Fire and Rescue Service sector that quick fixes, seductive promises and ideological belief are no substitute for the resilience, reliability, and high-performance of publicly owned, publicly funded and publicly accountable service provision.

The LFEPA Report highlights that the **London Fire Brigade was highly dependent upon the financial viability of the external provider and vulnerable when it became unstable:**

The report includes the continuing effects of AssetCo's financial difficulties which have resulted in a number of performance shortfalls in the service delivered by AssetCo under the contract.

The Report highlights that a **number of staff left the employment of the external provider:**

The uncertainties arising from the financial crises had also affected staff morale in AssetCo and a number of staff departed from the Company's employment.

The Report highlights that the **London Fire Brigade experienced late information, late delivery and increased delivery time:**

These effects in turn have resulted in AssetCo underperforming in some areas of the contract such as late provision of information, late equipment deliveries and a deteriorating trend of increased time taken to complete vehicle repairs.

Examples of late delivery of service by the external provider are provided in the Report:

Between 1 October 2011 and 31 December 2011...repairs being completed outside of the respective two hour and four hour repair or replace time requirements. The total time taken to rectify these specific events was 74 hours. In the preceding period (1 July 2011 to 30 September 2011) the total time taken to rectify these type of events was 38 hours.

And

Officers checked AssetCo's statutory compliance records and discovered that the required tests under the Lifting Operations and Lifting Equipment Regulations 1998 (LOLER) had not been carried out on the 4 forklift trucks which are part of the bulk foam fleet.

Scrutiny is only as good as the information to be scrutinised. AssetCo did not have good information and processes, so scrutiny was compromised:

Between 1 October 2011 and 31 December 2011, in accordance with the contract, officers undertook audits of AssetCo's management information and vehicle records processes and administration. The audits have established that

- *data entry has been performed in an uncontrolled manner resulting in flawed data sets*
- *there is insufficient management control or scrutiny of the computerised vehicle records system*
- *there is a significant amount of uncoordinated and localised record keeping at many levels within the organisation*

The above quotes are not cherry-picked from the Report which is a catalogue of underperformance and failure. Whilst it is true that the Report does give indications of promised improvement, it isn't hard to imagine that similar assurances and guarantees of sound processes and delivery capability will have been contained within the original contract.

Privatisation in the Fire and Rescue Service – AssetCo/LFEPA: a salutary lesson and a warning to all who care about the Fire and Rescue Service and resilience

Failing to deliver or maintain appliances may be tolerable to LFEPA/LFB which may feel it has sufficient appliances to mask the effects. This won't be true of most, if any, other Fire and

Rescue Services. In the fire service there are no second chances, with potentially catastrophic and fatal consequences. As LFEPA/LFB move into new territory with the privatisation of its training and control room function, then there is increased risk to the integrity of overall service delivery. A failure by an external service provider of the control function resulting in a delayed or inadequate mobilisation quite literally may result in unnecessary and avoidable loss of life.

Experienced personnel are crucial to an emergency service. They are quite literally the most important asset. The demoralisation which led to experienced staff leaving AssetCo would have even greater negative consequences if this were experienced within a privatised control room or training establishment.

It is essential for the Secretary of State to ensure that there are control measures, indicators, fail-safes, or safeguards within the Framework in the light of this experience.

Mutuals

The Localism Act 2011 allows Fire and Rescue Authorities to engage in new activities. This is a new phenomenon as yet untested. It is difficult therefore to make a definitive judgment on the outcomes. We are however, aware that scarce resources are being expended by Fire and Rescue Authorities very little, if anything other than costs, being reaped by their Fire and Rescue Services.

We believe that whilst encouraging Fire and Rescue Authorities to consider engaging in such projects, that the Framework is the appropriate place for the Government to make clear that it will underwrite any losses incurred in order to provide a safety net for the public and their safety.

If a department store which is run as a mutual enterprise fails, it is deeply disappointing, particularly for employees. However if an emergency service which is also run as a mutual enterprise fails, then not only is local resilience damaged, but regional and national resilience also. This would have an untold affect on all sectors within the 'community'. Ultimately, it would as ever be left up to the public and/or the Government, both local and national to repair the damage, damage that would inevitably come with a cost.

The very fact that the Government is not only endorsing mutualisation through its own legislation, but is also actively encouraging it within the Fire and Rescue Service is of great concern to the FBU. The removal from the public sector of a critical part on the national security infrastructure is a massive gamble; we say that the stakes are too high to even contemplate such an idea, especially at a time when some in the Fire and Rescue Service are seeking to distance themselves from any form of regulation.

The focus of a community based local Fire and Rescue Service should be strictly directed towards the protection of local communities. It should not be diverted towards temporary and by definition removable income streams to support such activities, because as and when they fail, or even when their income generation is stifled, the ability to prevent, protect and respond on behalf of the community will not be possible.

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In essence, market forces should not be allowed to dictate either the level or quality of local service provision. This is an anathema not just to the vast majority of fire service employees of all levels, but the vast majority of the public as well.

Equality

In its response to the Fire Futures consultation the FBU noted that Equality and Diversity had “fallen off the agenda”. We went on to state that:-

“Up and until the [Fire] Minister’s press release last summer [2010], every fire service seminar, conference would have at least one session reaffirming the sector’s commitment to equality and diversity. Overnight, E&D became subject to a virtual service-wide omertà .

The FBU has always accepted that E&D is not the uppermost issue for the Fire and Rescue Service, but we have always understood that is an extremely important one. The sector has dropped it like a stone. It reflects the difference between the FBU and the rest of the sector and its constituent organisations. For the FBU what is right remains right. Principles aren’t fashion accessories.”

These comments remain as valid now as they did then.

The Framework makes many references to the community. The FBU is clear that a contingent part of reflecting the needs and wishes of a community must include a commitment that each Fire and Rescue Service should reflect the community itself. Additionally, the Fire and Rescue Service must maintain and implement mechanisms and processes to ensure that equality and diversity remains a core consideration in a Fire and Rescue Service’s planning and policies.

Since the publication of the last Framework, the judicial system has found that the Fire and Rescue Service in England and the rest of the UK was unlawfully discriminating against one key section of its workforce – the firefighters working the retained duty system.

We still find that there are individual instances of discrimination affecting firefighters based around gender, race, and sexual orientation in particular. We believe it is highly appropriate for the Secretary of State to register his commitment to the elimination of discrimination by making specific reference within the Framework including a clear statement that Fire and Rescue Authorities need, in accordance with the Equality Act 2010 (Specific Duties) Regulations 2011, to consider the diversity of our communities within their IRMPs.

We do not believe that each chapter is clear, specific or proportionate in its dealing with equality issues. The first issue arises however in the introduction which fails to reflect any expectations of ‘equality issues’. We would suggest to deal with this that the 3rd paragraphs, 3rd bullet point be amended to say:

Be reflective and accountable to communities for the service they provide.

We do not believe that the National Framework sets clear and appropriate expectations of FRS’s in respect of Equality and the requirements of the Equality Act 2010 (Specific Duties) 2011 regulations. The Government role is not set out clearly with regards to what actions would be taken to monitor the activity or measures being taken by FRA’s to comply with the Equality Act 2010 (Specific Duties) 2011 regulations.

In respect of scrutiny, access to comparable performance data and assurance does not go far enough. This would be helped by the publication of data from FRA’s in respect of action taken to comply with the Equality Act 2010 (Specific Duties) 2011 regulations.

To improve the Framework, we would recommend that the following changes are made.

Chapter 1 – should be amended to include a further bullet point of 1.7 to say:-

Set out their strategy to comply with the Equality Act 2010 (Specific Duties) 2011 regulations and demonstrate the move towards a workforce that reflects the communities at risk.

Chapter 2 – Paragraph 2.3 should have a new bullet point which identifies failure to comply with S149 of the Equality Act 2010 (Specific Duties) 2011 regulations as a serious risk. Our suggested wording is:-

- Take full cognisance of their specific duties arising from S149 of the Equality Act.

A further bullet point in para 2.9 should be added to say:-

- Publishing relevant information in accordance with the Equality Act 2010 (Specific Duties) 2011 regulations.

Chapter 3 – We suggest a new paragraph be added after 3.2 to read as follows:-

FRA’s should provide assurance on its measures to comply with the duty on S149 of the Equality Act 2010 with regard to decision, policy, proposed policy or ongoing practice.

Chapter 4 – We believe the word “operational” should be deleted from para 4.5

Emergency Fire Control Rooms

DCLG has been clear that a central focus of the Framework will be placed on the question of resilience. Therefore the FBU believes that mobilising arrangements and the co-ordination function of the emergency fire control rooms must be referenced and commented upon within the Framework.

This is made more necessary because the Secretary of State has committed public funds to Fire and Rescue Services to assist with their plans and initiatives regarding their control room function and provision. The Department therefore should make clear within the Framework its requirements regarding the funding provided to date, and during the course of the remaining period of this proposed new Framework.

SECTION B — FIRE AND RESCUE SERVICE POLICY

In its response to the Fire Futures consultation, the FBU made the two following contributions addressing the issue of emergency fire control rooms:-

The FBU feels it should be noted that the more services are shared and delivered by lead authorities, the less control each electorate has over the way services are delivered. For example, if one FRA (or FRA1) commissions another FRA (FRA2) to provide its control room function, then FRA1 will invariably decommission its control room, sell its control room or rationalise its building assets and occupy that space whilst selling another building which it owns. The electorate of FRA1 are now wholly dependent upon FRA2. The start-up costs to subsequently re-instate its control room will be very high. The citizens of FRA1 have no control over FRA2. So much for citizen control and accountability.

And

The FBU totally rejects any suggestion of fire authorities, in any guise, becoming the commissioning agent with fire services being delivered by another provider. It rejects totally the privatisation of the Fire and Rescue Service. The Fire and Rescue Service is an emergency responder. There is no public demand for such a change, it is desired only by those commercial entities which wish to make a profit at public expense or those who wish to work in the interests of those commercial entities whether directly or indirectly. There has been one significant example of this- AssetCo. AssetCo has been much-praised by the proponents of this model. As with the FiReControl experiment, the FBU stood alone in consistently warning of the foolhardiness of the experiment and the spending of public money. In both cases only the FBU stands vindicated in its stance.

Since writing those comments, we have seen a widening of the exploration and implementation of 'joint' Fire and Rescue Service control rooms between Fire and Rescue Services. More recently we have seen the commissioning of control room provision through an external provider by LFEPA. This latest development has occurred since the publication of a damning internal report by LFEPA into its somewhat disastrous PFI Vehicles and Equipment Contract (which at time of writing could be found at <http://www.london-fire.gov.uk/Documents/FEP1899.pdf>).

Specific comments on this matter are contained within the section of this FBU submission to the Framework consultation entitled: *Privatisation in the Fire and Rescue Service – a threat to resilience, public safety and firefighter safety.*

Against this backdrop the FBU believes, whatever his/her disposition toward privatisation or other non-traditional delivery methods, that the Secretary of State must make comment on the requirement upon Fire and Rescue Authorities to fully risk assess all and any alternative business delivery models to ensure robust, reliable and resilient performance.

There are no second chances, no fallback possibilities for an external service provider when it comes to mobilising

appliances to an incident. Lost seconds, let alone hours will result in increased incident ground fatalities. It would be inexcusable for the Secretary of State not to insist upon rigorous assessment and planning.

We therefore consider that the Framework document does not give adequate consideration or guidance to issue of Fire and Rescue Services making provision for "dealing with calls for help and for summoning personnel", in respect of the provision of emergency fire control functions.

Moreover, there is no detail on how the arrangements for this function can be monitored on a national basis, or other mechanisms by which the Secretary of State can assure himself/herself that the arrangements for mobilising appliances equipment and crews to incidents are suitably robust.

This should apply to Fire and Rescue Authorities who have, or are contemplating, outsourcing their emergency fire control room function to other Fire and Rescue Services. A risk assessment should consider whether the proposed alternative arrangement is resilient in the event of the control room with the expanded workload. For example, should the control room and/or the personnel be compromised, is there a satisfactory fallback arrangement whereby the increased volume of incident calls can be picked up by a paired control room in such a way that there is no decrease in the standard of service or increase in the time taken to handle all the calls.

There should be a clear and unequivocal statement that there will be no change to the standards for emergency call handling.

We believe the Framework should make reference not only to Fire and Rescue Services planning for and responding to incidents, but also for dealing with calls for help as required by sections 7(2)(c); 8(2)(c) and 9(3)(c) of the Act.

Chapter 1- Safer communities does not give adequate consideration or guidance to the issue of Fire and Rescue Services making provision for "dealing with calls for help and for summoning personnel", in respect of the provision of emergency fire control functions. There is no detail on how the arrangements for this function can be monitored on a national basis.

Chapter 1 should make reference not only to Fire and Rescue Services planning for and responding to incidents, but also for dealing with calls for help.

Appendix A to the FBU's Response to the Consultation on the Fire And Rescue National Framework for England (DCLG Dec 2011)

Recommendations from the FBU Report In the Line of Duty

This report made these recommendations to Government and the Fire and Rescue Services:-

The Government

8.1 Since Fire and Rescue Service policy is a devolved matter, the various Government departments and

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assemblies should work together to ensure a common approach across the UK to the recording of fatalities and related matters. The same common approach needs to be discussed in relation to the development and issuing of guidance on operational matters.

- 8.2 *The Government, the Department for Communities and Local Government (CLG), Scottish Executive, Welsh Assembly and the Northern Ireland Department for Health, Social Services and Public Safety should review existing reporting procedures, in consultation with FBU and employers' representatives and other bodies in the fire service. This should result in the introduction of a common, consistent and comprehensive reporting system for fatalities and major injuries across the UK. Given the state of official figures, Government departments and assemblies should liaise with the Firefighter Memorial Charitable Trust (FMCT) in improving existing data on past deaths and ensuring that any future cases are reported appropriately.*
- 8.3 *The Government should widen the definition of reportable incidents to the Health and Safety Executive to include work-related road traffic accidents (RTAs) and heart attacks.*
- 8.4 *Figures for all firefighter fatalities, major and serious injuries and near misses from across the UK should be published in a single annual publication, together with analysis and evaluation.*
- 8.5 *A national independent Fire and Rescue Service investigation unit should be established, with the remit to examine particular firefighter fatalities, major and serious injuries and near misses. This body should also advise on and disseminate lessons and guidance. Similar bodies exist for rail, marine and air investigation. With sufficient safeguards regarding independence and accountability, one option might be that such a unit might become part of the Chief Fire and Rescue Advisers' role.*
- 8.6 *Government departments, national/regional assemblies and Chief Fire and Rescue Advisers should issue substantial, safety critical national guidance on the issues arising from recent fatalities. This should include:*
- minimum standards on the initial attendance;*
 - revised generic risk assessments;*
 - minimum standards for regular operational training in all aspects of fire safety;*
 - minimum standards for breathing apparatus procedures;*
 - minimum standards for the incident command system;*
 - minimum standards for dynamic risk assessment training;*
 - specialist training in all aspects of compartment fires and ventilation of high risk buildings;*
 - national standard operating procedures for fire fighting in high rise residential buildings;*
 - guidance on heat stress;*
 - minimum standards for backdraught and flashover training for all personnel.*

This guidance should have the status of an approved code of practice, as suggested in a recent Practitioners' Forum paper.

- 8.7 *Government departments and assemblies should seek to develop standards for individual integrated radio and breathing apparatus sets and individual locational tracking systems, to be introduced as early as possible.*
- 8.8 *Government departments and assemblies should commission research on the impact of firefighter workload on safety, looking particularly at training, operation readiness and emergency response.*
- 8.9 *Government departments and assemblies should provide resources for Fire and Rescue Services to enforce the Fire Safety Order on matters such as risk assessment and passive and active fire safety measures.*
- 8.10 *Under the Fire Safety Order, Government should consider imposing a duty on employers, landlords and other responsible persons at selected high risk premises to submit in writing their fire risk assessments to the local Fire and Rescue Service. The selection of premises should be by the local FRS and should be based on the risk to occupants, firefighters, property and/or the environment. This would provide more information for risk mapping and identify potential areas for enforcement action and operational planning.*

Fire and Rescue Services

- 8.11 *Fire and Rescue Services should ensure that they record and report firefighter fatalities to the relevant Government bodies and the FMCT.*
- 8.12 *They should develop systems to learn lessons from fatalities, major and serious injuries and near misses, both from incidents within their service and from others in the UK and abroad.*
- 8.13 *Fire and Rescue Services should ensure that policies, procedures and generic risk assessments are reviewed and updated to reflect the lessons from recent fatalities. They should ensure that safe systems of work are at the heart of IRMPs and that sufficient numbers of firefighters and senior officers are committed to fire incidents.*
- 8.14 *Fire and Rescue Services should initiate a comprehensive training needs analysis to identify areas where firefighters require additional or refresher training, particularly for emergency response. This would include a review of the impact of duties and workload on firefighters' operational preparedness for emergency response. They should ensure that all firefighters are given sufficient specialist training, including refresher training for fighting fires. This would focus particularly on breathing apparatus, compartment and high rise fires, ventilation, building construction and risk assessment. The Fire Service College, with additional funding, could help to provide quality training to ensure that lessons are learned. There needs to be an acknowledgment that emergency intervention is an essential part of the role of the service.*

It is the area of Fire and Rescue Service activity which places employees at the most risk of injury or death and this needs to be built into all aspects of planning. Recent years have seen a greater priority given to preventative activity within the Fire and Rescue Service. However, responding to fires and other emergencies is a high risk activity. In developing IRMPs, FRSs must consider the risks to employees above anything else. They should develop suitable and sufficient strategies for safe systems of work and should ring fence the financial, material and human resources required to deliver these strategies. All other business activity identified during the IRMP development process should be delivered by resources outside of the ring fence.

8.15 Operational firefighters should carry out regular inspections of all high risk buildings.

8.16 Fire and Rescue Services should ensure that firefighters are suitably equipped to tackle fires, including with appropriate fireground communications equipment.

8.17 Fire and Rescue Services should negotiate a protocol that protects the rights of Union safety representatives to full disclosure, access to documents, the provision of information/evidence, and the right to have private discussions with employees.

Appendix B to the FBU's Response to the Consultation on the Fire And Rescue National Framework for England (DCLG Dec 2011)

Highlights from the Greenstreet Berman report A review of current processes for operational training and development in the Fire and Rescue Service commissioned by DCLG and published in January 2011

Aims of the research

The aims of this project were to:

- Identify what current frameworks and processes are being used to develop and deliver operational training to ensure the competence of operational staff;
- Examine how operational staff are supported in their development and how operational competence is assessed and maintained; and
- Build an evidence base to assess the extent to which processes and frameworks for training, development and competence assessment are being implemented, used effectively and efficiently and are appropriate;
- Identify good practice in the provision of operational training and development and opportunities to help the sector improve and strengthen training and development provision for the future.

Current practice in the provision of operational training and development activity

From the work undertaken for this study it can be concluded that:

- Operational training, development and assessment activity

is mainly localised to meet FRSs operational needs, which leads to levels of variation in approach;

- Common practice is however observed in the areas of: training needs analysis, the overarching structure of development programmes, the use of refresher training and the existence of competence assessments;
- FRSs are implementing, in the main, key principles of competence management, namely define jobs, select people, train and develop competence, assess and maintain competence;
- The auditing of processes for the provision of operational training, development and assessment is not standard practice across the Service.

This study found that limited information is available across the Service regarding:

- the form and frequency of operational training, development and assessment activity; and
- how FRSs determine the form and frequency of operational training, development and assessment activity;
- the extent to which current practices are effective and appropriate.

It should also be noted that variation in the approach to operational training and development is expected within the Service, as FRSs have different operational and organisational requirements and constraints such as:

- Available resource;
- Cost;
- Governance arrangements;
- Fire-fighter population (retained, wholetime etc);
- Operational risks;
- Supply and demand of personnel;
- Geographical location and geographical location of individual stations.

It is unclear from the evidence, the extent to which different approaches to operational training and development achieve the same competence based outcomes as detailed in the National Occupational Standards (NOS).

Current challenges in the provision of operational training and development activity

Based on the evidence it can be concluded that:

- FRSs experience significant challenges utilising the NOS, Assessment and Development Centres (ADCs) and the National Fire-fighter Selection Tests (NFST) and operational debriefings to help them define jobs and identify training needs;
- Some FRSs have faced significant challenges aligning their system and approaches for operational training and development arrangements with other departmental systems within Operations, Risk Management and Human Resources regimes and in some cases this has not occurred;
- The different duty systems provide a challenge to the Service

in terms of operational training and development, particularly around effective utilisation of time and resource and ensuring the operational competence of the retained fire-fighters;

- *The underpinning rationale for the form and frequency of operational training and development in individual FRSs is unclear from the information gathered;*
- *FRSs appear to face a key challenge regarding how they map the form and frequency of training to risk, skills and knowledge and frequency of low occurring but high risk events;*
- *Some FRSs face challenges with maintaining the competence of assessors and the arrangements put in place to ensure assessments are triangulated and consistent;*
- *How the form and frequency of incident command training is determined appears to be a challenge across the sector, in particular the extent to which the current level of training ensures individuals can competently command incidents;*
- *External auditing of systems for operational training and development is limited across the service, potentially due to the localised nature and governance of FRSs.*

Potential solutions to help tackle current challenges

The work identified a number of potential solutions that can be explored by the Service. These focused on:

- *Increasing the understanding of the NOS through training and providing further operational information within the NOS;*
- *Enhancing the validity and use of ADCs, NFST and operational briefing to help identify training needs;*
- *The use of national qualifications to increase a level of consistency in entry level operational training and development;*
- *Approaches used to overcome the unique challenge posed by the duty system;*
- *Approaches used to enhance and maintain the competence of assessors;*
- *Increasing the uptake of external auditing and sharing of best practice, through setting up an industry body to manage Service wide external auditing.*

B8 Arson Control Forum

The FBU continues to be represented on this body.

The future of the ACF has been brought into question as part of the government's review of central organised forums and groups.

B9 BSI

The FBU continues to be involved in the development of fire-related British standards, and is represented on a number of BSI committees which include:

FSH/014 Fire precautions in buildings
FSH/016 Hazards to life from fire
FSH/017 Fire brigade equipment
FSH/021 Reaction to fire tests
FSH/022 Fire resistance tests
FSH/024 Fire safety engineering
FSH/025 Smoke, heat control systems and components.

The most recently active of these has been FSH/024 Fire safety engineering, responsible for the development of the fire engineering range of British Standards – British Standard 7974 – and its published documents.

The FBU is involved on the FSH/024 subcommittee that is in the process of writing a new part of BS 7974, *PD 7974-8:2012 Application of fire safety engineering principles to the design of buildings. Property protection, business and mission continuity, and resilience.*

The FBU is also closely involved on the FSH/022 subcommittee that is working on the difficult problem of developing/adapting fire resistance test methodologies for partial penetrations of fire resisting ceilings and walls.

B10 Fire safety

The FBU continued to be represented at a number of key forums dealing with fire safety.

B11 National Fire Sprinkler Network (NFSN)

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 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 adviser, Dave Sibert.

B12 Fire and Rescue Service Statistics User Group

The FBU continued to be represented at the user group.

B13 Workforce development

The FBU has continued to raise concerns about workforce development in the UK fire service. Head office has concentrated resources on the Hands off our pensions campaign and during this time John Arnold has been attending various workforce development meetings on behalf of the FBU. (John Arnold, who is the current officers' national committee chair and a member of the FBU workforce development group, was asked to do this because of his extensive knowledge of both national occupational standards and the assessment processes.)

In July 2011, Greenstreet Berman, a firm of consultants commissioned by DCLG, released a draft report into the current process for operational training and development in the UK fire and rescue service. Officials were encouraged to take the time to read this report, which took on board the majority of points raised by the FBU and recognised many of the challenges that required addressing, including problems with:

- the national firefighter selection test
- a lack of understanding of the role maps and national occupational standards
- the current use of ADCs
- competence training across all duty systems
- assessor competence and the frequency of training.

It also suggested potential solutions, such as including fire-based scenarios in ADCs, applying the national firefighter selection test across all duty systems, and utilising an external body to manage external audits of operational training and development. These proposals reflect many of the suggestions put forward by the FBU in various forums in relation to workforce development and IPDS.

The final report has not yet been released despite several requests from the FBU.

National occupational standards committee work

At the national occupational committee meeting held on 15 March 2012 the group was informed that all services have remained members of Skills for Justice, with West Sussex paying the whole UK membership fees and recouping the monies by invoicing individual FRSs. Skills for Justice has been rebranded and now has separate brands for the sectors, so

there are now Skills for Fire and Rescue. This should give a greater emphasis on FRS needs.

As part of this meeting the specialist national occupational standards for qualifications, including those for incident command and breathing apparatus, were discussed and once again the FBU reiterated that these are 'training' standards and must not be used for competence. This position was accepted and is emphasised within the standards.

The committee had been discussing an idea to develop seven core competences for operational staff. The intention was that these would form the basis of a national training standard. The FBU has raised concerns that, while this proposal may be something that could be developed in the future, they were currently being looked at in isolation by CFOA and will require real involvement from all stakeholders if this is to be considered.

The seven core competences are;

1. Command and control
2. Breathing apparatus
3. Extrication
4. Hazmats
5. Height
6. Water
7. Casualty care.

Each of these was being looked at in respect of developing an individual qualification, with the emphasis again that it was an award and not a requirement for competence in role. The idea of a core set of training standards was already under discussion in this forum and in others. A meeting had previously taken place between FBU officials and representatives of the Scottish Fire Services College, in Gullane, following a conference resolution looking at a consistent modular approach to initial training.

In Scotland a consistent approach was applied and this was being investigated further.

The integrated personal development system meeting held on 7 March 2012 was the final meeting of this type as future meetings will be in the form of a delivery group. The FBU raised concerns that policies continue to be developed and presented as sector positions when they have in fact been written solely by CFOA. This has caused some concerns and the discussion around this is ongoing.

Firefighter apprenticeship

The FBU has been looking at this area in detail and there are several concerns. Apprenticeships were being discussed in a number of brigades around the UK FRS and in some cases they were being progressed without the FBU being fully engaged and made aware of the consequences.

In essence, the apprenticeship is a combination of qualifications, with some additional assessed work. The basic rationale for delivering an apprenticeship is the achievement of funding, together with the associated recognition for the employer/employee.

SECTION B — FIRE AND RESCUE SERVICE POLICY

The firefighter apprenticeship is a combination of the following;

- a technical certificate (Level 3 BTEC Certificate in Emergency Fire Services Operations in the Community)
- a competence qualification (Level 3 NVQ Diploma in Emergency Fire Services Operations in the Community)
- functional skills of English, Maths and ICT at Level 2 (basically as for the Skills for Life qualifications)
- employee rights and responsibilities workbook – a specific 'induction checklist' and Personal Thinking and Learning Skills diary.

There were anecdotal reports emerging that:

- some services are offering the apprenticeship to staff as an alternative or additional to simply offering the NVQ Diploma Operations in the Community
- some services were offering apprenticeships to 16+ youths and in some cases these involve apprentices crewing operational appliances
- apprentices may be carrying out some of the roles of firefighters but on minimum wage rather than NJC rates of pay
- services have placed them on stations and utilised them as part of the crew, or in supernumerary positions.

The executive council was concerned about the consequences of this and also other reports that suggested at least one service was considering using the apprenticeship route as a cheaper way of increasing RDS recruitment.

Until all the details were known the executive council considered an interim position which recognised the potential problem that misuse of apprenticeships could pose.

The position adopted and communicated to officials on 18 June 2012 was:

Either:

1. The individual is either employed as an apprentice and paid at the apprentice rate, not employed as a firefighter. This means they are likely to work on a station and with other FRS operational staff, but do not attend operational incidents. They may work alongside, but not replace, Grey Book staff in such as training, community safety and general station duties. Their role would therefore be similar to that of young firefighters/cadets.

Or:

2. The individual is employed as a firefighter on Grey Book conditions of service and pay scales. The apprenticeship being a series of qualifications they are able to achieve whilst in the role.

If an individual is employed as an apprentice as per option 1 they can apply for a firefighter post, but on appointment must be paid as such under Grey Book conditions of service as in option 2.

No apprentice shall replace a Grey Book post holder, or attend incidents as part of a crew, or in any operational role unless they are employed under Grey Book conditions as a firefighter.

Executive council members recognised that there was a considerable amount of work still to be done and that it was important to gather as much information on this as possible. Executive council members also agreed that when sufficient evidence is gathered a best practice document will be prepared and distributed.

Challenge to improper use of development pay on promotion

Executive council members were given updates relating to ongoing challenges against the improper use of development pay on promotion. These included examples where there had already been noticeable successes locally.

One such challenge that has been successful took place in Northamptonshire where FBU officials reached agreement affecting approximately 45 people that resulted in a total amount of around £100,000 being reimbursed in March 2012.

In Lincolnshire, a similar agreement was reached but on this occasion members who were temporarily promoted also received a payment.

B14 Federation of British Fire Organisations (FOBFO)

During 2011 and 2012 the FBU continued to be affiliated to the Federation of British Fire Organisations (FOBFO), a highly influential body which is dedicated to protecting the future of the UK fire and rescue service, until its merger into a new organisation, with similar aims, called the Fire Sector Federation.

B15 Operational guidance structures (England)

The FBU continued to take its place on the Operational Guidance Project Board (OGPB) and Operational Guidance Group (OGG) until they were disbanded. These two DCLG-coordinated bodies were subsequently subsumed into CFA-led structures. The FBU has taken a seat on the replacement Operational Guidance Group which is CFA-coordinated.

B16 Redundancy arrangements for uniformed personnel (England)

In late 2012, the executive council was notified of plans by DCLG to bring forward enhanced redundancy arrangements for personnel eligible to be members of the firefighters' pension schemes.

The emergence of DCLG's intention to introduce enhanced redundancy arrangements in respect of employees eligible to be members of the FPS and NFPS, (broadly, Grey Book employees) is the result of lobbying by the LGA. This lobbying has been to remove the exclusion of Grey Book employees from statutory provisions which apply to many (but not all) public sector employers, to allow them to make redundancy arrangements which are more 'generous' to an employee being made redundant.

DCLG's objective was to introduce new arrangements to be effective from April 2013 via a statutory order, and expected the timetable to allow a six- to eight-week consultation period once commenced.

DCLG was cognisant of the FBU policy position on redundancy, and was seeking views to minimise considerable difficulties for the FBU (as a significant stakeholder).

It was apparent that the employers had only looked for enhanced redundancy (i.e. compensation) payments, not enhanced pension arrangements in the event of redundancy (as applies in respect of employees who are eligible to be members of the LGPS). This was the extent of the planned DCLG proposal.

It was equally apparent that DCLG's proposals would not differentiate between payments to those made compulsorily redundant or those who volunteer (for example, the Civil Service scheme is more 'generous' to volunteers).

Also, DCLG would be proposing that each FRS employer would make their own decision whether to provide enhanced compensation.

Further, DCLG intended to include in its proposals that the enhanced arrangements would apply in cases of redundancy: for reasons of 'efficiency' and in circumstances where an appointment was made jointly with another employee, where that employee has left.

The timetable appeared to be driven by the LGA request that the arrangements are introduced for implementation in the new financial year. It was made clear to the DCLG representatives that the FBU has touchstone policies on resisting all job losses in the fire service, whether by voluntary or compulsory redundancy.

The FBU was clear that it would be illogical for the fire service employers to seek these changes, and to seek them by April 2013 whilst proposing redundancies in advance of that period. DCLG representatives at informal discussions were informed that we would expect to see DCLG expressing that view and calling for a moratorium.

Discretions available to local government employers in respect of employees eligible to be members of the LGPS

The following is a broad summary of the enhancements available to employers of members eligible to be members of the LGPS in England and Wales:

In respect of redundancy:

- The employer has discretion to make a one-off payment which must not exceed 104 weeks of pay.
- The employer has the discretion to base redundancy payments on the employee's actual weekly pay, as opposed to the current provisions that apply to the excluded sectors (e.g. the fire service) where a public sector employer is limited to the statutory weekly pay which is capped at £430.

In respect of pension (in case of redundancy):

- For the immediate payment of pension following redundancy.
- A discretion for the employer to award additional pensionable service (extra years).
- A discretion for the employer to award an additional pension up to £5,000.
- For flexible retirement.

In respect of employment:

- For continuous service by local authorities.
- For offers of alternative employment to be made by other local authorities.

A common example within local government is to adopt the discretion to use actual weekly pay rather than the statutory minimum (currently £430) and to apply a multiplier to the number of weeks contained within the statutory minimum. The maximum statutory number of weeks is 20.

A summary of statutory provision, subject to the caps of £430 and 20 weeks, is:

- 0.5 weeks pay for each full year of service where the employee's age is under 22.
- 1 weeks pay for each full year of service where the employee's age is between 22 and under 41.
- 1.5 weeks pay for each full year of service where the employee's age is 41 or over.

We understand that a very common multiplier is 1.5 x statutory provision number of weeks. However, anecdotally it appears, as a result of budgetary provision, that more recent policies contain multipliers that are lower than this.

SECTION B — FIRE AND RESCUE SERVICE POLICY

FBU options in respect of trying to influence the outcome

The executive council was conscious that should the FBU agree to engage in the consultation (during whatever format that consultation takes), then there are a number of positions that the union could seek:

1. To agree to broad expected changes.
2. To seek an extension of the changes such that they include equivalent provision in their entirety, which apply in respect of Green Book staff (and control room members).
3. To seek extensions to the changes to match those in respect of Green Book staff (and control room members) but to seek better pension enhancement, and in particular the £5,000 cap (because average firefighter wages will be higher than those for Green Book staff and control room members).
4. To oppose the changes and seek the maintenance of the status quo.

Beyond the DCLG consultation, there would be other options available to the union to pursue. These include:

- seeking a national agreement on a redundancy policy with national employers now or in the future.

Individual local government employers formulate their redundancy policy independent of each other. Invariably, the experience within local government has been that each employer has created policies which comprise multipliers or statutory minimums.

DCLG intends that the proposals for operational firefighters apply to England only. The legislation for Scotland, Northern Ireland and Wales are devolved matters. However, the broad FBU policy positions taken in respect of these proposals would apply as FBU policy in respect of Scotland, Northern Ireland and Wales, should proposals emerge in those jurisdictions.

Discussion and consideration of issues related to redundancies is anathema to the executive council and the wider layer of FBU officials. Redundancy is, however, a very real issue for some, and potentially all, members and officials.

The executive council was mindful of four key documents (that have been raised through conference):

- emergency resolution 2 agreed at (annual) conference 2008: *Redundancies*;
- EC statement agreed at (annual) conference 2011: *Fighting the Cuts Agenda*;
- EC statement (as amended) agreed at conference 2012: *Defend the Fire and Rescue Service – Stop the Cuts*;
- resolution 5 remitted to the executive council at (annual) conference 2011: *Voluntary Redundancy – National Guidance*.

When considering the matter, the executive council was determined to ensure that our policy position is maintained,

whilst also ensuring that the policy position serves the best interests of the members where we are unable to prevent redundancies as a result of a number of factors, not least this government's relentless austerity agenda.

Evaluating the options available

The central issues that were considered by the executive council in deciding our orientation towards the consultation and the proposition itself were:

- whether supporting the proposals in the expected form or with even more generous enhancements contradicts or damages our position on opposing all cuts and all redundancies; and therefore:
- whether we should oppose the introduction of enhanced arrangements.

The premise of the evaluation and the recommendations was that where a FRS opts to make redundancies for firefighters, it makes little difference to our opposition to the cut in jobs which underlies and gives rise to the redundancy process taking place. That is to say, that our opposition to cuts and our campaign to stop them are not materially affected whether the redundancy package offered to employees has cash value X or cash value X+.

However, the cash value of the package

- does affect those members who are made redundant where, for whatever reasons, we are unable to stop the cuts taking place; and
- in such circumstances, if package X is of such a size that there are too few volunteers, then compulsory redundancies are more likely to arise than if package X+ is offered.

A national agreement?

In the event of enhanced arrangements being made possible by DCLG (whether the expected proposals or better), each individual employer would have the discretion of whether and how to apply those discretions.

The executive council recognised that it had the option to try to secure an agreement through the NJC on national (minimum) arrangements. This approach could also be accompanied by a claim for no compulsory redundancies for all members under the purview of the NJC.

There were no recommendations on the matter, because head office at that stage was not in a position to assess whether better terms could be achieved for members through local arrangements or through the NJC. That matter would need to be informed from intelligence and opinion from the members of the executive council and local officials.

In consideration of the above, the executive council resolved:

- to engage with the consultation as fully as possible;
- that it was content for the DCLG consultation to be via a process targeted at stakeholders;

- that the FBU position during the consultation and in its written submission be:
 - to reiterate our opposition to cuts and redundancies;
 - to seek extensions to the changes to improve on those in respect of Green Book staff (and control room members) including trying to seek better pension enhancement, and in particular, the £5,000 cap (because average firefighter and firefighter control wages will be higher than those for most Green Book staff).

At the close of 2012, DCLG had not published or presented a formal consultation.

B17 Fire Service College (Moreton-in-Marsh)

On 13 December 2012, DCLG published its FRS bulletin 10/2012 in which it announced that Capita had secured the purchase of the Fire Service College:

1. Background

The Government's response to Fire Futures on 12 April 2011 said that the Fire Service College can achieve its full potential only if there is greater involvement from other sectors (whether private, public or voluntary) in its ownership, operation and governance and that we would "explore with the sector and other organisations options to secure the future of the Fire Service College".

In his written ministerial statement of 22 March 2012, the then Fire Minister Bob Neill announced the Government's decision to sell the Fire Service College as a going concern to the private sector.

2. Decision on the preferred bidder for the Fire Service College

The Government has today announced Capita as the preferred bidder for the purchase of the College, following a thorough, fair and open competition. In identifying Capita as the preferred bidder, the Government is satisfied that the sale will achieve value for money for the public purse and secure the future of the Fire Service College.

The Government is insisting on a number of conditions on the proposed sale, including commitments not only that the College will continue in use as a national training college for fire and rescue authorities, but also that it will continue to offer wider national resilience and emergency services exercises and that Government permission will be required if Capita wish to sell the incident ground.

3. Next Steps

The Government now looks forward to holding constructive discussions with Capita to ensure that the transition from public to private sector is as smooth as possible. We expect to complete the sale early in the New Year after the conclusion of a Transfer of Undertakings

(Protection of Employment) Regulations consultation and wider information sharing with current employees of the Fire Service College.

On the same day, the union received the following letter from the fire minister (DCLG):

Dear Matt

PREFERRED BIDDER FOR THE FIRE SERVICE COLLEGE

The Government announced earlier this year its decision to sell the Fire Service College as a going concern to the private sector. We believe by freeing the College from the constraints of Government ownership, a private sector owner can generate new business and provide the capital investment which the College needs to secure its long term future.

You will wish to know that I have today announced by Written Ministerial Statement that Capita have been selected as the preferred bidder for the College. This decision follows a thorough, fair and open process and Government is satisfied that the sale will achieve value for money for the public purse and secure the future of the Fire Service College. We expect to complete the sale early in the New Year.

The Government is insisting on a number of conditions on the proposed sale, including commitments not only that the College will continue in use as a national training college for fire and rescue authorities, but also that it will continue to offer wider national resilience and emergency services exercises and that Government permission will be required if Capita wish to sell the incident ground.

We believe that the commitment shown by Capita to the College in terms of their capital investment plans and vision for the site will be of great benefit to your members. I hope you will feel able to support the new owners in their endeavours to secure the long term future of the College.

BRANDON LEWIS MP

Similarly, the fire minister made the following ministerial statement in the House of Commons:

The fire minister said he was happy that the proposed sale of the college to Capita would achieve value for money for the public purse and secure the future of the college.

Mr Lewis said: "I am delighted that we are making real progress in securing the future of such an important facility. It is vital for the development of the Fire Service College that we put it on a sound footing, giving the private sector a chance to provide innovation and investment that will guarantee the future of a world-class asset".

To ensure best value for money for taxpayers and enable the college to continue in its role, a number of conditions will be imposed on the proposed sale. These include commitments that:

- the college be preserved as a national training centre for fire and rescue authorities;

SECTION B — FIRE AND RESCUE SERVICE POLICY

- it will continue to offer wider national resilience and emergency services training and exercises;
- government permission will be required if Capita wish to sell the incident ground.

Councillor Kay Hammond, chair of the Local Government Association's fire services management committee, said:

"It is good news that government has listened to the views of the sector about the future of the Fire Service College and that it now looks set to get the outside investment it so badly needs. The Local Government Association and fire authorities will be keen to work with the future owners to help them transform the college into a first-class training facility fit for firefighters in the 21st century."

Chief Fire Officers' Association president, Vij Randeniya, said: "The Chief Fire Officers' Association welcomes the news that Capita has been selected. It has been a long and intensive process and we are glad that there is now clarity for the Fire Service College. We look forward to working closely with Capita to ensure that the very best provision is available for UK fire and rescue services".

The government said it looked forward to holding constructive discussions with Capita to ensure that the transition from public to private sector is as smooth as possible and it expected to complete the sale early in the new year.

Further information

The Fire Service College is a trading fund and executive agency of the DCLG. Since becoming a trading fund in 1992, it has never been able to pay a dividend out of operating profits. The government's response to Fire Futures on 12 April 2011 concluded that the college could achieve its full potential only if there was greater involvement from other sectors in its ownership, operation and governance.

The Futures Options project considered four options for the future of the college:

- the status quo: the college remains as a trading fund of the department;
- a government owned contractor operated model: the assets remain under government ownership but management of the college is taken over by a private sector company under a long term contract, together with the staff;
- disposal as a going concern: the college is sold to a private sector company who would continue to operate the college as a training centre;
- closure: the college's activities cease, staff are made redundant and the site is sold for an alternative use.

Analysis of the four options showed disposal as a going concern to be the best option, and the only one which both removes from government ongoing financial risks of ownership of the college and preserves a national training college for the fire and rescue service.

Ministers announced on 22 March 2012 that the Fire Service College would be sold as a going concern to a private sector company to continue operating as a training centre.

The sale process was launched on 10 April 2012 and the due diligence phase concluded in October with the receipt of final bids. Best and final offers were received in November. The aim is to complete the sale in early 2013.

The Department for Communities and Local Government circulated the following press release:

The Government's response to Fire Futures on 12 April 2011 said that the Fire Service College can achieve its full potential only if there is greater involvement from other sectors (whether private, public or voluntary) in its ownership, operation and governance and that we would "explore with the sector and other organisations options to secure the future of the Fire Service College".

In his Written Ministerial Statement of 22 March 2012, Official Report column 67WS, my predecessor as Fire Minister announced the Government's decision to sell the Fire Service College as a going concern to the private sector.

I am now pleased to inform the House that following a thorough, fair and open process the Government has identified Capita as the preferred bidder for the purchase of the College. In identifying Capita as the preferred bidder the Government is satisfied that the sale will achieve value for money for the public purse and secure the future of the Fire Service College.

The Government is insisting on a number of conditions on the proposed sale, including commitments not only that the College will continue in use as a national training college for fire and rescue authorities, but also that it will continue to offer wider national resilience and emergency services exercise and that Government permission will be required if Capita wish to sell the incident ground.

The Government now looks forward to holding constructive discussions with Capita to ensure that the transition from public to private sector is as smooth as possible. The Government expects to complete the sale early in the New Year after the conclusion of a TUPE consultation and wider information sharing with current employees of the Fire Service College.

B18 Social enterprise in the fire and rescue service (England)

During the course of 2011 and 2012 the executive council saw the growth of interest in social enterprise by the principal management teams in a number of fire and rescue services. The executive council has undertaken work to oppose the introduction and growth of these schemes. Social enterprise too often leads to outright privatisation and the union has been the singular voice amongst the fire service organisations to voice and organise opposition. At the time of writing, the

Westminster government is preparing proposals to deregulate the fire service legislation to allow the introduction of social enterprise into the fire service.

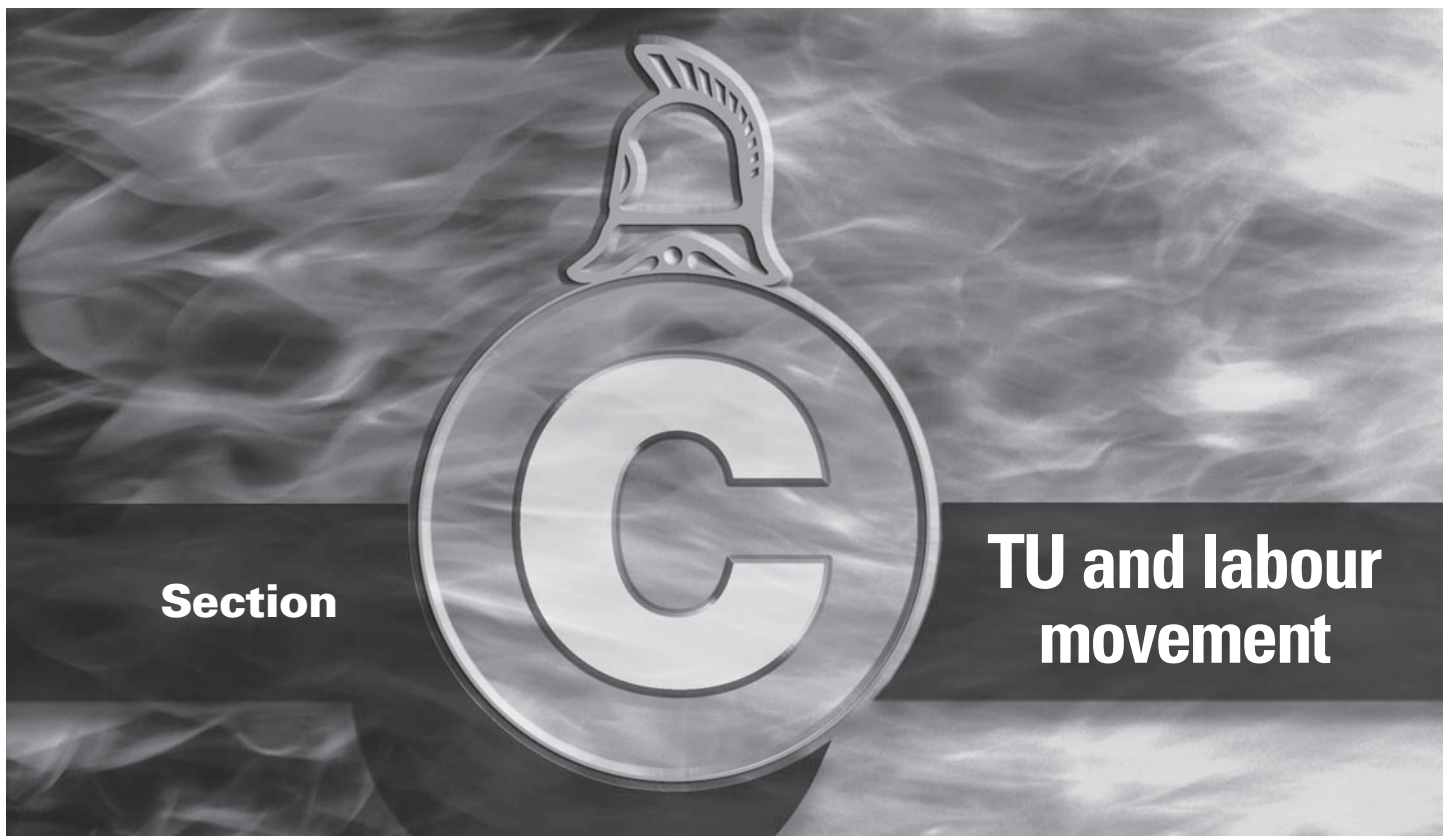
B19 Fire Sector Partnership

The FBU affiliated to the Fire Sector Partnership (FSP) in 2012. The FSP is an organisation primarily geared towards the commercial side of the fire industry.

B20 Fire Sector Federation

In 2012 the Federation of British Fire Organisations (FOBFO) merged with the Fire Sector Partnership (FSP) to form an organisation called the Fire Sector Federation.

The FBU which had been affiliated to both FOBFO and FSP, affiliated to the successor body.



Section

TU and labour movement

C1 Introduction

During 2011 and 2012 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 which 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 2011 and 2012 and the executive council wishes to place on record the union's thanks for this important area of work.

In 2011 the rules of the TUC were amended so that affiliates with more than 30,000 members were given an automatic seat on the general council. This provision applies to the FBU and the general secretary has therefore remained a member of the general council throughout this period. In 2011 the general secretary was also elected onto the executive committee of the TUC.

C2 TUC 2011 and 2012

The 143rd annual Trades Union Congress was held from 12-14 September 2011 at Congress House. This was the first year that congress had taken place in the new, smaller format.

Delegates to 2011 Congress (reduced delegation):

Andy Noble
Denise Christie
Matt Wrack
Rose Jones

The FBU submitted two motions:

1. Economic policy

Congress notes the appalling impact on working people of the economic policies of the Westminster coalition. Their austerity measures have created the worst squeeze on living standards in recent history while weakening the prospects for recovery.

This agenda will create a further shift in wealth and income from the majority to the profits of big business and the pockets of billionaires. This is being done by means of pay cuts and freezes, attacks on pensions and the decimation of public services.

The free market, neo-liberal model that has dominated for the past three decades has been exposed as a failure; a major change of direction is needed.

Congress notes that the crisis of the past four years highlights the failure of the banks to play a positive role in developing a modern economy. Despite taxpayers' subsidies, the banks continue to fail to provide adequate lending for investment funding in new technologies and sectors, mortgages for homes etc. The chaos created by the major banks and financial institutions should be ended through full public ownership and the creation of a single publicly owned banking service, democratically and accountably managed.

The banking and finance industry should be developed as a key public service not a casino for billionaires. Such a new form of banking could play a central role in building a sustainable economy in the long term interests of the majority, investing in transport, in green industries, in housing, creating jobs and assisting a recovery in the interests of working people.

2. Egypt

Congress welcomes the overthrow of the repressive Mubarak regime in Egypt and salutes the role played by Egyptian workers in this fight for freedom and democracy.

Congress recognises the important role played by the Centre for Trade Union and Workers Services (CTUWS) in promoting independent trade unions in Egypt for more than two decades.

Congress welcomes the formation of the Egyptian Federation of Independent Trade Unions (EFITU) in March this year by representatives of independent unions across Egypt, including the CTUWS.

Congress urges affiliates to support the TUC and ITUC appeal for financial assistance for independent unions in Egypt.

Congress condemns threats by the interim Egyptian government to criminalise trade union activity, curb freedom of assembly and to deny the right to strike. It calls on the Egyptian government to respect the internationally-recognised rights to join and form trade unions, including the right to strike.

Congress calls for the premises and documents of the old official labour front (ETUF) to be handed over to the new EFITU federation. It calls on the Egyptian government to recognise the EFITU as the legitimate representatives of Egyptian workers.

Congress calls on all global and regional labour federations and the ILO to recognise and support the new independent unions, and to cease links with the old labour front.

Congress calls on affiliates to make direct links with the EFITU, CTUWS and individual independent unions, in order to build solidarity and provide support.

The motion on Egypt stood alone and was carried. The motion on economic policy was composited, with several others, into one entitled 'Alternative Economic Strategy'. This was carried. The FBU also supported two composite motions: 'Public services and their importance to the economy' and 'Pensions'

The 144th annual Trades Union Congress was held in Brighton from 9-12 September 2012.

Delegates to 2012 Congress (full delegation):

Ian Leahair
Sharon Riley
Tam McFarlane
Rose Jones
Matt Wrack
Danni Armstrong
Dave Green

The FBU submitted two motions:

1. Stop the cuts

Congress notes that David Cameron promised before the 2010 general election to protect frontline public services from austerity.

Congress condemns the savage cuts imposed by the Coalition government on public services, including the fire and rescue service, since 2010.

Congress notes that cuts in central government grants combined with council tax freezes have had a terrible impact on local authority budgets, have put the public at risk and have devastated jobs in the public services.

Congress condemns the Coalition government for cutting over a thousand frontline firefighter jobs in its first year and a further fifteen hundred firefighter jobs in its second year.

Congress notes the estimates made by chief fire officers in the six metropolitan fire and rescue services that they plan to cut a further 2,000 firefighters' jobs, close 50 fire stations and remove 100 appliances.

Congress believes that these cuts put public safety and firefighters' safety at risk.

Congress notes that the second local government settlement will be determined this autumn, affecting local authority budgets for the next two years.

Congress calls on the TUC, with affiliates, to:

- campaign for a fully funded and professional fire and rescue service, alongside other public services
- lobby MPs, councillors and other elected representatives, including in the devolved administrations, to make a robust case for public services
- support local anti-cuts campaigns that involve trades councils and local trade unionists allying with their communities to defend public services
- support the Fire Brigades Union's campaign to defend the fire and rescue service.

2. Public ownership of the banks

Congress notes the disastrous role of the banks over the past five years.

Congress condemns the scandalous levels of pay and bonuses for senior bankers, while workers are expected to pay for the economic crisis.

Congress condemns the interest rate-fixing by Barclays and other banks, which demonstrates again that the banking industry fails to operate in the interests of the majority of people.

Congress notes that despite the tax payer funded bail-outs and quantitative easing, the banks have failed to provide adequate lending and investment to assist economic growth and the creation of jobs.

Congress calls for the TUC to organise a thorough inquiry into the banking crisis. This should involve finance experts, trade unionists working within the sector and representatives of mortgage holders, small businesses and others affected by the crisis.

Congress believes that the de-regulated, free market model that has dominated for the past three decades has been exposed as a failure; a major change of direction is needed.

Congress believes the economic chaos and devastation sparked by the major banks and financial institutions should be ended through full public ownership of the sector and the creation of a publicly owned banking service, democratically and accountably managed.

Congress believes that the banking and finance industry should be developed as a key public service. This new form of banking could play a central role in building a sustainable economy, investing in transport, green industries, housing, creating jobs and assisting the recovery in the interests of working people.

Both were carried.

The FBU also supported composite motions on 'A future that works campaign' and 'Health and safety at work'.

In both years congress delegates and visiting officials attended and spoke at several fringe meetings, including those organised by the Trade Union Coordinating Group (TUCG). Once again, we shared an exhibition stand with the Institute of Employment Rights. General secretary Matt Wrack sat on the general council.

Full details of congress, including the verbatim report of all FBU delegates' contributions, can be found at www.tuc.org.uk

C3 ICTU biennial conference 2011

The FBU delegation to the Irish Congress of Trade Unions' 2011 biennial delegate conference from 4-6 July 2011 in Killarney, County Kerry, comprised: Jim Barbour, EC member; Jim Quinn, regional secretary; Brian Stanfield, regional chair; Dermot Rooney, regional official; Matt Wrack, FBU general secretary; and Dave Green, national officer.

The conference was attended and addressed by a number of high-profile politicians from across Ireland and beyond, including An Taoiseach (Irish prime minister) Enda Kenny TD, minister for foreign affairs, Eamon Gilmore TD, and Bernadette Ségol, ETUC.

The FBU delegation, as usual, played a full and integral part in the conference, which among many other issues debated motions on the economy, workers' rights and many other relevant subjects.

The FBU delegation participated in many of the fringe events at the conference and took the opportunity to discuss matters of mutual concern with other unions such as pensions.

C4 ICTU biennial northern conference 2012

An FBU delegation attended the Irish Congress of Trade Unions' biennial northern conference on 17-18 April 2012 in

Derry, County Londonderry, consisting of the regional secretary Jim Quinn, regional treasurer Stephen Boyd, regional official Dermot Rooney, regional chair Brian Stanfield and regional CSNC rep Lynda Rowan O'Neill.

The conference was attended and addressed by various trade unionists and politicians, including ICTU general secretary David Begg, and Sinn Féin junior minister Martina Anderson MLA.

The FBU delegation, as usual, played a full and integral part in the conference which among many issues debated motions on the economy, equality, education, and industrial relations. The FBU delegation also participated in many of the fringe events which took place throughout the course of the conference, taking the opportunity to contribute to the debate on pensions among many other issues.

C5 STUC 2011 and 2012

STUC 114th annual congress

Monday 18 – Wednesday 20 April 2011, Ayr Race Course.

The FBU delegation was: Matt Wrack, Roddy Robertson, Jim Malone, Vicky Stonebridge, Lud Ramsey and Paul Wilson.

Roddy Robertson was re-elected to the general council of the STUC.

The motion on 'Histadrut' was remitted at the request of the general council; the other two resolutions were composited and agreed by congress.

Histadrut

This conference demands that the STUC severs all ties to the Israeli Histadrut until it supports the application of international law and guarantees human and trade union rights to Palestinians and Palestinian workers.

Single fire and rescue service

This conference recognises the FBU's support for the nationalisation of the Scottish fire and rescue service and that the FBU remains committed to the protection in employment of all workers who support our frontline firefighters.

Public sector wage freeze

This conference demands an immediate end to the public sector wage freeze, and recognises the detrimental impact it has on living standards and Scotland's economy.

STUC 115th annual congress

Monday 23 – Wednesday 25 April 2012, Eden Court Theatre, Inverness.

The STUC annual congress in Inverness highlighted the 'There is a better way' campaign which promotes a clear and distinct economic alternative to current policies of the coalition government.

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Congress attracted over 330 trade union delegates representing 37 trade unions, 24 trades union councils as well as a number of international guests and speakers from the world of politics.

The FBU motions were as follows:

Pensions

That this Congress recognises the physical nature of the role of a firefighter. With that recognition, Congress calls for protection within any new pension scheme to reflect the arduous demands placed on Scotland's firefighters.

Palestine

That this Congress applauds the successful delivery of humanitarian aid by the Scottish FBU to the Nablus Municipality Fire Department. Congress calls for continued trade union support for Palestinian projects, and for the exploration of a Scottish trade union Palestinian support group, and report back to Congress in 2013 any progress on this matter.

Referendum

That this Congress condemns the intervention of the Westminster coalition government on the call for an Independence Referendum by the democratically mandated Scottish government, urges this Congress to support the democratic request by the electorate of Scotland, and calls for a campaign to encourage members and affiliates to vote in any such referendum.

All motions were supported by congress and carried.

The FBU delegation was: Matt Wrack, Roddy Robertson, John Duffy, Alan Paterson, Jim Malone, Lud Ramsey and Paul Wilson.

Roddy Robertson was re-elected to the general council of the STUC.

The One Workplace Equality Award 2012 recognises the role of Scottish trade union members in promoting equality. This year's recipient was Lud Ramsay, a Fire Brigades Union equality rep. Lud works as a fire and education officer with Lothian and Borders fire and rescue service (LBFRS) based at the Risk Factory in Edinburgh.

Lud has made an exceptional impact in challenging racism and promoting equality by working with his union and local community.

After joining the Hampshire fire and rescue service (HFRS) in 1988, Lud became their first black and ethnic minority (BME) firefighter. In 2004 he led on a successful campaign against BNP membership in the fire and rescue service and developed a number of good practice measures to attract more under-represented groups to join the fire and rescue service.

Following on from his work in Hampshire, Lud was invited to join the Lothian and Borders fire and rescue service (LBFRS) in 2008 to address the lack of BME people in Scotland's fire service. Working with both his union and the fire service, Lud

developed a recruitment outreach volunteer team to ensure that the LBFRS takes part in activities around equalities in its area. This involved open days, community events and other methods to help the fire and rescue service become more transparent in their recruitment process for under-represented groups.

In addition, Lud has assisted LBFRS develop equality training in the area by assisting in both the development and delivery of equality training for all workers. He was also instrumental in developing a DVD about the fire and rescue service in Scotland to help the fire brigade attract more members from under-represented groups. This work has ensured that progress is being made in equality issues, despite cuts in funding for equality work within the FRS.

In the short space of time Lud has been in Scotland, he has highlighted a number of issues that need to be addressed in relation to BME members. His work has resulted in LBFRS having the highest figures for BMEs in their fire service and has encouraged all fire and rescue services across the country to take equality issues more seriously.

Grahame Smith, STUC general secretary, commented: "Lud has made great strides to improve diversity and his work shows how equality reps can make a real difference in both the workplace and in the local community."

Lud said: "I hope that winning this award is a reminder to the fire and rescue service and the wider public sector that there is still effort to be made in challenging racism wherever and however it manifests itself, keeping us all on track with that aspiration of a society free from all types of discrimination."

C6 STUC black workers' conference 2011 and 2012

STUC black workers' conference 2011

Bro Lud Ramsey was elected onto the STUC black workers' committee in 2010 and attended three meetings of the committee in 2011.

The STUC black workers' conference was held at the STUC Centre, Glasgow, from 30 September to 2 October 2011. Bro Ramsey had the honour of being the first FBU official to chair this conference. The FBU delegates were Bro Ramsey and Bro Hakim Beajoui.

FBU resolutions were 'Support for Egyptian trade union members' and 'Funding for BME projects during economic crisis'. Both resolutions were supported unanimously. Speakers at the conference included the STUC general secretary Grahame Smith and two MSPs.

On 1 October the STUC rally 'One workplace' was held in Glasgow and the main speaker was Tony Benn. The rally was attended by FBU officials, reps and members.

Bro Ramsey was re-elected onto the STUC black workers' committee for 2011-12.

STUC black workers' conference 2012

BEMM national chair, Bro Lud Ramsey, having been re-elected onto the STUC black workers' committee, attended two meetings in 2012.

The 2012 black workers' conference took place at the STUC Centre, Glasgow, from 5-7 October 2012. The two FBU delegates were Bros Lud Ramsey and regional chair Alan Paterson.

The FBU resolutions were 'The development of Scottish BME workers in Scottish trade unions' and 'Equality in the single Scottish FRS'. Both resolutions received unanimous support.

Conference speakers included STUC general secretary Grahame Smith, Professor Geoffrey Palmer and an MSP. There was no FBU candidate for the black workers' committee elections.

Bro Lud Ramsey also attended the full STUC congress as an FBU delegate and received the STUC One Workplace Equality Award for his outstanding work within the FBU and the Scottish FRS. At a later date he also met with the Scottish first minister Alex Salmond.

C7 STUC women's conference 2011 and 2012

The STUC women's committee holds an annual conference, usually in November. The conference is attended by around 150 women delegates from trade unions and trade union councils that are affiliated to the STUC. These affiliates are able to submit motions for debate and consideration by the conference. The conference votes on the motions submitted and also elects women delegates to serve on the STUC's women's committee each year.

The women's committee comprises 16 women and is held accountable to the annual women's conference. The annual work plan of the committee is determined following discussions on the motions agreed at conference, and the priorities of the STUC as a whole.

STUC women's conference 14-15 November 2011, Glasgow Royal Concert Hall

Delegates to the conference were: Vicky Stonebridge, Coleen Christie, Yvonne Campbell.

Speakers included: Yvette Cooper MP, shadow home secretary and shadow minister for women and equalities; Baroness May Blood; and Nicola Sturgeon MSP, Scottish government cabinet secretary for health, wellbeing and cities strategy.

Debates and workshops included: women and the economic recession; carers and caring; health and safety at work;

minimum wage; tackling domestic violence; celebrating women's history; trade union organising in the workplace; international solidarity – Colombia; playworkers' contribution to children's services; and supporting families with members in prison.

The following motions were submitted by the FBU and carried by the conference:

Pensions

This conference condemns the attacks on public sector pensions.

The UK government's intention to press ahead with the increased contribution rates, rise in pension age and indexation by the use of CPI instead of RPI will have a detrimental impact on all who rely on public sector pensions. Additionally pay freezes already imposed have a significant detrimental impact on the value of a pension.

Conference calls on the STUC women's committee to:

- campaign vigorously in the defence of public sector workers and their right to a decent pension
- raise awareness of the detrimental impact that these proposed changes will have on women within the public sector
- coordinate with unions on industrial action.

Justice for Colombia

This conference welcomes the recent good news that Colombian prisoner Aracely Cañaveral was released from prison in May 2011.

However, the Colombian regime's practice of jailing its critics has continued. There are hundreds of trade unionists, academics, human rights campaigners and others currently detained in Colombian prisons. One such case is Rosalba Gaviria Toro, a member of the Fensuagro Agricultural Workers' Trade Union and president of the Association of Women for Peace and Human Rights in her region. Rosalba is accused of 'rebellion' and 'conspiracy to commit a crime' and has been imprisoned since 9 March 2009. Her trial has been subject to severe and irregular delays. It recently came to a close in March 2011, but the verdict, set to be delivered in April, has again been arbitrarily delayed, further denying Rosalba her freedom. Mrs Gaviria's ongoing detention is just one example of how the Colombian regime attempts to silence those who speak out. The UK trade union organisation, Justice for Colombia, campaigns for their freedom and works to raise awareness about abuses facing our colleagues in Colombia.

Conference calls on all affiliates to support the work carried out in solidarity with Colombian trade unionists, by affiliating to the Justice for Colombia campaign.

Conference calls on the women's STUC to adopt the case of Colombian political prisoner Rosalba Gaviria in their unions and to campaign for her freedom.

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Disproportionate cuts by government to women

This conference condemns the policies of the UK Government and in particular the disproportionate impact they have on women in all areas of public life.

Cuts in pay, pensions, childcare and also the legislation and policy changes in equality rights imposed by this UK government are having a detrimental, discriminative effect on women.

Conference calls on the STUC women's committee to:

1. Raise this issue wherever appropriate, to discuss ways to tackle this issue seriously and to;
2. Campaign against all policies with a detrimental effect on women.

STUC women's conference 2012

No delegates attended, no motions were submitted.

C8 Wales TUC conference 2012

Wales TUC 2012 was held in Llandudno at the North Wales Conference Centre on 22-24 May 2012, following an absence of conference during 2011.

This was due to a special conference being held in November 2010 following the publication of the Welsh government's draft budget on 17 November 2010 which detailed the effects on each of the public services in Wales. This also allowed Wales TUC staff and affiliates to fully implement the campaign and policies adopted.

Delegates representing FBU Welsh region were: regional secretary Chris Howells; regional chair Cerith Griffiths and regional official Roger Curran.

Over the course of the three days, conference was addressed by a number of key figures including Brendan Barber, general secretary of the TUC, and Carwyn Jones AM, first minister of the Welsh government.

The FBU delegation played a full and integral part in the conference which debated motions on the economy, trade unions at work, public services, education, transport, media, health and equality. The delegates also attended several of the fringe meetings which were held during the course of the three days.

C9 TUC women's conference 2011 and 2012

TUC women's conference 2011

The 2011 TUC women's conference, entitled 'Women against cuts', took place at Eastbourne on 9-11 March. The FBU

delegation was: Denise Christie, Dona Feltham, Jo Byrne and Sally Harper.

FBU motions:

1. Equality targets

This women's conference is appalled at the Con/Dem government's scrapping of 'equality targets' for under-represented groups in the fire and rescue service, in particular for the recruitment of women firefighters.

Instead this responsibility has been handed over to the control of local fire and rescue services, sending out a clear message that a centralised equality strategy for UK fire and rescue services is unimportant to this government.

Fire and rescue services have been historically reluctant to actively recruit women firefighters and are renowned for using positive action solely as a tick box exercise to achieve a 'gold standard' in auditing processes. The removal of targets has not been impact assessed and will undoubtedly have a detrimental effect on women.

This women's conference seeks the women's committee to actively lobby government at all levels to reinstate reflective targets and closely monitor the fire and rescue services' recruitment of women. We also ask the TUC to work closely with the STUC, Wales TUC and ICTU in order to utilise this campaign to lobby their respective devolved governments to include an 'equality target' agenda within their fire and rescue services.

2. Iran

This women's TUC conference is appalled and outraged at the continued abhorrent treatment of women in Iran, in particular those who have been 'convicted' of a criminal offence, in the vast majority of cases, on trumped-up charges.

A woman with an 'independent personality' is perceived as an insubordinate woman who must be tamed using violent means, including flogging and in extreme cases being stoned to death. Female genital mutilation is still practiced widely in Iran, and women activists who oppose these practices are being imprisoned and tortured in increasing numbers. Alarming, this treatment is also being extended to defence and human rights lawyers who are trying to help these women regain their freedom.

This conference therefore calls upon the general council in conjunction with the ETUC and ICTU to assist Amnesty International and other campaign groups to put pressure on the UK government and its foreign office by encouraging affiliate trade unions to increase awareness of these atrocities with their members.

Furthermore, we urge the general council to raise the profile of the plight of these innocent women by encouraging members to petition the Iranian government on their behalf.

Both motions were carried unanimously.

Denise Christie was elected onto the TUC women's committee.

TUC women's conference 2012

The 2012 TUC women's conference, entitled 'Every woman in every workplace: stronger together', took place at TUC Congress House on 14-16 March. The FBU delegation was: Denise Christie, Kerry Baigent, Sam Rye and Helen Harrison.

FBU motions:

1. New Woman Foundation Egypt
Conference notes that TUC Congress 2011 passed a motion on 'Egypt' which included support for independent trade unions in Egypt.

The New Woman Foundation (NWF) Egypt is a non-governmental feminist organisation. The foundation's mission is the elimination of all forms of discrimination against women in society, whether economic, social, cultural, political or in legal systems. They support and campaign for better recognition and support of women workers within the Egyptian Federation of Independent Trade Unions (EFITU)

Women in Egypt are marginalised and very rarely supported or recognised within the trade union movement. They face many issues within the workplace including sexual harassment, discrimination, lack of promotional opportunities and challenges to their maternity rights to name a few.

Nawla Darwiche from the NWF spoke at TUC Congress 2011 and highlighted these issues and asked for the UK trade union movement to support the work of the NWF.

Therefore conference calls on the TUC and other affiliated unions to:

- make links with NWF and support and highlight the work they do
- highlight the importance of women's support, recognition and inclusion within the EFITU
- highlight issues women in Egypt face within the workplace.

2. The impact maternity leave has on women's pensions

Conference is appalled at the government's plans to increase total pension contribution rates for women in the fire service up to 17% by 2015. This will mean an extra contribution of up to £7,000 for FBU members. This, on top of an increase in the retirement age, will have a devastating impact on our members.

Conference is further concerned that women in the fire service, who take their full entitlement of a year's maternity leave, will not be able to afford to pay back their pension contributions at this rate. The knock on effect will mean women will need to work longer to gain their full pension entitlement. Under current proposals this will mean working beyond the age of 60 for firefighters and 68 for firefighters (control).

Therefore this conference calls upon the TUC women's committee to:

- lobby government on the detrimental impact the

pension reforms have on women including women in the fire service

- highlight the effect maternity leave has on women's pensions. Campaign for a change in law to ensure that maternity leave does not impact detrimentally on pensions.

Both motions were carried unanimously.

Denise Christie was re-elected onto the TUC women's committee, but stood down in September following the removal of the EC member for women post by conference in June 2012.

C10 TUC LGBT conference 2011 and 2012

TUC LGBT conference 2011

Following the recommendations of conference 2011, a reduced delegation attended the TUC LGBT conference. The delegation consisted of Stewart Brown, Yannick Dubois, Alli Burrows and Pat Carberry.

Stewart Brown was again re-elected by the conference onto the TUC LGBT committee.

The FBU successfully moved the following motion titled 'LGBT asylum':

Conference is aware of the coalition's pledge on asylum seekers as contained within its Programme for Government, and specifically the document, Working for LGBT Equality 2010.

Although the UK is recognised as a world leader on LGBT rights, it remains hypocritical that we continue to deport LGBT asylum seekers back to countries where their safety and well-being is at risk due to their sexual orientation, or gender identity.

The document is clear in its intention stating, 'While we will use our international status to influence other countries, encourage them to repeal anti-homosexual laws and show further understanding of LGB and T issues, we are also aware that this will not happen overnight.'

This on the back of the Supreme Court ruling in July 2010 which means that the Home Office must abandon its shameful practice of using the 'keep quiet and you will be safe' argument.

Conference is appalled at the continued treatment of LGBT asylum seekers in the United Kingdom and calls on the TUC and affiliates to step up the pressure on the UK government to stop immediately the deportation of LGBT asylum seekers, where they are identified to be at risk.

TUC LGBT conference 2012

The LGBT committee sent a delegation of four to the TUC

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LGBT conference on 5-6 July 2012. The delegation consisted of Stewart Brown, Yannick Dubois, Kath Smith and Pat Carberry.

Stewart Brown was elected to the TUC LGBT committee with the largest majority of any other candidate in the history of TUC LGBT conferences.

Our delegation received unanimous support for the following motion submitted to conference titled 'Challenging homophobia in developing countries, cutting foreign aid':

LGBT trade union members stand with our brothers and sisters who suffer state-sponsored oppression based on their LGBT identity in countries around the world.

Conference welcomes Westminster's challenge to overseas governments who actively promote homophobic/transphobic policies.

Conference notes with concern the announcement by David Cameron that he intends to use the granting of overseas aid to these countries as a bargaining chip in challenging their human rights policies.

Conference believes that any reduction in aid would penalise the poorest and most vulnerable people in developing countries and significantly affect programmes aimed at famine prevention, provision of clean water, education and health care.

International Development Minister, Andrew Mitchell, has stated that aid would be redirected away from those governments with poor human rights records to other bodies.

Conference calls on the TUC LGBT committee to seek clarification as to how the government intends to continue to supply aid in developing countries and who they would intend to grant redirected aid.

The committee must encourage affiliate trade unions to get involved in the campaign to ensure aid is not denied to those who most need it and who are excluded by virtue of policies beyond their control or influence.

Bro Nicholas was again elected onto the TUC race relations committee for 2011-12.

FBU delegates were Bros Lud Ramsey, Mark Brown, Carl Petch and Sis Carole Brown.

The main conference speakers included TUC general secretary Brendan Barber, Trevor Phillips, Gus John and Kenja Sessay.

The social fundraiser at Congress House raised over £4,000 for the African-Caribbean Leukaemia Trust (ACLT).

TUC black workers' conference 2012

BEMM EC member Bro Michael Nicholas, having been re-elected onto the TUC race relations committee in 2011, attended four committee meetings in 2012.

The 2012 TUC black workers' conference was held on 27-29 April at TUC Congress House. Conference was chaired by Eleanor Smith, a senior lay official in UNISON and a member of the race relations committee. The FBU had one motion entitled 'Equality strategy for the fire service'. The motion was unanimously supported by conference delegates.

Bro Nicholas was again re-elected onto the TUC race relations committee for 2012-13.

FBU delegates were Bros Brooks, Brown, Petch and Nicholas. Bro Ramsey attended on 28 April as an observer.

The main conference speakers were TUC general secretary Brendan Barber in his last speaking capacity at a black workers' conference, Doreen Lawrence, Chukka Umunna MP, Orin Lewis from the ACLT (African-Caribbean Leukaemia Trust), and Lee Jasper from BARAC (Black Activists Rising Against Cuts).

The beneficiary of the social fundraising event was the Stephen Lawrence Trust as part of the TUC relaunch of the 18:18 campaign to raise funds for the trust. Delegates committed to seeking funds from their own unions.

C11 TUC black workers' conference 2011 and 2012

TUC black workers' conference 2011

BEMM EC member Bro Michael Nicholas, having been re-elected onto the TUC race relations committee in 2010, attended three committee meetings in 2011.

The 2011 TUC black workers' conference was held on 8-10 April 2011 at TUC Congress House. It was chaired by Bro Michael Nicholas from the FBU. The FBU had one motion on the agenda entitled 'International modern slavery' which was passed unanimously by conference delegates.

C12 International

The executive council's international committee continued to meet in 2011 and 2012. However, as reported to conference 2011, there has been a reduction in the number of meetings scheduled for executive council subcommittees and as a result the international committee now meets twice a year. Meetings were held on the following dates:

2011

11 January
10 November

2012

16 May
22 November

The intention remains for the committee to continue to have an overview of the union's international relations and setting priorities for future work in this area. The committee is mindful that the priorities for the union are focused on national campaigns in defending the service and members' terms and conditions.

Despite that, the union remains committed to supporting international solidarity and remains particularly active in the following areas:

- Palestine Solidarity Campaign
- Venezuela Solidarity Campaign
- Cuba Solidarity Campaign
- Justice for Colombia

The union is now affiliated to the Greece Solidarity Campaign and work is ongoing building up links with worker organisations opposed to the austerity measures being imposed on Greek workers, as well as those across Europe. The FBU formed part of a delegation visit to Greece in March 2012 and spoke to firefighters who are faced with substantial cuts in wages and pensions, as once again those on the frontline are being made to pay for a crisis they did not create.

The FBU also attends on a regular basis UK meetings of Amnesty International and War on Want.

Conference 2011 saw several resolutions with an international theme passed and these were progressed through the union's structures. Conference 2011 also heard from Kamal Abbas, the general coordinator of the Centre for Trade Unions and Workers' Services (CTUWS), an umbrella organisation for independent unions in Egypt. The CTUWS played a leading role in the overthrow of the old order.

The Scottish region has also undertaken several initiatives to support the Palestinian people in their continued struggle. This included the delivery of a fire appliance to Nablus in the Palestinian territories in order to transport much-needed fire safety equipment, as well as a project that saw the FBU arrange for a group of Palestinian fire officers to travel to the UK to undertake training in Scotland.

C13 FBU parliamentary group

This report documents the work of the FBU parliamentary group in the two years to 31 December 2012. The group has grown in size over this period to now number 33 members, drawn exclusively from Labour MPs.

The group meets regularly in parliament, approximately every six to eight weeks whilst the House is sitting, so the union can brief MPs on its current campaigns, and discuss how MPs can best assist and raise these in parliament. The work of the group is then taken forward on a daily basis with strategy planned in liaison with FBU head office. The union provides a written report to all group meetings and also provides regular updates at interim strategy meetings.

The FBU parliamentary group is not comprised of MPs who have any financial relationship with the union because of their membership but instead MPs who wish to work with the union and in the interests of its membership. Through the general secretary and elected officials, we set the agenda of issues for the group to campaign and work on.

The aim of the group is to ultimately change the direction of government policy and build up a body of knowledge and understanding among MPs which can effectively hold government to account and hopefully influence the direction of policy formation. Cuts, pay, pensions and privatisation – all these are issues that are consistently raised. Our priorities have been to expose the damage to the service from the cuts; explain the unfairness, impracticality and the hardship faced by the membership because of the effective pay freeze and the changes to pensions; and build opposition to all forms of privatisation.

The first part of 2011 was dominated by the coalition government's plans for public sector reform as a result of its chosen route of austerity measures. This has, of course, been a theme for much of the past two years as cuts bite deep into essential public services and the welfare state.

George Osborne had singled out public sector pension schemes in the government's drive to saddle the public with the City's private debts. On top of announcing in October 2010 a 3% increase in contributions and a switch to the lower Consumer Prices Index for annually increasing state and public sector pensions, Lord Hutton was asked to produce recommendations on reforming public sector pension schemes.

Despite acknowledging that the cost to the taxpayer of these pension schemes is falling, Hutton's final report, published in March 2011, confirmed that firefighters, like other public sector workers, will be expected to pay more and work longer for a smaller pension on retirement. Specifically, Hutton recommended that the government 'consider' increasing the retirement age for firefighters to 60 years, ending final salary and tiered contributions, switching to a career average and moving all firefighters onto a new scheme. At the group meeting with fire minister Bob Neill in March, he was asked to respond to firefighters' fear that the existing arrangements under the FPS and the NFPS would be replaced by a one-size-fits-all pension scheme. He recognised the existing flexibility but warned that decisions on fire service pensions could not be taken in isolation.

The union (through freedom of information requests) and the shadow fire minister Chris Williamson (through letters to CFOs) estimated that over 1,000 firefighter jobs had gone between March 2010 and March 2011. Chris Williamson raised this at DCLG Questions:

Chris Williamson (Derby North) (Lab): The Minister knows that I have surveyed every fire and rescue service in the country about the impact of this year's financial settlement. Fire chiefs have told me that his cuts to their budgets will result in fire stations being closed, fire

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appliances being taken out of service and more than 1,000 firefighters losing their jobs in the next 12 months alone. Is he confident that his cuts will not compromise public safety? Will he accept that the feedback from fire chiefs proves that he has singularly failed to deliver on his commitment to give some protection to fire and rescue services?

Robert Neill: I do not accept the hon. Gentleman's proposition at all. The fire service is protected because its reduction in spending power is 2.2% in the current year and 0.5% in the next year. I have pointed out exactly the measures that many local authorities are taking to save money in the back office and to concentrate on the front line, and I hope that he will encourage authorities to do the same and that he will not engage in scaremongering.

At the meeting with the fire minister in March, group members and union officials pressed Bob Neill on the number of wholetime and retained firefighters currently employed by fire authorities and the number of job losses he expected there to be in the government's first and subsequent years in office. The minister caused alarm by casually asserting that he did not know how many firefighters there were and that it was not important for him to know this figure as it was for individual fire authorities to keep track of their own numbers and to make decisions on workforce matters.

Autumn 2011 saw the FBU do some extensive and exhaustive polling research which showed the damaging effect of the government's plans on the Firefighters' Pension Scheme (FPS). Group chair Kate Hoey tabled EDM 2049 to register the threat to the long-term viability of the FPS from the government's plans which would push firefighters' pension contributions above 14%.

The financial travails of AssetCo continued to cause consternation amongst FBU members in London and Lincolnshire, where the company held PFI contracts for the provision and maintenance of the brigades' appliances. The company had to respond to a Creditor's Note in the High Court in July 2011. The group tabled questions and EDM 2104 to highlight the serious problems that AssetCo's collapse would cause London and Lincolnshire firefighters, as well as the difficulties that the government's localism agenda creates in such circumstances.

Work also continued in support of the long-standing campaign to persuade successive governments to implement the 2007 Pitt Review's recommendation that a statutory duty be established to require the fire and rescue service to respond to flooding emergencies. Group secretary John McDonnell kept up the pressure in a debate on a select committee report into future flood and water management.

The group also organised a meeting between MPs, union officials and the chair of the communities and local government select committee, Clive Betts MP, to discuss possible areas of inquiry for the committee over the coming period.

The group organised a meeting between local MPs and FBU officials from Cleveland FRS to discuss the fire authority's creation of a separate trading arm and the impact this could have on firefighters as well as fire and rescue services in Cleveland and north east England.

A consistent programme of lobbying on the issue of pensions by FBU members from regions 3, 4, 6, 7, 10, 13, the officers' national committee and the national women's committee was supported by the group during October and November 2011. This was extremely successful in raising the particularly severe impact that the government's proposals would have on firefighters, with a number of Labour and government MPs expressing support for the union's position.

At this time government funding for the fire and rescue service was only budgeted to 2012-13, unlike the rest of the public sector which was covered by the comprehensive spending review period to 2014-15. Since the general election, group members pressed the government on the impact of the government's cuts to the central and local government grant for fire authorities, and drafted some questions on this issue for the shadow fire minister, Chris Williamson.

Group member and MP for Blaydon, Dave Anderson, raised the impact on Tyne and Wear fire authority during Questions to the Department for Communities and Local Government on 31 October 2011:

Mr Anderson: The local chief fire officer in Tyne and Wear advises me that although the average loss across the country is 6.5%, in the metropolitan areas it is 12.9%. He believes that if the cuts go ahead, they will lead to a weakening of national and local resilience, firefighters made compulsorily redundant, a further reduction in the number of rescuers, a significant fall in the number of readily available appliances and fire station closures. What will the Minister do to ensure that prophesy does not come true?

Robert Neill: All local fire and rescue authorities must perform their statutory duties under the Fire and Rescue Services Act 2004 and act in a way that is consistent with their integrated risk management plans. The government adjusted the fire formula following consultation with local fire and rescue authorities and increased the weighting given to the needs element and risk factors in urban areas.

In November 2011, John Healey, MP for Wentworth in South Yorkshire, made contact with the general secretary and committed to including the union in the Labour Party's efforts to hold the government to account more effectively for the impact of the cuts they are enacting to metropolitan authorities' budgets. The group has followed up on this commitment and provided John Healey's office with a briefing on the details of the funding settlement for each fire authority and the expected consequences in terms of cuts to firefighter numbers, appliances and equipment.

The 2012 budget provided a slap on the back for Osborne's multi-millionaire friends and a slap in the face for the rest of us.

The Queen's speech, setting out the government's new legislative programme, took place on 9 May. The government's attack on public sector pensions was of great concern to the group and a focus of strategic discussion at meetings of the Trade Union Coordinating Group, which brings together ten national unions and of which the FBU was a founder member. John McDonnell secured a backbench debate on switching pension indexing from RPI to CPI which gave the chance for the effects on firefighters to be particularly highlighted by group members. In the debate John said: "I recently met firefighters who were particularly angry that a firefighter retiring on a full pension will lose £52,000 over 20 years. This comes on top of a three-year pay freeze, after two years of only a 1% increase, which means no real increase in pension or pay for the best part of five years... a terrible price to pay for a crisis these people did not create."

Following a letter to the fire minister Bob Neill (13 March) requesting a meeting, he agreed to meet with the FBU group on 22 May to discuss our issues of concern. This provided for a full, frank and wide-ranging discussion and an opportunity for the union and the FBU parliamentary group to explain in detail some of the problems which the government's policies are causing. Cuts, pay, pensions, privatisation, fire control and floods were discussed and even though the minister was cordial and broadly sympathetic there was no sign of any substantive movement. Nevertheless, it is always important to try to keep the channels of communication open.

The summer floods brought a subsequent deluge of written ministerial statements to address these emergencies, praising the fire and rescue services for their response. Yet, despite the wettest June on record and the ministerial recognition of the firefighters' rescues and increased pressure from the parliamentary group, detailed below, the government concluded on 31 July that a statutory duty for the fire and rescue services to respond to flood emergencies was "not the best way forward at this time".

Despite the government's austerity programme, the group maintained a good working relationship with Bob Neill MP as a minister who had always been prepared to meet and discuss our concerns. He was, however, replaced in the cabinet reshuffle on 5 September and we now address our concerns to his successor Brandon Lewis MP – who has agreed to attend a meeting of the parliamentary group in the early part of 2013.

On 5 September FBU officials attended the adjournment debate on fire and rescue services secured by Bridget Phillipson, Labour MP for Houghton and Sunderland South. The group provided them with debate packs (briefings compiled by the House of Commons Library) and the debate transcript (from *Hansard*) afterwards.

Campaigning by members at a local level is absolutely critical to the effectiveness of any campaign at Westminster and so a 'Westminster workshop' for regional campaign coordinators was organised on 6 September and took place in parliament. The intention of the workshop was to provide those who organise campaigning activities within regions with a detailed insight into the workings of both parliament and the

parliamentary group; and thereby enable them to apply their local expertise to provide input to the parliamentary aspect of campaigns. Those who attended received information packs containing material on the parliamentary group and the history and workings of parliament. Several aspects such as parliamentary questions (PQs), early day motions (EDMs) and the legislative process were fully explored at the event. The programme also included a short tour of the Palace of Westminster and provided an opportunity for a political discussion with FBU general secretary Matt Wrack and group secretary John McDonnell MP. It is the intention of head office to look at running several more of these events over the coming months.

At the group meeting in October, news of the planned closure of 17 fire stations across London, with 600 jobs under threat over two years, to save £65m, had just broken. Details of this were circulated immediately to all group members. Group chair Kate Hoey asked the Leader of the House for an urgent debate on this, but received a reply from fire minister Brandon Lewis MP asserting that "the government has no plans to arrange a debate on this issue... there is no role for central government to intervene in local decision making". An all too familiar message from this government.

The other main event in late 2012 was the FBU rally and lobby in Westminster on 7 November, which the group helped to facilitate and coordinate. At the rally several speakers highlighted the hypocrisy of the government praising the work of the firefighters whilst cutting the service and putting lives at risk. This stark truth – that cuts cost lives – was one which the union put across powerfully with the message 'They slash, you burn'. The press adverts caused some amount of consternation amongst those naturally opposed to anything the union does and that alone is testament to the success of the message.

The Public Service Pensions Bill was presented to parliament on 14 September and had its second reading debate on 29 October. Following the presentation of written evidence at committee stage by the FBU and a number of unions, amendments were tabled by the group for the bill's final stages in the Commons on 4 December.

Over the two years the group tabled on behalf of the union a number of early day motions (EDMs), some of which are listed below:

No.	Title	Sponsoring	MP signatures
465	Firefighter safety	Kate Hoey	63
705	London fire & emergency planning authority dispute	Kate Hoey	25
976	Leyton fire station	John Cryer	11
1005	Hayes fire station	John McDonnell	9
1250	London fire authority	John Cryer	16
1302	Health and safety week of action campaign	John McDonnell	59

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1980	Fire safety and smoke alarms	Kate Hoey	32
2049	Firefighter pensions	Kate Hoey	114
2104	AssetCo	Kate Hoey	11
2152	FBU fire appliance delivery from Dundee to Nablus	Jim McGovern	41

FBU parliamentary group membership

(as of 29 November 2012)

1.	David Anderson	Blaydon
2.	Roberta Blackman-Woods	City of Durham
3.	Tom Blenkinsop	Middlesbrough South and Cleveland East
4.	Jenny Chapman	Darlington
5.	Katy Clark	Ayrshire North and Arran
6.	Michael Connarty	Linlithgow and Falkirk East
7.	Rosie Cooper	Lancashire West
8.	Jeremy Corbyn	Islington North
9.	Jon Cruddas	Dagenham and Rainham
10.	John Cryer	Leyton and Wanstead
11.	Alex Cunningham	Stockton North
12.	Tony Cunningham	Workington
13.	Nic Dakin	Scunthorpe
14.	Ian Davidson	Glasgow South West
15.	Frank Doran	Aberdeen North
16.	Robert Ffello	Stoke-on-Trent South
17.	Nia Griffith	Llanelli
18.	David Hamilton	Midlothian
19.	Kate Hoey	Vauxhall
20.	Kelvin Hopkins	Luton North
21.	Ian Lavery	Wansbeck
22.	Tony Lloyd	Manchester Central
23.	Kerry McCarthy	Bristol East
24.	John McDonnell	Hayes and Harlington
25.	Jim McGovern	Dundee West
26.	Austin Mitchell	Great Grimsby
27.	Grahame Morris	Easington
28.	George Mudie	Leeds East
29.	Linda Riordan	Halifax
30.	Dennis Skinner	Bolsover
31.	Karl Turner	Hull East
32.	Joan Walley	Stoke-on-Trent North
33.	Mike Wood	Batley and Spen

Scottish Trades Union Congress
Trades Union Congress
Trade Union Coordinating Group

Fire organisations

Federation of British Fire Organisations (FOBFO)
Fire Protection Association
Fire Sector Federation
Firefighters Memorial Charitable Trust
National Fire Sprinkler Network

Campaigns – national

Abortion Rights
Black Activists Rising Against the Cuts
Campaign against Climate Change
Campaign for Press and Broadcasting Freedom
Charter for Women
Cutting Edge Consortium
Defend Council Housing
Disability Alliance
End Child Poverty
Inquest
Institute of Employment Rights
Labour Representation Committee
Labour Research Department
Local Government Information Unit
Love Music Hate Racism
Maternity Action
Marx Memorial Library
National Assembly of Women
National Pensioners Convention
The People's Charter
Show Racism the Red Card
Stop the War Coalition
Trade Union Friends of Searchlight
Unite Against Fascism
United Campaign to Repeal the Anti-Trade Union Laws
Working Class Movement Library

Campaigns – international

Action for Southern Africa (ACTSA)
Amnesty International
Anti-Slavery International
Cuba Solidarity Campaign
Greece Solidarity Campaign
Justice for Colombia
Nicaragua Solidarity Campaign
One World Action
Palestine Solidarity Campaign
Stamp Out Poverty
Venezuela Solidarity Campaign
War on Want
Western Sahara Campaign

C14 Affiliations

During 2011 and 2012 the FBU maintained or established affiliations to the following organisations:

Union organisations

European Federation of Public Service Unions
International Firefighters Unions Alliance
International Centre for Trade Union Rights
Irish Congress of Trade Unions
Public Services International



Section

Pensions

Hands off our pensions campaign

The Independent Public Service Pensions Commission's final draft (the Hutton report) was issued on 10 March 2011. It proposed new public service pension schemes from 2015, with public sector workers working to the state retirement age (except for firefighters, the police and armed forces) and receiving career average benefits instead of final salary schemes.

On 10 March 2011 an all-members circular HOC0117MW 'Hutton: The great pensions robbery continues' was issued. This circular confirmed that the final report contained 27 recommendations which included detrimental changes such as:

- shifting from final salary arrangements to career average – for future service
- increasing the retirement age to 60 – including in the schemes for uniformed workers (including firefighters)
- introducing tiered contribution – particularly affecting higher earners.

The circular reiterated the FBU's opposition to these detrimental changes and outlined that there was no evidence to support the claim that firefighters will be able to perform operationally at 60 and beyond.

This circular also reminded members that the Hutton report must be considered alongside the separate proposals by the government to change the uprating mechanism for pensions from RPI to CPI and to increase contribution rates.

FBU members were also encouraged to attend a series of meetings that were being arranged in various brigades and

regions where the issue of pensions (and other challenges facing us) were being addressed.

On 23 March 2011, the chancellor of the exchequer accepted the 27 Hutton recommendations in their entirety as a basis for consultations with public sector workers, unions and others, and stated that there should be no cherry picking on either side.

The report's recommendations were in addition to the proposals in the earlier comprehensive spending review where the government announced that 3% additional pension contributions would be taken out of public sector workers' wages from April 2012. This was later amended to a rise in average employee contribution rates of 3.2%, the armed forces being exempted from the increases.

The Westminster government published a consultation document on 9 September 2011 outlining increases for most firefighters, of 1.3% for FPS and 0.6% for NFPS members, with higher, tiered rises for higher earners in both schemes. (The Scottish, Welsh and Northern Ireland governments subsequently published identical proposals.) On 29 March 2012 the Westminster government imposed pension contribution increases for firefighters, starting with 0.6% for FPS members and 0.3% for NFPS, with higher tiers for higher earners. (The Scottish, Welsh and Northern Ireland governments subsequently imposed identical increases.)

Members' consultation

As more details on the attacks emerged, members were involved via a series of branch, brigade and regional meetings from January 2011 and were asked to discuss and vote on a model resolution on the issues.

The pensions strategy was discussed in May 2011 at FBU conference which passed a series of resolutions to take our

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campaign forward. The union held a meeting of key FBU officials in Manchester in July 2011 as well as a series of further local consultation meetings over the summer of 2011 and again in early 2012 to seek the views of officials and members. A further model resolution around the pension campaign was agreed and members' attitudes were recorded in an extensive consultation exercise.

The union commissioned an independent survey in May 2011 by YouGov to assess FBU members' attitudes on the proposed reforms. A total of 7,931 members responded to the survey (18%) and gave the union important information on issues such as opt-out rates and attitudes to promotion. The information gathered from this was used to produce evidence opposing the government's proposals to increase employee contributions.

FBU members and officials were asked to lobby their members of parliament on pensions and request support for Early Day Motion 2049 – Firefighter Pensions. A concerted attempt to lobby was planned for the autumn of 2011 and winter 2011-12. This included regional, brigade and sectional FBU delegations who lobbied MPs at Westminster and other national governments.

The Westminster government informed all stakeholders that there would be a series of high-level generic talks with public sector trade unions focusing mainly on contribution rates before a process involving scheme-specific negotiations would then commence. These took place through the Trades Union Congress (TUC). At a subsequent TUC discussion most other unions opted for a progression to scheme-specific talks in July 2011. The FBU raised concerns that any scheme-specific talks would take place within unacceptable constraints since the key points of principle remained unresolved. However, once scheme-specific talks began the union naturally took part to represent our members' interests and it engaged in earnest with the English fire minister and the relevant ministers for fire in Northern Ireland, Scotland and Wales and their relevant government officials.

On 14 September 2011 the FBU lodged a trade dispute across the UK. This trade dispute opposed the government's proposals on pensions throughout the UK. (This trade dispute still existed at the time of writing this report.)

The FBU had robust arguments opposing the government's proposals and took a decision to commission several reports designed to challenge the recommendations on practical, financial and medical grounds, including:

- an independent report by Tony Cutler and Barbara Waine looking at the Independent Public Service Pensions Commission
- *A scoping study: Review of aging and the demands on firefighting* by Richard Graveling and Joanne Crawford on behalf of the Institute of Occupational Medicine
- A report on the impact of the government's proposal for members of the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme by Rob Hammond of First Actuarial consultants

- *Fitness for work: Estimate of the deterioration of the aerobic fitness of firefighters with age* by Richard Graveling on behalf of the Institute of Occupational Medicine.

The FBU also submitted the Haisman report, originally produced for the Home Office, which concluded that the existing normal pension age of 55 should remain.

The FBU produced *Protecting good quality occupational pensions in the Fire and Rescue Service*, which was submitted to the English fire minister and the relevant ministers for fire in Northern Ireland, Scotland and Wales to substantiate the union's opposition to the proposals and contribution increases. The union consistently emphasised that, not only were the proposals unfair to firefighters, but they would also make the schemes unworkable and unsustainable. Higher contributions would result in opt-outs which would wipe out HM Treasury's projected financial savings. Expecting firefighters to work to 60 would be unworkable for the vast majority, leaving pension scheme members vulnerable and shattering the pension scheme itself.

The FBU also submitted evidence to the Local Government Pension Scheme (LGPS) consultation to defend and improve our control members' pensions.

Other unions had requested information on their specific schemes' 'cost ceiling' while the FBU took an alternative approach and informed government that there were specific occupational factors associated with the role of a firefighter that would have to be considered before this was done. The English fire minister wrote to the FBU in this period confirming that, due to the evidence it had submitted, the decision to set a cost ceiling for the firefighter scheme would be delayed to allow further consideration to take place. This delay meant that the fire scheme talks were working to different timescales to those of other public service unions. This was one of the reasons why the FBU did not proceed to ballot in autumn 2011.

Discussions took place with employers and government up until Christmas 2011 in a period when the majority of other public service pension schemes were at various stages of agreeing their specific heads of agreement documents. The position in the firefighter scheme was different and the FBU was being presented with early drafts of the firefighter scheme heads of agreement. When the heads of agreement for the firefighter scheme was finally published in February 2012, the executive council took a decision that it was fundamentally unacceptable for three main reasons based upon it containing proposals that meant:

- unaffordable and unfair contribution rates
- a totally unrealistic retirement age for firefighters
- an unsustainable scheme for the fire service.

The FBU did not accept that the document was a final heads of agreement. A more accurate description was that it simply reflected the government's current proposals. However, the document did reflect that government had taken cognisance of some of the concerns the FBU had raised. The amended proposals included the highest cost ceiling in the public sector.

This resulted from the delays which were implemented while special occupational factors and actuarial calculations presented by the FBU were being considered. It did contain improvements on earlier versions and meant that the proposed 2015 firefighter pension scheme had the best starting point on accrual rates – with 57ths rather than the 60ths included in other schemes. It also included some limited protection for older firefighters, but only in return for higher contributions. There were other areas included, such as options for earlier retirement with reduced benefits from age 57 and even more severe actuarial reductions from age 55. Despite these limited concessions, the FBU emphasised that the overarching issue of a workable normal pension age remained unresolved which made decisions on subsequent issues impossible and impractical at this stage.

As a result of ongoing discussions between the FBU, the employers and civil servants, the Westminster government had also committed itself to two important reviews:

- a review of the impact of any 2012-13 contribution changes and the effects of opt-outs before any decision on how future increases would be delivered
- a review of the normal pension age (NPA) – considering if the NPA of 60 remains relevant taking account of the economical, efficient and effective management of the fire service, the changing profile of the workforce and the occupational demands of, and fitness standards for, firefighting roles.

These two reviews marked a shift from the earlier position which stated that the NPA would be 60 and that the employee increase would be on average 3.2% by 2014-15. The terms of reference for both reviews were presented to and agreed by the DCLG's Firefighters' Pension Committee, held on 28 March 2012. The two reviews did not in any way guarantee success or that the Westminster government policy would shift at all. However, they did open up potential mechanisms by which these key elements of the Westminster government's current proposals could be changed before the final scheme design was decided. The executive council remained confident that the union had extremely strong arguments and evidence on a number of key issues such as pension age, the level of employee contributions and the danger of opt-outs.

The FBU had continued to lobby against and raise opposition to the proposed employee contribution and on 29 March 2012 the Westminster government released information about firefighter pension contributions for 2012-2013. The FBU was informed that as a result of the evidence presented, the originally proposed increases had been reduced by approximately 50%. While the union emphasised that any increase was an unwelcome step against the backdrop of a pay freeze and high rates of inflation, it also recognised that these represented the lowest rates of employee contribution increases of any of the unfunded schemes in the public sector. It was later confirmed that proposed employee contribution increases in Northern Ireland, Scotland and Wales would be the same as those applied in England.

The executive council immediately met on 29 March 2012 and considered the implications of these increases alongside the

other developments in our pension discussions and agreed the following statement:

The executive council has met today to discuss developments on pensions.

The executive council acknowledges that the year one (2012-2013) employee contribution increases for the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme are significantly reduced compared to those originally proposed in public consultation. The executive council also acknowledges the terms of reference and timescales for the review of opt-outs and review of normal pension age and that these have now been endorsed by the Firefighters' Pension Committee. The executive council recognises that these reviews offer a potential mechanism for addressing some of the key occupationally specific concerns for pensions in the fire and rescue service.

We are extremely disappointed that firefighters' pension contribution rates have been increased at all against the backdrop of the highest employee contribution rates in public sector schemes already being paid by firefighters and on top of nearly three years of pay freeze. We are also disappointed that these increases have been introduced in advance of the review of opt-outs.

However, the executive council sees the reduced level of increases as an indication that the Westminster government has, to some degree at least, listened to the representations being made by the FBU.

In the light of these latest developments, the executive council recommends that there should be no immediate move towards a strike ballot and that the union should:

1. Take full part in the two fire service reviews (of opt-outs and of normal pension age).
2. Produce and develop further evidence to support our case within each review process and in other areas of continuing pension discussions.
3. Continue to lobby relevant politicians.
4. Monitor on-going developments.
5. Continue to discuss with and support other unions involved in campaigning to defend pensions.

All members are asked to monitor these developments closely and to ensure their views are made known through our branch and committee structure. Our concerns over proposals for our pensions remain unchanged and therefore the lawful trade dispute with the four governments in the UK remains live. The executive council will be immediately reconvened in the event of any further significant developments ahead of the reviews and will in any case meet regularly to review progress.

At FBU conference delegates debated the latest position on pensions and supported an executive council statement which contained the following recommendation:

Conference applauds the determined support of officials and members throughout the UK in the on-going campaign to defend our pensions and the ultimate resolve our

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membership have consistently indicated in support of national industrial action should it become necessary at any stage. We also acknowledge the hard work and professional approach coordinated and represented by our brigade, regional and national officials to date. Conference endorses this policy statement and supports the next steps of the union's campaign, as set out in the executive council statement of 29 March 2012.

Officials were given further briefings on the recent developments and were asked to ensure that they emphasised to members that:

1. The government's attacks on pensions are extremely serious and remain in place.
2. Our members, along with millions of other public sector workers have suffered an increase in contributions. Even though these are lower than in other schemes they remain an attack on living standards.
3. The campaign on pensions is far from over.
4. It will be a long process and is still likely to mean we need to consider again the issue of national strike action.

On 24 May the Westminster government produced a subsequent document to the earlier heads of agreement that was issued in February 2012. This latest document, *Firefighters' Pension Scheme: Proposed Final Agreement*, was issued following a ministerial statement. The FBU immediately contacted officials from the Department for Communities and Local Government and reiterated that this development was unhelpful, unnecessary and inflammatory. This was followed up by a formal response to the fire minister outlining that this latest document was clearly not acceptable as the final position in relation to our pensions.

A circular was issued on 29 May 2012 emphasising that the proposed final agreement document remained just as unacceptable as the previous heads of agreement for exactly the same reasons which were that it still proposed:

- unaffordable and unfair contribution rates
- a totally unrealistic retirement age for firefighters
- an unsustainable scheme for the fire service.

The circular also stressed that although the Firefighters' Pension Committee (FPC) had been given assurances about the two reviews (of contributions/opt-outs and of NPA) they were still only a potential mechanism for trying to influence the government's proposals. The executive council had been clear throughout recent developments that this campaign was a long way from over.

The fire minister responded on 31 May 2012 outlining that the government's previous commitment to the two reviews (on opt-outs and NPA) had not in any way diminished. The letter reaffirmed the government's intention to conduct these reviews with input from trade unions and employers. In the last paragraph of the letter the fire minister confirmed that the reviews would be concluded and all the associated evidence would be carefully considered before any final decision was made.

The FBU was gathering evidence to support the position that the proposed NPA of 60 was unworkable, unachievable and unrealistic and brigade officials were asked for information about current redeployment opportunities, fitness testing, fitness policies and numbers of firefighters working beyond age 55. The executive council had already agreed to commit resources to the NPA review and had already authorised a task and finish group made up from head office and the executive council to coordinate and prepare any necessary responses.

The terms of reference for the NPA review were agreed. It would:

- consider the evidence to support the appropriate NPA for firefighters
- consider the structural implications for the proposed scheme of such recommendations (single age or range, likely numbers across range of ages)
- be mindful of the reasonable expectation that scheme members will be able to work to, and retire at, the NPA
- take account of the economical, efficient and effective management of the fire service, the changing profile of the workforce and the occupational demands of, and fitness standards for, firefighting roles.

The chair of the review (Dr Tony Williams) was appointed on 4 July 2012 by the fire minister, Bob Neill.

On the same day the chief secretary to the Treasury (Danny Alexander) issued a ministerial statement that confirmed the position on the majority public service pension scheme designs. He outlined that agreements had been reached with the majority of unions representing teachers and health and civil service workers based on the government's enhanced offer, an 8% value increase. He confirmed that discussions had continued with trades unions to finalise the remaining details of the new schemes and that, following these, proposed final agreements had been reached.

His statement made it clear that the proposed final agreements were government's final position and that most of the unions had agreed to take the agreements to their executives on this basis, as the best deal that could be achieved through negotiations. He confirmed that most unions had consulted their membership on the final scheme designs for the NHS Pension Scheme, Teachers' Pension Scheme and Principal Civil Service Pension Scheme.

To finish, he confirmed to the House of Commons that the government would be taking forward legislation which would be introduced during the current parliamentary session to take these changes forward.

On 6 July members were given a summary of the current position in an all-members circular 2012HOC0377MW which gave a briefing following June's special conference and outlined the union's ongoing strategy for defending firefighter pensions.

It confirmed that this campaign was far from over and that there was nothing that resembled any sort of acceptable

position we could ask members to consider. The circular emphasised that the Westminster government had set out a plan where it proposed that firefighters pay at least 13.2% employee contributions and work until at least the age of 60. It outlined the pressure that the FBU had put upon government which had resulted in them agreeing to two reviews.

Conference had agreed that the union should participate in these reviews but made clear that national strike action remained very much a possibility if progress was not made on pensions.

The union continued to gather evidence to support its concerns and recognised that it was in a different situation to most other unions in respect of the NPA. In most cases unions were campaigning to stop an increase from 65 to state pension age while the FBU was trying to show that age 60 is not relevant for firefighter pensions. In reality this meant that the union was saying there must also be a reduction in the NPA for those people in the New Firefighters' Pension Scheme.

Large amounts of evidence showing that firefighters cannot work beyond 55 in enough numbers to maintain an effective and efficient fire service were gathered over this period. This evidence was based on medical, financial and operational grounds. On each occasion the evidence was supported by respected experts and professionals in the respective fields. At no period was counter argument or evidence produced by government, although they still continued to progress with legislation based upon their initial position around age 60.

The FBU was invited to meet with Dr Williams and to submit views and evidence to the NPA review, which was due to report by the end of December 2012. The FBU met formally with Dr Williams and his team on two occasions and also submitted further evidence regarding numbers of firefighters working beyond age 55 and redeployment opportunities.

A comprehensive list of the information that was submitted to Dr Williams was made available to brigade secretaries on 24 August 2012. This included a list of academic papers relating to firefighters, including ones on fitness, age, associated illness etc. This circular also highlighted other areas where further evidence was being prepared.

On 4 September 2012 a ministerial statement was issued by Theresa May about the Police Pension Scheme. This was reported to officials because of the similarities between the police and firefighter pension schemes. It outlined the main parameters of the government's final position for the reform to the Police Pension Scheme and contained some differences to those outlined earlier in the year for the Firefighters' Pension Scheme. For example, the Police Pension Scheme proposal had a different accrual rate, a different revaluation rate and a flexible retirement age of 55 with actuarial reductions from the normal pension age of 60. In addition to this, there were differences in the protection arrangements.

On 13 September 2012 Westminster government published the new Public Service Pensions Bill (PSPB). It was officially laid before the House of Commons on 13 September 2012

(the first reading) although at this stage no debate was allowed. Members were informed in an all-members circular on 14 September 2012 that this bill included references to the proposed Firefighters' Pension Scheme 2015.

This draft legislation included a section on public sector pension scheme normal pension ages.

On page 5 it outlined the government's proposal for the fire service scheme:

9 Pension age

- (1) The normal pension age of a person under a scheme under section 1 must be –
 - (a) the same as the person's state pension age, or
 - (b) 65, if that is higher.
- (2) Subsection (1) does not apply in relation to –
 - (a) fire and rescue workers who are firefighters,
 - (b) members of a police force, and
 - (c) members of the armed forces.

The normal pension age of such persons under a scheme under section 1 must be 60.

The full document was made available to members via an electronic link. This circular outlined that this contradicted the position currently being pursued by the FBU, and reminded members about the reviews to consider the issues and the appropriate normal pension age within the fire service.

The second reading of the PSPB was scheduled to take place on 22 October 2012 but actually took place on 29 October 2012 and involved a debate which gave MPs the opportunity to speak on the whole bill or specific parts contained within it.

On 3 October FBU members were asked to play a part in influencing the debate by speaking to their MPs and giving them a briefing note that had been provided by head office.

This briefing note focused primarily on the proposed NPA and increased employee contributions and gave arguments on:

- role requirements
- fitness levels
- medical evidence
- redeployments
- potential financial implications of opt-outs etc
- overall dangers for the fire service pension scheme.

This briefing note was also supported by pensions bulletin number 7 which specifically related to the Public Service Pensions Bill.

During the debate some of the FBU concerns were well articulated by MPs Katy Clark, Graeme Morris, John McDonnell, David Anderson and others. Overall there were some very useful points raised by MPs during this debate which reflected key concerns around the proposed normal pension age being unworkable and the unrealistic contribution proposals. There were also several contributions raising concerns around the LGPS, some of which also reflected the union's views that the NPA proposed for that scheme is unrealistic.

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The PSPB moved to the committee stage where selected MPs discussed the individual sections on a line-by-line basis before it was re-presented to the House of Commons for the report stage. As part of the committee stage interested parties were allowed to submit evidence for consideration. Rules for submissions were very rigid and for that reason the union focused on one specific issue. It reiterated specific concerns around the proposed normal pension age (NPA) which was covered in Clause 9(2) of the PSPB. The full submission was available for members to read on the FBU website. This was only one area of concern and the FBU continued to raise all other areas where the proposals were unacceptable.

The committee stage was also one of the stages that presented an opportunity for MPs to suggest amendments. The FBU considered an amendment following discussions with several MPs and the FBU parliamentary support group.

The PSPB passed through the committee stage and progressed to the report stage which took place on 4 December 2012.

At this stage the FBU submitted an amendment to Clause 9(2) which dealt with the normal pension age (NPA) for members of the pension schemes for the uniformed services – firefighters, police and armed forces. The FBU amendment asked for flexibility around the NPA considering the ongoing NPA review. The amendment was accompanied by a briefing that outlined that the bill, as drafted, pre-empted the outcome of the review by specifying the NPA as age 60. The Fire Brigades Union amendment allowed the secretary of state for local government the flexibility to specify a pension age below age 60 in scheme regulations, without requiring him to do so.

The amendment was moved and debated but was not voted upon to allow it to be reintroduced at a later stage of the bill's progression. A broader amendment which gave more flexibility on the NPA to public service workers was defeated and the Public Service Pension Bill (PSPB) was passed at its third reading stage.

The PSPB progressed to the House of Lords where it was laid on 5 December 2012.

The FBU has subsequently been discussing the issue with members of the House of Lords and will continue to ensure our concerns are raised throughout the process. The FBU amendment was laid for the second reading of the bill in the House of Lords which took place on 19 December 2012 and was moved by Lord Kennedy.

Another key ongoing review focused on opt-outs. This was largely brought about because of FBU concerns that the proposed contribution rates would be unaffordable and would mean that many firefighters would be priced out of a pension scheme. The FBU had submitted evidence that demonstrated that as people chose to opt out or not join the scheme the cash flow and liability of the scheme would be dramatically affected.

Government agreed that there would now be a review of the impact of Year 1 increases on opt-outs or non-joiners before they made any decision on future increases.

This review was in two parts:

1. Review of data
2. Survey of attitudes towards the firefighter pension schemes.

The review of historical data collected information from April 2012 and was accompanied by a questionnaire to fire authorities examining issues around opt-outs and non-joiners. This information would be updated throughout the year and used to identify trends.

The second part of the review involved teams meeting firefighters face-to-face to discuss the impact of the increases and to ascertain attitudes towards the pension schemes and confidence in them. This was undertaken in England and Northern Ireland via a company called Research Works.

The Scottish government submitted evidence to the part one review but designed a questionnaire for a separate part two review to ascertain the attitudes of scheme members towards contribution rates and proposed changes to scheme design.

In October 2012 a second YouGov survey was undertaken. This survey ran until 16 November 2012. The questions in this survey were adjusted slightly to take account of the developing situation. A total of just under 7,200 members responded to the survey and gave the union further updated information on a range of issues including opt-out rates and attitudes towards other proposed changes.

The government progressed with its proposals of further increases to employee contributions and issued consultation documents from November 2012. These documents – which separately related to England, Scotland, Northern Ireland and Wales – all proposed the full planned increases from 1 April 2013. The FBU prepared a response which outlined its opposition to the increases, including professional arguments from actuaries using information from the YouGov survey and the opt-out reviews to evidence the concerns.

Local Government Pension Scheme

The Independent Public Service Pension Commission (Hutton report) final draft, which was issued on 10 March 2011, recognised that the LGPS would have to be dealt with differently to other schemes. This was mainly due to the fact that the LGPS was a funded scheme, unlike the other unfunded schemes in the public sector. LGPS members working in fire controls were not included in the exemption for uniformed workers (firefighters, the police and armed forces) and the proposals meant working to state pension age which potentially meant age 68 for some.

The FBU represents around 1,400 members of the LGPS which, with approximately 4.6 million members, is the largest of all the public sector pension schemes. The FBU is part of a group of 11 TUC-affiliated unions who have members within the LGPS and participate in the LGPS trade union meetings. It was agreed that the three largest unions involved (Unison,

Unite and GMB) would provide the negotiators for the trade union side for the scheme, although regular meetings would take place whereby all unions would be updated and could influence any ongoing issues.

Throughout the meetings in 2011 and 2012 the FBU raised concerns about the attacks on the LGPS whilst at the same time trying to progress with a long-running aim to enable control members access to a fire service-specific pension scheme. This access was raised separately on several occasions in discussions with government on pensions. Nevertheless, while these talks continued, there remained significant obstacles to achieving this policy aim. The union also pursued a parallel strategy of opposing detrimental changes within the LGPS, especially in relation to proposals to increase employee contributions or normal pension age.

In December 2011 the Westminster government announced a heads of agreement for the LGPS for England and Wales that would still deliver the £900m savings. This proposal was significantly different to all others as it proposed a delay of contribution increases for two years, in return for an earlier move towards a higher NPA and an overall increase on average of 1.5% in 2014. (The Scottish government took a decision not to adopt the proposals for the LGPS in England and Wales.)

On 12 January 2012 HOC0026MW was issued. This circular outlined the ongoing discussions between the government, employers and unions in relation to the Local Government Pension Scheme (LGPS) for England and Wales which affected fire control members. It highlighted that discussions had taken the form of a series of high-level meetings with the trade union side joint secretaries, which in this case were officials from Unison, Unite and GMB.

The circular informed FBU members that, following the production of the heads of agreement, government had suspended the ongoing consultation around the increase in employee contributions and worsening of accrual rates to allow the negotiations on this document to continue. Government had also confirmed the default position was that the initial consultation would recommence should this amended heads of agreement process fail. For this reason they had confirmed that the responses were still therefore required. (*Local Government Pension Scheme: Consultation on proposed increases to employee contribution rates and changes to scheme accrual rates, effective from 1 April 2012 in England and Wales*).

The FBU response to this consultation was submitted on 6 January 2012 and is also available on the FBU website.

The circular gave more details on a position reached with the GMB, Unison and Unite that the Treasury target of £900m savings would be realised from a one-stop solution combining an earlier introduction of the Hutton recommendations in 2014. This would replace the previous two-stage proposals which included:

1. Increases to employee contributions
2. Wider pension changes based around the Hutton recommendations.

This circular reported on a meeting that took place on 9 January 2012 when the LGPS trade unions met to discuss the heads of agreement (HoA). This meeting had been called to gauge the response of individual unions to the proposals contained within it. The majority of unions were represented although Unite were not in attendance since they were discussing the document internally.

Several areas of the HoA were discussed and various unions raised concerns about the lack of detail. Attendees were informed that this detail would not be available until the next stage of the negotiations. Following these discussions the majority of the unions present supported the heads of agreement as a foundation to move to a more detailed negotiation process designed to arrive at a new scheme design based around the principles contained in this document.

The FBU, however, took a different view of the situation and raised concerns that the proposal to introduce an increased NPA in 2014 did not take account of the operational elements of the role of a fire control operator and that this was unacceptable to our members. The union also outlined that it believed entering further negotiations on the basis of the heads of agreement clearly meant accepting an increased NPA. The union emphasised that this was not in the best interests of fire control operators, did not take account of the specific nature of their role and could not be supported.

The FBU was also concerned that the protection for low-paid workers proposed in the heads of agreement would not apply to any fire control member. This concern had also been highlighted in the FBU response to the consultation process on the proposal to the LGPS contribution rate in England and Wales.

On 26 March HOC0181MW was issued to all control members. This circular provided an update on the recent developments. It reported on a meeting on 24 February where members were informed that the team negotiating the new LGPS was awaiting a response from government on new scheme proposals formulated by the negotiating group. It was agreed that, once the negotiating group was in a position to report on the proposals, a meeting would be held to brief all LGPS trade union side unions simultaneously.

The timelines for negotiations meant that the so-called 'big issues' – such as accrual rates, contribution increases and normal pensionable age (NPA) – needed to be agreed very soon. This would enable legislation to be formulated and be in place by March 2013 for a valuation to take place and for the new scheme to be introduced in April 2014. At this meeting the FBU re-emphasised that the HoA, which was agreed by the negotiators and formed the basis for negotiations around the changes to the scheme, was still unacceptable to the Fire Brigades Union. The FBU made it clear that it did not accept the proposal for any increase in retirement age and that the HoA meant the eventual introduction of an NPA of 68.

On 31 May 2012 the LGPS trade unions met and were informed that the Local Government Association (LGA) and trade unions (Unite, Unison and GMB) had announced the outcome of their negotiations on new LGPS proposals (for

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England and Wales) to take effect from 1 April 2014. The group was informed that these proposals were signed off by government on 30 May but were made available to other trade unions on 31 May.

There were 10 documents which included an overview of the 2014 proposal, a joint statement between LGA and the three trade unions involved in the negotiations, and a more detailed explanation of the elements contained within it. The planned next step involved a series of consultations on the proposals which were scheduled and a report from individual unions. This process was scheduled to take place over the next few weeks to allow a view to be given before the autumn.

FBU members in the Local Government Pension Scheme had already displayed their frustration at the lack of information being shared over the last few months but were informed that the union intended to undergo a full consultation process now it had all the details.

On 22 June 2012 HOC0348MW was issued to all control members. This circular gave details on the proposals for the LGPS to be introduced in 2014 in England and Wales. Members were informed that these proposals, including the benefit and contribution structure for the LGPS, would need to be discussed with members involved before the union could give its position to other unions representing members in the LGPS.

The circular highlighted that unlike the position proposed in other public sector schemes, including the firefighters' schemes, there would not be any changes to benefits or contribution rates before that date.

The key points of the proposal were highlighted;

- a) The LGPS 2014 would be a defined benefit career average scheme with a 1/49th accrual.
- b) Previous service earnings would be revalued by CPI.
- c) All accrued pension (pension built up before and up to 1 April 2014) would retain the link to final salary and current normal pension age.
- d) Most members would pay the same contributions in the new scheme as they did currently.
- e) The normal pension age would reflect the state pension age and an individual member would have an individual normal pension age in the LGPS 2014 that matched their individual state pension age.
- f) Any future outsourced members who are outsourced from direct local government employment would be able to stay in the LGPS.
- g) Members who could not afford to participate in the main scheme could opt for a 50/50 option. This would mean paying half their contribution rate and building up half as much pension as in the main LGPS 2014 while still being covered by full death in service, ill-health cover and survivor benefits.
- h) All other benefits would stay the same as they currently were.

The circular highlighted that there had been an improved position for member contributions rates. This meant that contributions would be set on the basis of actual pensionable pay which, for the first time, would include non-contractual overtime.

This was different to earlier proposals and meant that part-timers would not have to work out their full or whole time equivalent earnings; both contributions and benefits would be based on actual pay. The proposed changes were highlighted to members in an easily identifiable table. Other changes were highlighted:

- The accrual rate 1/49th compared to the 1/60th in the current LGPS. This had been achieved by reducing the revaluation rate for previous earnings to flat rate CPI.
- The pension age for service in the LGPS 2014 (excluding any past service before 2014) would be linked to the state pension at that time. This would mean that older members may still have an NPA of 65 while for younger members it could be 66, 67 or 68.
- In the event that state pension age increases further, the LGPS 2014 pension age would also increase for all service after 1 April 2012.

The circular also included a comparison of the current scheme and the proposed scheme.

On 20 July 2012 HOC 0410SS was issued. This gave details of an executive council decision from 17 July 2012. This decision was taken following a discussion around the improvements to the original proposals for the LGPS 2014. Despite the improved position, the executive council remained concerned about the proposed accrual rates and revaluation rates and agreed that the FBU would take further professional advice on this issue. First Actuarial later provided a briefing which highlighted that the executive council's concerns were justified. Using an historical assumption broadly comparing a career average revalued earnings (CARE) scheme with average weekly earnings and 1/60ths (which was the default position) to a CARE scheme with CPI and 1/49ths (which was the amended position) over a full career, they identified that the projected pensions were smaller in the CARE scheme which used CPI and 1/49ths.

Overall, and despite the improvements that had been negotiated, the executive council remained opposed to the proposal to link an individual's normal pension age to the state pension age. The executive council reiterated the belief that a normal pension age of 68 was unrealistic and unworkable for the vast majority of firefighters (control).

The executive council took a decision that members in fire controls in England and Wales would be consulted via a ballot to determine their views on these proposals. This consultative ballot commenced on 1 August and finished on 22 August 2012, and was supported by a series of meetings to discuss this issue in more detail.

This consultative ballot consisted of two simple questions:

1. Do you feel the proposals for the 2014 LGPS are acceptable – yes or no?

2. Do you wish the FBU to continue trying to achieve access for firefighters (control) into a specific fire service pension scheme – yes or no?

The executive council recommended for question 1 that members vote no. It was also equally important that members also made their views known on question 2. It was stressed that it was essential that members were presented with balanced information on these proposals and were in a position to understand the executive council's concerns before they voted on this issue. Brigade officials were therefore asked to arrange a meeting with LGPS members in fire controls in order that members met and discussed this issue before they made a decision. Due to the fact that some details on the LGPS 2014 proposals had only recently been made available and that some officials were not completely familiar with them, a PowerPoint presentation was prepared with speaker notes. This gave details on the proposals and enabled a consistent message to be delivered to members.

The executive council had also made a decision to support a campaign on the issue of the state pension age: '68 is too late' (www.68istoolate.org.uk). This campaign aims to stop reckless increases to state pension age.

The ballot closed on 22 August and 90% of those who voted said the proposal was unacceptable, while 87% of those who voted wanted the FBU to continue trying to achieve access for firefighters (control) into a specific fire service pension scheme.

Following on from the consultative ballot result the FBU wrote to the relevant national officers in GMB, Unison and Unite outlining the continued concerns. LGPS trade unions met on 20 September 2102 and reported their position on the proposed 2014 scheme. Following a verbal report it was noted that the overwhelming membership balloted, across all unions, voted to accept the proposals.

Fairer commutation campaign

Officials and members had received several updates on the fairer commutation campaign which had been with the pensions ombudsman for a substantial length of time. Progress on this issue had been very slow, although the legal adviser and investigator assigned to the case had been in regular contact with head office on behalf of the pensions ombudsman.

As part of the ongoing process the pensions ombudsman wrote to the FBU on 27 July 2011 outlining his findings in relation to questions raised by the Government Actuary's Department (GAD). This correspondence dealt with issues raised by GAD around three specific issues:

1. Time limits.
2. The administrator question.
3. Maladministration.

The paperwork referred to one case only. This case was one of six test cases selected by the pensions ombudsman with an agreement that any decision would apply to the other complaints.

Time limits

GAD was arguing that the complaint was lodged too late and that it should be time barred. The pensions ombudsman's letter explained the reasoning for his decision on this issue and his conclusion accepted that the FBU submissions, made in a letter of 11 May 2011, were not time barred.

The administrator question

GAD argued that any investigation, if not time barred, should be confined to alleged maladministration that occurred on or after 6 April 2005 because prior to this date there was no mechanism under which this could have been made. The pensions ombudsman's letter explained that GAD had a statutory duty prior to this date and concluded that he may investigate not only after 6 April 2005 but also before.

Maladministration

GAD argued that there was no maladministration on or after 6 April 2005. The pensions ombudsman's letter concluded that a complaint was made that was within jurisdiction and potentially had substance. He concluded that normal investigative procedures should be followed.

This correspondence from the pensions ombudsman confirmed that the full investigation would proceed. Following this decision, GAD lodged an appeal in the form of judicial review proceedings claiming the defendant (the pensions ombudsman) had exceeded his or her statutory powers. The FBU was named as an interested party, meaning a party with an interest in the outcome and who could make their own arguments in the proceedings, but who needed not do so if they had nothing to add. The FBU did not make any separate arguments as our position on this issue was consistent with that of the pensions ombudsman.

This meant a further delay in the investigations against GAD, which were put on hold pending the outcome of this appeal. The pensions ombudsman was still receiving several enquiries from concerned retired firefighters and had set up a section of its website to give updates on this issue. Update 1 of 6 posted on 21 May 2012 contained the following statement;

Police and firefighters' pension schemes – an update.

If you are a retired member of either the firefighters' or police pension schemes you may be aware of an issue concerning the past factors used to convert pension into lump sums at retirement and whether they should have been reviewed earlier than they were.

We have received a large number of individual complaints about the matter. At present the question of whether we can deal with a complaint from a firefighter against the government actuary's department is the subject of judicial review proceedings. All the other complaints are currently "parked" awaiting the outcome. The judicial review is due to be heard in mid June. Although it deals with the firefighters' scheme, a similar issue would arise under the police scheme. If you are a member of either the police or firefighter's schemes who has not written to us, there is no need to do so. If we are able to investigate, then we will use complaints from the ones we have already received as "lead" complaints. We plan to provide a further update

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when the court has dealt with the judicial review application. This may not be immediately after the hearing as it sometimes takes time for judgment to be handed down.

The hearing was on 14 June 2012 and the judgment was given orally the next day. The judgment confirmed that the pensions ombudsman had the jurisdiction to investigate GAD in relation to the complaint made by a firefighter about commutation factors.

Following the written judgment, GAD applied for permission to appeal to the Court of Appeal which was refused on 31 October 2012. GAD subsequently made a further application to the Court of Appeal appealing against the decision refusing permission to appeal. The latest position from the pensions ombudsman was that they were awaiting the outcome of the court proceedings. In the meantime the investigation into GAD was on hold. The pensions ombudsman reiterated there was still no need for members of police or firefighters' schemes to take any further action as they planned to use complaints from the ones they had already received as 'lead' complaints.

The latest position was communicated via an FBU circular on 26 November 2012 which was also posted on the FBU website with a link to the pensions ombudsman's website.

Changes to pension indexation

The executive council took a decision to seek further legal advice on the possibility of a challenge to the announcement by the chancellor of the exchequer to use the Consumer Price Index instead of the Retail Price Index for uprating pensions. This announcement became law when the Social Security Up-rating Order was laid on 17 March 2011. The FBU continued to seek advice on a potential challenge to this and on 28 June 2011 informed members in circular 2011HOC0284MW that the union had launched a legal challenge to the government's plan to change the way that public sector pensions are uprated.

This challenge was built upon a previous attempt by the FBU, along with three other unions (NASUWT, POA and PCS) who had submitted separate pre-action letters outlining the issues and legal concerns. Following the response to these letters and following further legal advice, the four unions agreed to submit a coordinated legal application on 4 May 2011. Two other unions (Unite and Unison) later joined the action, bringing the number of unions involved in the coordinated legal challenge up to six.

Although the decision to challenge this attack, which was identified in the Hutton review as potentially meaning a reduction in future pension benefits of around 15%, was morally an easy decision to make, it proved a very complicated one to formulate. The circular outlined that the FBU was pleased that the approach was coordinated with NASUWT, PCS and POA and also welcomed the subsequent decision by Unite and Unison to join our action. What was noticeable,

however, was that once again the FBU was the only organisation in the fire service that took up a legal challenge on this important matter.

The case was listed for 25 October 2011 for a three-day hearing.

On 8 November 2011 an all-members circular 2011HOC0549MW was issued. This circular gave details of the hearing which took place between 25 and 27 October 2011 at the High Court in London. It outlined that the unions felt that deficit reduction was a consideration in this decision, a decision that would provide savings of around £6 billion from public service pensions over the length of this government and reduce public service pension scheme members' benefits by around 15%.

The challenge also highlighted that a further decision to apply this switch to private sector pensions as well would see a reduction in the value of private sector pensions by around £73 billion. The unions' case which was outlined in a post-trial briefing that was made available via the FBU website and gave details on the four arguments put forward:

1. **The construction argument** – that government acknowledged that a factor in their decision was to reduce pension expenditure and benefits which is not permissible under the statutory provisions.
2. **The legitimate expectation argument** – that members had previously received statements that indicated that pensions would be indexed by RPI. It was a legitimate expectation that this would not be changed without consultation. (A similar argument also covered the accrued rights of a scheme member.)
3. **The equalities duty argument** – that government failed to properly consider all equality implications and therefore breached the Equality Act 2010.
4. **The supplementary misdirection/irrelevant considerations argument** – that government's decision to change from RPI to CPI didn't take due regard to other relevant considerations.

The ruling was expected to be handed down within six weeks.

On 9 December 2011 an all-members circular 2011HOC0629MW outlined the ruling of the High Court which was handed down on 2 December 2011. It clarified that the claimants only required any one of the four challenges to be successful to have the government's action declared unlawful. The court was split on challenge 1 – the construction argument – with two judges finding in favour of the government and one finding that the decision was unlawful and should be quashed. The court found unanimously against both sets of claimants on the remaining three heads of challenge.

The court's reasoning for the decision was that:

- (i) Provided that the secretary of state for work and pensions chooses a fair and genuine measure for estimating the increase in prices, which legitimately protects the purchasing power of pensions and benefits, he can take into account public finances.

- (ii) The representations made to unions and their members did not amount to legally enforceable legitimate expectations.
- (iii) The decisions by ministers were taken before the relevant provisions of the Equality Act came into force, and the previous provisions in the Sex Discrimination Act did not apply because of the unusually high degree of parliamentary scrutiny required under the social security legislation.
- (iv) Because of the finding on (i), irrelevant considerations had not been taken into account.

The court therefore dismissed both applications for judicial review.

The circular outlined the decision to instruct lawyers to proceed with an appeal. The other unions concerned also joined the FBU in this action.

This challenge was unsuccessful, as was the subsequent appeal in March 2012. In rejecting the appeal, the court ruled that the government was entitled to take into account the national economic situation when deciding to adopt CPI from this year. The court also ruled that, even if the national economic situation had been discounted, the government would still have the adopted CPI on the basis of the advice it had received. Given the grounds cited by the court for its decision, a further legal challenge to the House of Lords was not considered viable. Other potential legal challenges were explored through Thompsons. However, these challenges were not identified as having any chance of success.

Updated guidance for officials dealing with ill-health retirements

On 6 January 2011 HOC0013SS outlined the revised 'Guidance for independent qualified medical practitioners (IQMPs) providing an opinion on permanent disability, fitness for regular work, qualifying injury and degree of disablement'.

A further update re the IQMP guidance relating to upper tier ill-health retirement was explained in HOC0261SS issued on 18 May 2012. This followed an issue raised by the FBU around the process for determining whether or not an individual is eligible to be awarded an upper tier ill-health pension.

The FBU discussed this issue with representatives of the Department for Communities and Local Government (DCLG) who agreed that there were differences in the requirement for permanence between the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme in relation to upper tier awards.

The circular summarised the changes:

- The rules of the 1992 FPS **do not** require the IQMP to consider if the member concerned is **permanently** incapable of undertaking regular employment in order to qualify for the higher tier ill-health pension.

- However the rules of the 2006 NFPS differ from this and **do** require the IQMP to consider whether the member is permanently disabled from undertaking regular employment.

DCLG issued informal guidance that there does appear to be disparity between the 1992 and 2006 schemes with regards to the qualifying criteria for entitlement to the higher tier ill-health pension.

Pensionable pay issues

The FBU represented several members in a very important case *Norman v Cheshire FRS* which surrounded the issue of pensionable pay and the interpretation of Rule G1 of the 1992 Firefighters' Pension Scheme. This case was heard on 18-19 October 2011 and the judgment was handed to the FBU late in December 2011. This judgment was subject to appeal so could not be shared at that time but as there was no appeal lodged it was available from January 2012.

A circular outlining the position was sent to brigade secretaries on 26 January 2012. In essence, the judgment ruled in favour of the position presented by Anthony White QC on behalf of Mr Norman. This confirmed that our interpretation of Rule G1 was correct and that the consolidated pay received by firefighters working the day crewing system in Cheshire falls within the meaning of pensionable pay. In addition to this, the ruling confirmed that flexible duty pay payable to officers working the flexible duty system and London weighting was pensionable.

There were some far-reaching consequences from the ruling around issues of pensionable pay which resulted from this ruling.

Restructure of the Firefighters' Pension Committee

Previously the Firefighters' Pension Committee (FPC) had included representatives from England, Scotland, Northern Ireland and Wales and covered issues and gave advice on a UK-wide basis. During 2011 and 2012 the situation changed and the Department for Communities and Local Government informed all stakeholders that in future the FPC would only deal with issues relating to England and that representatives from Northern Ireland, Wales and Scotland would only be invited to attend on an observer status. The FBU opposed this position on the basis that firefighter pensions are consistent across the UK. Unfortunately, despite consistent pressure, DCLG ruled that the FPC would only deal with issues relating to England.

To ensure consistency across the UK the FBU met with civil servants with pension responsibilities from Northern Ireland, Scotland and Wales. In Scotland this has developed substantially and a Scottish Firefighters Pension Forum was established. The FBU is represented on this forum which ensures that FPC business is discussed in relation to Scottish firefighters.

Pension liberation

On 2 October 2012 circular HOC0561MW informed members about companies that had been approaching firefighter pension scheme members offering access to 'pension liberation schemes'. These are where pension scheme members are offered a chance to release their pension funds before retirement in exchange for converting them partly or entirely into cash. The circular warned members that, although this sounded very attractive to scheme members who want to access their fund, they needed to be aware that when something sounds too good to be true it usually is.

It also informed members that they should be aware that this type of release of benefits as an immediate cash sum usually had a considerable 'management fee' deducted. It was also likely to have various implications for the member concerned and for scheme administrators relating to charges imposed by HMRC in relation to 'unauthorised payments'.

The union raised this issue at the 46th Firefighters' Pension Committee held on 3 October 2012 and requested that a clear warning was given to FRAs about this potential problem.

RDS modified scheme

While the discussions around the introduction of the modified scheme continued, it was also important that members recognised the proposals for the increased contributions and the 2015 scheme would also impact upon this scheme. Members were reminded of this in circular HOC0315MW issued on 18 July 2011. This circular highlighted that, despite pressure from the union, government officials had dragged their heels and had completely failed to meet agreed timescales.

The FBU had still not been presented with a blueprint showing rules and regulations of this new scheme. This was a clear responsibility for DCLG and their legal representatives and these delays were firmly their responsibility. The FBU had previously offered to assist in any way possible to speed up this process because until we were presented with this blueprint the process was stalled. The union had contacted DCLG and their legal representatives on several occasions highlighting its anger and frustration with this unacceptable delay.

As a result of these unacceptable delays, Thompsons solicitors wrote to the Treasury solicitors informing them that unless this issue was resolved without further delay the FBU would take further legal action which might result in further involvement of the tribunal. A subsequent letter was also sent to the fire minister Bob Neill. The union emphasised that it was outrageous that delays continued when government had set further timescales to introduce detrimental changes to public sector pensions. This highlighted that the government was quite willing to pull out all the stops and use all possible resources when they were attacking the pension provisions for FBU members, but equally were quite happy to drag their

heels when beneficial changes were being considered. On 22 July 2011 the FBU received a response from Bob Neill, which accepted that it was important to implement the order as soon as possible and that he would do all he could to ensure the FBU was presented with a draft order as soon as possible.

Subsequently, at a meeting which took place with the FBU general secretary and assistant general secretary on 27 July 2011, Bob Neill gave an assurance that this draft order would be made available to the union in the last week of August or at the latest in the first two weeks of September. On 9 September 2011 an email was sent to the FBU containing an emerging draft RDS Modification Order paper. This was a confidential working paper provided on a 'without prejudice' basis and with a caveat that it was highly likely to be subject to further amendments following comments from Treasury counsel and GAD. The FBU and its legal team arranged a meeting with DCLG officials to progress the matter as swiftly as possible.

A considerable amount of very detailed work was subsequently done discussing and preparing legislation necessary to implement the modified scheme. This work was also delayed by additional work relating to the firefighters' compensation scheme.

Executive council members were given several updates and presented with several versions of the summary of benefits which contained important improvements, in particular on methods of payment for retrospective pension contributions and service. The national retained committee had also been briefed on the summary of benefits and the ongoing discussions as well as receiving updates as part of their scheduled committee meetings. Significant time was spent discussing and dealing with tax implications in relation to retrospective liabilities between September and December 2012 but DCLG informed the FBU that the legislation would be out for full consultation in February 2013.

Potential additional pension liabilities associated with new duty systems

The FBU raised a serious issue at the Firefighters' Pension Committee in relation to pension liabilities associated with duty systems such as day crewing plus and close proximity call stations. The FBU made FPC members aware in a paper presented to the meeting on 4 July 2012 that a number of fire services had introduced or were looking to introduce a form of day crewing plus duty system. The features that these duty systems had in common were: (a) an extended period of on-call duty time to be spent in provided accommodation or at the station; and (b) a substantial increase in pay.

The Fire Brigades Union had already raised concerns about day crewing plus duty type systems on several fronts relating to the Working Time Directive, cuts in frontline staff, health and safety, and welfare issues. The purpose of raising it with this certain committee, however, was the implication for the past

service cost of the current and future firefighters' pension schemes. These types of duty systems have a significant impact on the number of frontline firefighters that the authority employs and the primary motivation for offering these duty systems was to cut costs.

This particular paper highlighted that savings made by the authority were at the expense of the pension schemes. It used an example where firefighters on such a system received a pay increase of 29%. The target audiences for this duty system were firefighters nearing retirement. The FBU introduced material professionally prepared by First Actuarial to demonstrate the potential liabilities involved. This material highlighted the benefits to the individual members but the enormous strain placed on the scheme by the liabilities. These strain costs to the scheme were net of the additional contributions that the member and 'the FRS' will pay.

This problem had been known since at least May 2009. As paper FPC(09)4 said:

It is clear that the situation is becoming more confused as FRAs respond to the need for changes to meet new operational demands; and, from time to time, introduce new allowances and decide that they should be pensionable. The reasons for making such a decision are not clear. It may be that the FRA is seeking to make an allowance more attractive or provide an incentive for those who wish to apply, or qualify, for it.

Because the FPS and NFPS are unfunded schemes, additional costs for the past cost have to be met by the pension fund account and will either be paid from the top-up grant and/or by future contributions.

Since then the High Court had clarified that a decision to designate an element of pay as pensionable or non-pensionable was beside the point. It was the nature of the payment and not what the parties agree that matters. An addition to basic pay is pensionable whatever the authority and its workforce intend.

The union highlighted that these authorities were not concerned about the strain that they were putting on the pension schemes because they did not have to pay for it. It was highlighted that they were using the schemes as a convenient way to fund the savings that they wanted to make. At the very least, it was clear that they had not paid due regard to the pension cost of the proposed duty systems because they thought it was not their concern.

The FBU pointed out that until the next valuation the pension cost would be met by the top-up grant. DCLG's proposed heads of agreement said nothing about the funding of the pension arrangements for firefighters going forward from April 2015 at all. However, the FBU pointed out that in the longer term these liabilities would be paid by employees or employers. The FBU also pointed out that this might impact sooner rather than later with the proposed imposition of an employer cost cap.

The FBU executive council had previously discussed real concerns around additional liabilities caused by the introduction

of such schemes and had already informally raised concerns with DCLG. The FBU insisted that DCLG investigated, as a matter of urgency, whether the day crewing plus duty systems that had been proposed were lawful and that it should look in more detail at their impact on the funding of the pension schemes.

End of year update

On 19 December 2012 circular HOC0712MW was issued to all members. This circular gave an end of year summary of the pension situation. It informed members that the NPA review was very close to conclusion and that it was likely to be published early in January 2013.

At that point the union would carefully consider the contents and conclusions of the report before deciding upon its next steps. It gave details on the proposed Year 2 contribution increase for the firefighters' pension schemes and explained that a response was being prepared which would outline the union's opposition to any further employee contribution increases and that it would include information supported by the recent YouGov survey.

The circular outlined that the pension campaign was at a very key stage and stressed the importance of members keeping up to date with the situation. It outlined that over the coming weeks several key documents were expected, including ones relating to the NPA review, the contribution consultation process and the Public Service Pensions Bill. It finished by explaining that the union was preparing for these documents and considering likely next steps.



Section

AIF

Introduction

The management committee of the accident and injury fund comprised:

Vice president	Jim Barbour
National officer for AIF	Paul Woolstenholmes

Executive council members January 2011 to June 2012:

Bro Roddy Robertson	Region 1
Bro Ian Murray	Region 4
Bro Ian Leahair	Region 10
Bro Stewart Brown	LGBT

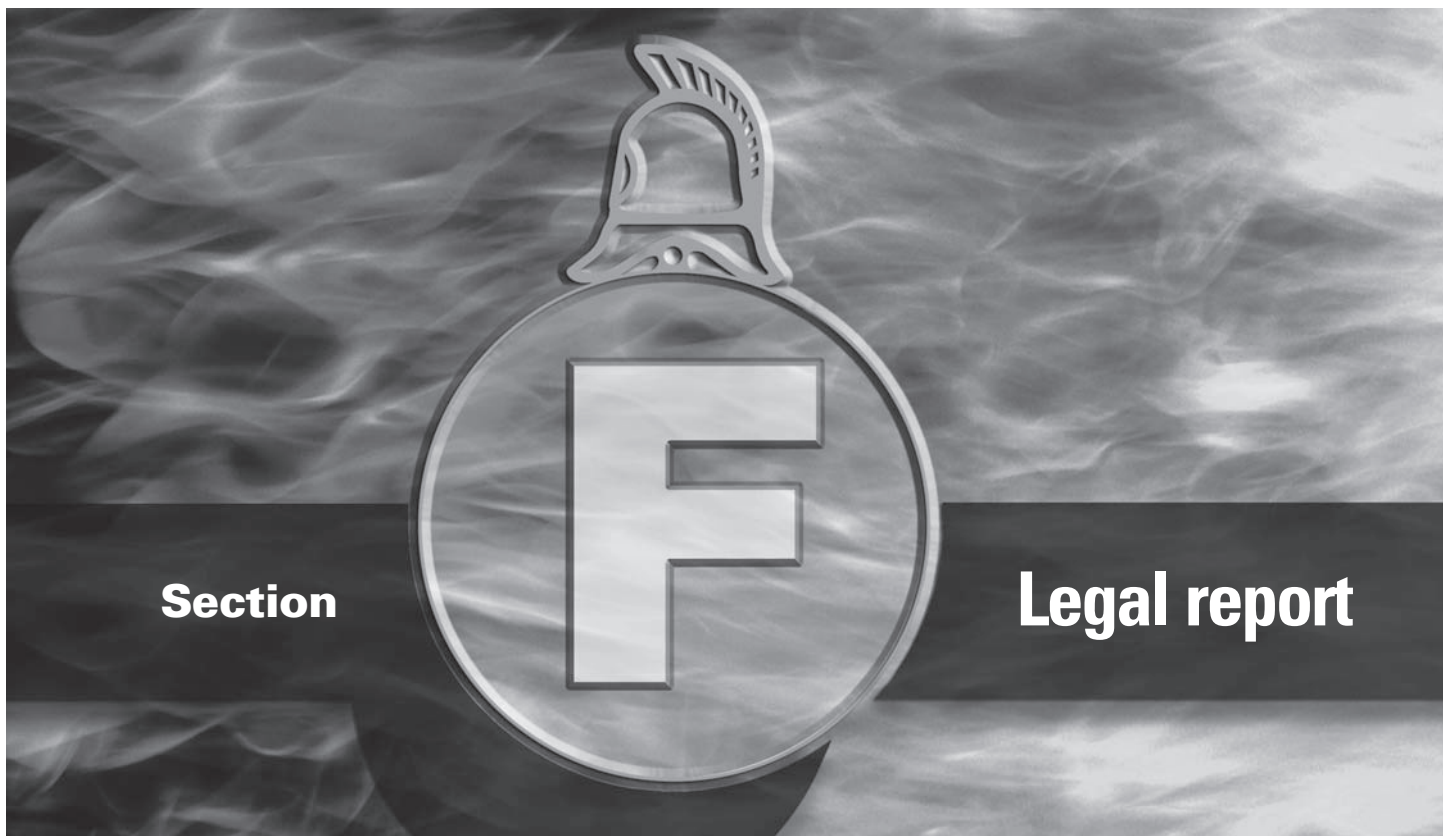
Executive council members September 2012 to December 2012:

Bro Andy Noble	Region 3
Bro Grant Mayos	Region 8
Bro Karl Horan	Region 12
Bro Tam Mitchell	NRC

The AIF management committee 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 2011									
REGION	TEMPORARY DISABLEMENT ON DUTY		PERMANENT DISABLEMENT	DEATH OF MEMBER	EX-GRATIA	DEATH OF DEPENDANT	TOTAL NUMBER OF PAYMENTS	TOTAL AMOUNT	
	ON DUTY	OFF DUTY							
1	No. of payments	12	2						
	Amount paid	£10,894.10	£1,274.90			£44,478.60	1	£12,500.00	£80,427.20
2	No. of payments	27	24			1			
	Amount paid	£20,652.70	£16,387.96			£40,118.00		£5,639.80	£82,798.46
3	No. of payments		3			2		1	
	Amount paid		£1,668.96			£44,478.60		£500.00	£57,927.16
4	No. of payments	4		1		2			
	Amount paid	£2,758.42		£14,099.50		£33,383.80		£39,478.60	£90,175.32
5	No. of payments		1			4		3	
	Amount paid		£1,112.64	£14,099.50		£66,663.60		£16,919.40	£98,795.14
6	No. of payments	4				3		3	
	Amount paid	£14,812.02				£68,317.40		£39,520.00	£128,289.22
7	No. of payments	1				7		1	
	Amount paid	£5,725.46				£148,206.20		£5,639.80	£159,571.46
8	No. of payments	19	4			1			
	Amount paid	£15,553.78	£5,764.94			£23,199.00			£44,517.72
9	No. of payments					2		3	
	Amount paid					£28,199.00		£16,919.40	£45,118.40
10	No. of payments	20	5			8		3	
	Amount paid	£30,922.12	£4,867.80			£100,031.60		£55,000.00	£190,821.52
11	No. of payments		1			3		2	
	Amount paid		£463.60			£57,037.80		£10,639.80	£68,141.20
12	No. of payments	2	8			1		1	
	Amount paid	£1,390.80	£7,069.90			£34,478.60		£5,639.80	£48,579.10
13	No. of payments					2		2	
	Amount paid					£28,199.00		£11,279.60	£39,478.60
TOTAL NO. OF PAYMENTS		89	48	2	39	8	210		
Total amount		£102,709.40	£38,610.70	£28,199.00	£717,246.20	£107,520.00		£140,355.20	£1,134,640.50

Accident and Injury Fund									
Summary for the year ended 31 December 2012									
REGION	TEMPORARY DISABLEMENT ON DUTY		PERMANENT DISABLEMENT	DEATH OF MEMBER	EX- GRATIA	DEATH OF DEPENDANT	TOTAL NUMBER OF PAYMENTS	TOTAL AMOUNT	
	ON DUTY	OFF DUTY							
1	No. of payments	14	15	5		14	48	£247,776.46	
	Amount paid	£27,908.72	£11,195.94	£118,435.80		£90,236.00			
2	No. of payments	39	20	2	1	1	63	£90,845.84	
	Amount paid	£24,478.08	£19,749.36	£39,478.60	£1,500.00	£5,639.80			
3	No. of payments			5			5	£89,597.00	
	Amount paid			£89,597.00					
4	No. of payments	1		3		5	10	£74,387.80	
	Amount paid	£1,390.80		£30,699.00		£28,199.00			
5	No. of payments	14		3		1	19	£92,108.18	
	Amount paid	£10,338.28		£62,030.60		£5,639.80			
6	No. of payments	4					4	£3,847.88	
	Amount paid	£3,847.88							
7	No. of payments			2		2	4	£55,758.20	
	Amount paid			£44,478.60		£11,279.60			
8	No. of payments	10		3			13	£53,975.34	
	Amount paid	£15,136.54		£38,838.80					
9	No. of payments	16		2		2	20	£62,589.14	
	Amount paid	£12,470.84		£38,838.80		£11,279.50			
10	No. of payments	1		5		2	8	£100,150.78	
	Amount paid	£15,553.78		£62,037.80		£22,559.20			
11	No. of payments	1		5		2	8	£83,896.90	
	Amount paid	£579.50		£72,037.80		£11,279.60			
12	No. of payments			1			1	£5,000.00	
	Amount paid			£5,000.00					
13	No. of payments		1			1	2	£6,358.38	
	Amount paid		£718.58			£5,639.80			
TOTAL NO. OF PAYMENTS		100	36	36	1	30	205		
Total amount		£111,704.42	£31,663.88	£601,472.80	£1,500.00	£191,752.30		£966,291.90	



Section

Legal report

Legal report 2011

In 2011 the union secured £2.6m in compensation for members and their families injured at and away from work.

Pensions

Definition of pensionable pay

The case of *Christopher Norman v Cheshire fire and rescue service* was concerned at looking at the definition of pensionable pay and whether particular payments made to firefighters were pensionable pay within the definition set out in Rule G1 of the Firefighters' Pension Scheme.

The facts of the case related to a collective agreement made in Cheshire on 28 September 2007 whereby firefighters working the day-crewing duty system accepted an obligation to provide retained cover, on the basis that their pay was consolidated as a single basic salary. The elements which were consolidated were the retaining fee, disturbance payments and pay for working on public holidays.

The questions that the court had to consider were (i) whether the retainer, disturbance payments and payments for work done paid to firefighters working the day-crewing duty system fall within the meaning of 'pensionable pay' and (ii) whether the whole of the consolidated pay received by firefighters working the day-crewing duty system in Cheshire falls within the meaning of pensionable pay.

Decision

The court reached a decision that the additions to pay in question (disturbance fee, retainer fee and bank holiday pay) were pensionable for the purposes of Rule G1 on the facts

before it. It determined that the pay was for work done which the firefighters were contractually obliged to undertake and that the payments were regular and not of a one-off nature. The court concluded that all basic pay is pensionable and that can include additions to basic pay that are calculated as a percentage of the basic pay of the firefighter concerned and are paid regularly.

The *Norman* case supplements a 2001 case called *Kent and Medway Towns FRS v Pensions Ombudsman* and provides further clarity on pensionable pay.

Employment rights

Kevin Hughes reinstated

This case secured the reinstatement of firefighter Hughes, an FBU branch chair, to Merseyside fire and rescue service.

As reported last year, firefighter Hughes was dismissed for gross misconduct on grounds that he "... assaulted James Tasker the son of a fire service officer, station manager Steven Pratt. The assault was in connection with issues relating to S M Pratt working during the 2006 industrial action and took place in the Victoria Public House, Rainhill."

The Liverpool employment tribunal (ET) found unanimously that firefighter Hughes was unfairly dismissed and was very critical of the employer for not telling him that they accepted the alleged assault was neither work related nor related to the industrial action in 2006.

Following the tribunal's judgment the employer initially refused to agree to firefighter Hughes' immediate reinstatement. This was despite them signing a collective agreement with the FBU which stated that if a tribunal or

SECTION F — LEGAL REPORT

higher body made a finding of unfair dismissal and directed reinstatement, then they would respect that decision.

The employer's refusal to reinstate firefighter Hughes meant the same ET considered further evidence and heard both parties' arguments regarding reinstatement. The tribunal's second written judgment ordered the reinstatement of Brother Hughes and awarded him his total loss of earnings incurred since dismissal.

The ET was also very critical of the chief fire officer's evidence during the remedy hearing. They concluded at paragraph 47 "*There was illegality in Mr McGuirk's evidence.*"

Following the order for reinstatement, the employer finally agreed to this and firefighter Hughes returned to work as a firefighter on Monday 28 March 2011.

This was an exceptional victory as orders for reinstatements are exceptionally rare. National ET statistics confirm that only six orders of reinstatement were made in the whole of last year from a total of 9,700 claims of unfair dismissal heard. This equates to reinstatement ordered in only 0.06% of unfair dismissal cases which reached a hearing.

London unlawful deductions

The union has lodged an appeal on behalf of three crew managers who want to relinquish their 'star designation' but who have suffered deductions from their wages when, in consequence of relinquishing the star, they refused to act up to a higher role.

The union argues that members with the designation should be able to voluntarily give it up and return to their substantive crew manager role without financial penalty. But the brigade has been intransigent on the issue, insisting that removal of the qualification is not voluntary. It deducted 20% from the substantive salaries of crew members who refuse to act up – even though they are only paid a supplement when they do act up.

The claims were originally brought in the employment tribunal along with other claims for deductions concerning disputed terms. However the tribunal stated it did not have the jurisdiction to hear the claims, because they originated from an industrial dispute. This is not accepted and an appeal has been lodged with the employment appeal tribunal. The other claims may be the subject of proceedings in the courts.

Unauthorised deductions of CPD payments

Members Chris Smith and David Hardaker brought claims for unauthorised deductions of wages arising out of the implementation of the continual professional development scheme (CPDS) at North Yorkshire fire and rescue service (NYFRS). The CPDS was formally ratified in circular NJC/15/07 with effect from 1 July 2007.

The NYFRS CPD payments to which the members were entitled were total annual payments of £419, made in four-weekly instalments.

Their 2008 CPD payments were withheld on the basis of sickness absence in 2008. The union argued this was an

unauthorised deduction of wages because there is a contractual entitlement to a CPD payment, subject to applicants being able to demonstrate continual professional development against the criteria.

The union issued ET proceedings and sought to have the case held back, pending the outcome of the employment appeal tribunal (EAT) case of *South Yorkshire fire and rescue service (SYFRS) v Beever and others*, which also involved the withholding of CPD payments solely on the basis of sickness. NYFRS argued the two cases were different but eventually relented and the ET accepted the ET proceedings should be stayed.

Following the successful outcome of the SYFRS case, the union successfully persuaded NYFRS to settle the claims by paying firefighters Smith and Hardaker their CPD payments in full. NYFRS proposed a confidentiality clause but its removal was negotiated so that the case of firefighters Smith and Hardaker could be referred to if, in the future, brigades attempt to withhold CPD payments on the basis of sickness absence alone.

As with the SYFRS case, this was an important test of the ability of brigades to establish that sickness absence alone can prevent CPD payments being made.

Health and safety: deaths at work

Atherstone on Stour, Warwickshire

Court proceedings seeking compensation for the families of members killed and some members injured at the fire are continuing. Warwickshire County Council is negotiating the amount of compensation payable to the families in respect of the claim based on its breach of duty to protect the health and safety of the members concerned. Criminal proceedings alleging gross negligence manslaughter have been brought by the CPS against three watch managers. The charges are contested. The trial date has not yet been fixed.

Marlie Farm, Sussex

The High Court claims for the widow of FBU member Brian Wembridge, who died in the tragedy, and eight other injured firefighters continues. Summary judgment has been obtained against Martin Winter, the owner of Marlie Farm, but East Sussex FRA continue to deny liability. The trial to decide whether the employers are liable (due to negligence or breach of health and safety legislation) is due to be listed for mid- to late 2012.

Shirley Towers, Southampton

The union continues to support and provide legal representation to the two families bereaved in the incident, initially in respect of the coroner's inquest. The full inquest into the deaths of James Shears and Alan Bannon is likely to take place in summer 2012.

Personal injury

Asbestos

Compensation has been secured for a number of members and their families who developed asbestos-related diseases due to exposure while working in the fire service.

These included the widow of a member who worked for the London fire brigade and who died in 2010 from mesothelioma, the asbestos-related cancer, and two members who developed pleural thickening.

Substantial compensation for injury at school

A member who was injured whilst attending a suspected arson incident at a school received substantial damages after the union's lawyers were forced to commence court proceedings.

The injured member dislocated his ankle when he fell from the appliance. He had been required to stand on a bar which ran along the side of the vehicle, while covering the main body of the hose layer appliance with tarpaulin.

The other side's insurers had refused to negotiate settlement and only agreed when court proceedings were launched.

Hearing loss

A member working for Devon and Somerset fire and rescue service (DSFRS) who suffered noise induced hearing loss from being exposed to very loud noise pumping equipment, appliances and cutting equipment received compensation of £3,000.

Silo rescue

A member taking part in a simulated silo rescue injured his back when he was catapulted onto the roof. There had been no system to allow the rope to move freely and the casualty board caught on the top exit of the silo. The case highlighted serious problems with training at the station. DSFRS admitted liability and the member received £3,750 compensation.

Members burned observing fire behaviour

A member on a training exercise who was requested to kneel in a container to observe the behaviour of a fire sustained burns to his left knee. He had been wearing his standard issue tunic and leggings, but the course instructors wore specialist under garment protective equipment.

Liability was not admitted until the FBU's lawyers issued court proceedings. The member received £4,250 compensation.

Another member injured in similar circumstances and who suffered burns to both his knees received £4,750.

Defective hose

A member with Mid and West Wales fire and rescue authority suffered burns to his arm and shoulder as a result of being made to use a defective hose and not being provided with adequate protective clothing during a refresher training exercise at the fire authority's training centre.

He warned the fire authority's instructors that it was unsafe to continue with the exercise as the fire was too hot and the hose was not spraying correctly due to a problem with the nozzle. But he was instructed to complete the exercise.

Following the accident the fire authority replaced the fire tunics with ones that have a greater degree of protection.

Crushed feet

A retained firefighter whose foot was crushed whilst on duty received a substantial sum in compensation with the help of the FBU's legal service.

The member, from Spilsby in Lincolnshire, was forced to give up not only his RDS post but also his full-time job as a financial adviser after the accident in Spilsby market place. He was helping to secure a demolished chimney during high winds when his left foot was crushed by a hydraulic platform.

A colleague, who had received insufficient training from Lincolnshire fire and rescue service, lost control of the machinery and the member's leg was caught between the roof of the building and the jaws of the platform. He still suffers from permanent pain and restricted movement and is no longer fit to continue as a firefighter. Flashbacks and loss of concentration have forced him to quit working as a financial advisor.

The fire service admitted liability and settled the claim out of court.

Another member, with North Wales fire and rescue authority, received compensation for a crushed foot which he suffered whilst standing on the tail lift of an environmental protection unit wagon. He and his colleague, who was operating the controls, had not been trained in using the lift and when his foot became trapped they were unable to send the tail lift back down. There was no emergency stop button.

Non-workplace accidents

Cycle accident

An off-duty member, who was a keen cyclist, suffered a number of injuries and was off work for several months as a result when a driver cut across his path and he was thrown across the car bonnet and into the windscreen.

The member suffered injuries to his right shoulder and right knee. The specialist road traffic accident unit of FBU lawyers Thompsons secured £6,000 compensation for his injuries and losses.

Family member claims

Family of car crash victim receives damages

The family of a teenager who was killed in a car crash has received damages from the car driver's insurers through the FBU legal scheme.

SECTION F — LEGAL REPORT

Neil Webb was just 19 when he died when the car in which he was a passenger hit an oncoming car straight on, as a result of a dangerous overtaking manoeuvre. The driver was jailed for dangerous driving.

Following Neil's death, his parents were advised by the police to pursue compensation. His dad, Jeff, a firefighter for Oxfordshire fire and rescue service, instructed FBU lawyers Thompsons. Because Neil did not have any dependents the family recovered only limited compensation.

This tragic case is an example of how the union's legal service can support members during very difficult times.

Compensation for shocking accident

The FBU's legal service was able to recover substantial compensation for the mother of a union member who was injured and her husband fatally injured when a car mounted the pavement and ploughed into them.

The member's mother suffered a number of physical as well as psychiatric injuries. The compensation was for these injuries and also included a bereavement and dependency payment for the death of her husband.

Legal report 2012

Last year the union secured nearly £3.39m in compensation for members and their families injured at and away from work, nearly £1m more than in the previous year.

Pensions

Union defeats employer challenge to Board of Medical Referees' decision

The London Fire and Emergency Planning Authority (LFEPA) failed in its judicial review of the decision of the Board of Medical Referees that FBU member Martin Coogan was permanently disabled and entitled to an ill-health pension.

The board found that Mr Coogan was permanently disabled due to depression. The LFEPA's legal challenge was based on the contention that there should have been a specialist psychiatrist among the board members. It said that Mr Coogan had been assessed by an independent qualified medical practitioner in relation to sleep apnoea and depression and that a specialist in sleep apnoea had been appointed to the board, so a psychiatrist should also have been.

However, it became clear by the time of the hearing in November that Mr Coogan had placed no reliance on sleep apnoea as permanently disabling him.

The judge found:

- LFEPA did not dispute the composition of the board on the day or at all before receiving a decision which they did not like.

- There was considerable written expert psychiatric evidence before the board.
- A specialist is not required in every relevant medical condition. Sleep apnoea appeared to be relevant until the day of the hearing and an appropriate specialist was appointed.
- In the context of a case where all parties were familiar with the detailed factual background, the reasons given by the board were adequate.

Although the decision is unlikely to have very wide-ranging effects on board hearings, it may serve to make FRAs like LFEPA more cautious about launching judicial reviews in the future.

Ill-health pension appeal

A member who had his ill-health pension revoked by County Durham and Darlington fire brigade was successful in having the pension reinstated after an appeal. A complaint was made to the brigade by the FBU's lawyers about the time it took for the appeal to be dealt with.

Employment rights

CPD payments

Unlawful deduction of wages claims for six FBU members have been submitted to the Sheffield employment tribunal. The members did not receive the CPD payment for 2011-12 as they had been given disciplinary warnings. This, the union's lawyers argue, is the same unlawful approach as South Yorkshire FRS took when it failed to pay the CPD payment in 2009-10 because members exceeded the SYFRS sickness target for the previous year.

That case (*SYFRS v Beever and ors*) was successfully fought by the FBU in the employment appeal tribunal (EAT), with the EAT ruling that SYFRS was in effect operating an attendance allowance, which had not been agreed nationally in the collective agreement on CPD payments. In the current cases, SYFRS is in effect operating a 'behaviour allowance'. Two members are to be paid and four cases remain. A case management discussion is listed for the beginning of November.

Unlawful deduction of wages

A watch manager with the LFEPA successfully pursued a claim for an unlawful deduction of his wages after the brigade reneged on an agreement to pay him a high pump allowance. The brigade was ordered to pay him the percentage of the allowance he was claiming.

Sex discrimination and unlawful wages deduction

FBU lawyers settled a claim on behalf of a member in the West Midlands who pursued a claim for sex discrimination, harassment and victimisation, along with unlawful deduction of wages.

The member, the only female firefighter at her station, claimed she had been subjected to this treatment by her male

colleagues. She was transferred to another station while her grievance was investigated and subsequently asked to be transferred permanently. Her wages claim related to a payment received by wholetime crew at her original station, which she did not receive as a result of the transfer, meaning that she had a reduction in her pay.

Pregnancy discrimination

A settlement was secured for a member in the West Midlands who, while pregnant, was informed that her duties were to be modified and her working hours changed before she went on maternity leave. This was without consultation and was against her wishes and the terms of the Grey Book. The brigade has agreed to make amendments to its maternity policy.

Unfair dismissal

A part-time firefighter with the Cumbria fire and rescue service was dismissed for gross misconduct after an altercation outside of work which resulted in him being given a community service order by magistrates. A claim for unfair dismissal and wrongful dismissal was submitted and a settlement agreed.

Unlawful deduction of wages and disability discrimination claim

Negotiations continue with Cheshire fire service in the case of a member on sick leave who was underpaid his salary. The brigade argues that because the member's illness did not arise in the course of duty it is not liable to pay him his full entitlement. The member's claim is that he is entitled to full and then to half pay during his sick leave because the absence arose out of authorised duty.

It is also contended that failure to pay the member's salary in accordance with his contract is a contravention of the Equality Act because he has been treated unfavourably because of something connected with his disability.

Health and safety: deaths at work

Marlie Farm, East Sussex

Please go to Section J10

Atherstone on Stour, Warwickshire

Please go to Section J11

Dalry Road, Edinburgh (Lothian and Borders)

Please go to Section J12

Shirley Towers, Southampton (Hampshire)

Please go to Section J13

Personal injury

Asbestos

The FBU and Thompsons have recovered compensation over the last year for a number of members and their families whose lives have been devastated by asbestos-related diseases.

Cases have included:

- Substantial compensation for Andrew Grant, a firefighter with the Fife fire and rescue service who died a tragically young death at just 56 from peritoneal mesothelioma. This is the asbestos-related cancer which attacks the lining of the abdomen as opposed to the lungs, and is caused by ingesting asbestos dust. Mr Grant worked for the brigade for 30 years from 1978, based at Lochgelly fire station and was diagnosed with the condition in 2007. He died in 2008.
- Two claims against the London Fire and Emergency Planning Authority. One, a mesothelioma case, was settled for £210,000 while the member was still alive. The other was a claim for pleural thickening which settled for £14,000 on a provisional damages basis, which means the member will be able to make a further claim should they go on to develop a further asbestos-related condition.
- A successful claim against Greater Manchester fire and rescue service on behalf of John Stone who was diagnosed with mesothelioma in 2011 after being exposed to asbestos fighting fires in the city during the 1970s, including at the Turner's asbestos factory and at industrial buildings with asbestos roofs in Trafford Park. A substantial settlement was secured for Mr Stone, which gave him peace of mind about his family's future.

Members poisoned during water training course

Several FBU members across a number of regions suffered sickness during, and immediately after, swift water training courses at the slalom course at the National Watersports Centre in Nottingham. Some developed a serious stomach complaint while others were violently ill with vomiting and diarrhoea. A number of members now suffer post-infectious irritable bowel syndrome, a lifelong condition, and compensation has been secured for them.

The water on the course was diverted directly from the River Trent and suspected to have been infected by *Campylobacter*, bacteria which cause food poisoning. The nature of the course means firefighters are submerged for long periods of time and have to undertake arduous swimming during the exercise. Consequently they can inadvertently consume large quantities of water.

The FBU has urged members who have developed symptoms after being sent on swift water training courses to contact the union's legal service as soon as possible. Such courses are essential but must be safe and brigades must ensure that a pre-training assessment is carried out to ensure that the water is fit for purpose.

Compensation for ankle broken during routine drill

A member who had to resign from the fire service after breaking his right ankle during a weekly breathing apparatus exercise has received compensation. The 37-year-old gave up his 10-year career as a retained firefighter after damaging the ankle when he tripped on uneven ground in Porth fire station. Although the area had been identified with yellow spray paint as hazardous, the training drill involved wearing masks which

SECTION F — LEGAL REPORT

restricted the firefighters' vision. However, the drill continued without the area being cordoned off.

The member was unable to return to work and eventually resigned, having been able to manage only light duties.

Faulty fire station doors cause injury

A retained member, who needed surgery on his ankle and suffered a cut to his neck and a sprained arm when he tried to close antiquated heavy doors at his fire station, received £20,000 compensation. He was attempting to close the huge 12ft high by 16ft wide front doors when they jammed, causing him to slip and hit his head on a fire engine.

The brigade had been urged to replace the doors with automatic ones, but had failed to do so. The member was in plaster for several months and forced to take six months off his primary employment as well as from his retained firefighter duties.

Appliance crash

A member, who was injured when the appliance he was travelling in on the way to an emergency crashed into a garden wall, received £2,500 damages. The crash happened when the member's helmet fell out of a stowage compartment which was faulty and became lodged between the steering wheel and the dashboard, resulting in the driver losing control.

Hot house training burns

Compensation was secured for a member who suffered burns to his right hand and face while he was inside a hot house on a training exercise. The hose split, saturating him with water which combined with the superheated atmosphere to cause the burns.

Fall

A member who ruptured his tendon when he fell down an unmarked gully in the course of his duties received £29,000 damages.

Non-workplace accidents

Member crushed by runaway car receives compensation

A retained firefighter, who suffered serious crush injuries in a horrific incident when a runaway Mini flattened the tent he and his wife were camping in, received compensation with the support of the FBU legal service.

Leigh Redman from Bridgwater, Somerset needed fusion surgery to his spine following the accident at a Devon holiday park in August 2008. He also suffered fractures to his ribs and collarbone and required extensive physiotherapy and counselling. He takes painkillers daily and has taken ill-health retirement from the fire service.

His wife suffered severe bruising and psychological trauma in the accident. The compensation claim was settled by the car owner's insurer.

Member caught in police chase gets compensation

A firefighter who was injured when a youth who was fleeing the police in a car crashed into his vehicle has received

compensation for his injuries with the support of the FBU.

Nigel Morley, who is chair of the union's Gloucester brigade branch, was helping a friend pick up her son from the railway station and was waiting in his car in Swan Lane, Bristol when a Peugeot 106, being pursued by police, came around the bend on the wrong side of the road at speed and ploughed into his Citroën Dispatch.

The police gave chase after spotting the driver had removed his registration plate as he left a petrol station. He had driven off without paying for fuel.

Mr Morley suffered whiplash injuries to his neck and lower back which caused difficulty walking for several weeks and he was off work for four months, returning on light duties.

Untraced driver

A member's knee was fractured when he was knocked off his bike in South East London by a car which did a u-turn from a bus lane across his path and drove off without stopping. He has received £250,000 compensation from the Motor Insurance Bureau under the untraced driver scheme.

The member faces having to take early retirement and undergoing knee replacement surgery because of his ongoing symptoms.

Nose bitten off on dog weekend

A member who attended a dog activity weekend and whose nose was bitten off by someone else's animal has received substantial compensation.

She was attacked as she stroked a dog that had approached her and her own dog. She needed reconstructive surgery after the incident and suffered psychological injuries.

Retired member injured in pothole fall

A retired member who broke his foot when he fell down a 10-inch pothole received compensation with the help of the FBU legal service. The pothole was full of water so he had no chance of spotting the hazard in the dark. Northern Rail Holdings, which was responsible for the stretch of road leading to Appleby Bridge Station in Chorley, admitted liability and settled his claim out of court.

Other cases

- A member's daughter, who was injured when she was a passenger on a bus, received £1,800 compensation. The bus braked suddenly, causing her to slide off her seat and suffer head, chest and stomach injuries.
- A member who broke their tooth on a piece of frozen garlic in an Indian restaurant received damages for the injury.

Clinical negligence

Collapsed lung missed by walk in centre

A trainee firefighter whose collapsed lung was missed by GPs and nurses has received compensation.

The member developed a persistent cough and became breathless when she exercised. Nurses and a locum GP at a walk-in medical centre all failed to diagnose that she was suffering with pneumothorax (collapsed lung). She was instead prescribed antibiotics and given an inhaler.

When her condition did not improve she saw her own GP and was referred to hospital as an emergency, where the collapsed lung was found. But as a result of the delay in diagnosis she had to spend six weeks in hospital until the lung could be successfully re-inflated. She was off work for a significant period, which adversely affected the time it took to qualify as a firefighter, and added to her financial losses.

Liability was denied by the walk-in centre, but the claim settled out of court.

Section



**Internal
administration**

G1 Executive council meetings

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Executive council meetings 2012

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13 June 2012
14 June 2012
18 June 2012
19 June 2012
20 June 2012
21 June 2012
17 July 2012
31 July 2012
21 August 2012
18 September 2012
19 September 2012
20 September 2012
4 October 2012
1 November 2012
4 December 2012
5 December 2012
6 December 2012

G2 Executive council attendance record

Executive council attendance record 2011

	Possible	Actual	Reasons for non-attendance
Alan McLean (president)	28	28	
Matt Wrack (general secretary)	28	27	1 – annual leave
Andy Dark (assistant general secretary)	28	25	1 – annual leave 2 – other union business
Executive council members			
Roddy Robertson	28	28	
Jim Barbour	28	28	
Andy Noble	28	25	2 – annual leave / 1 – other union business
Ian Murray	28	26	1 – annual leave / 1 – compassionate leave
Warren Gee	28	24	2 – annual leave / 2 – sick leave
Dave Limer	28	27	1 – annual leave
Rose Jones	28	27	1 – annual leave
Mike Smith	9	9	
Grant Mayos	19	19	
Keith Handscomb	28	21	2 – annual leave / 3 – other union business 2 – sick leave
Ian Leahair	28	23	2 – annual leave / 3 – other union business
Jim Parrott	28	26	1 – annual leave / 1 – other union business
Karl Horan	28	27	1 – annual leave
Tam MacFarlane	28	27	1 – annual leave
Stewart Brown	28	20	3 – annual leave / 2 – other union business 2 – sick leave / 1 – compassionate leave
Denise Christie	28	25	3 – sick leave
Jack Ford	28	26	2 – sick leave
Tam Mitchell	28	27	1 – annual leave
Micky Nicholas	28	22	2 – annual leave / 1 – other union business 2 – sick leave / 1 – family leave
Sharon Riley	28	23	3 – sick leave / 2 – family leave
National officers			
Dave Green	28	27½	½ – other union business
John McGhee	28	12½	3 – annual leave / 12 – sick leave ½ – medical appointment
Sean Starbuck	28	24	4 – other union business
Paul Woolstenholmes	28	25	3 – annual leave

Executive council attendance record 2012

	Possible	Actual	Reasons for non-attendance
Alan McLean (president)	31	31	
Matt Wrack (general secretary)	31	31	
Andy Dark (assistant general secretary)	31	28½	1½ – other union business 1 – sick leave
Executive council members			
Roddy Robertson	31	31	
Jim Barbour	31	27	1 – annual leave / 1 – other union business 2 – family leave
Andy Noble	31	28	2 – annual leave / 1 – sick leave
Ian Murray	31	30	1 – other union business
Warren Gee	31	23	1 – annual leave / 6 – sick leave 1 – medical appointment
Dave Limer	31	28	2 – annual leave / 1 – sick leave
Rose Jones	31	31	
Grant Mayos	31	31	
Keith Handscomb	31	28	2 – annual leave / 1 – compassionate leave
Ian Leahair	31	28	1 – annual leave / 1 – other union business
Jim Parrott	31	26	4 – annual leave / 1 – sick leave
Karl Horan	31	25	4 – other union business / 1 – medical appointment / 1 – compassionate leave
Tam MacFarlane	31	30	1 – other union business
Stewart Brown	20	13	2 – annual leave / 2 – other union business 1 – sick leave / 2 – no apologies given
Denise Christie	20	16	2 – annual leave / 2 – no apologies given
Jack Ford	31	28	2 – annual leave / 1 – dental appointment
Tam Mitchell	31	31	
Micky Nicholas	20	13	2 – medical appointment / 2 – sick leave 1 – family leave / 2 – no apologies given
Sharon Riley	31	27	2 – annual leave / 2 – sick leave
National officers			
Dave Green	31	29	2 – annual leave
John McGhee	31	26	3 – annual leave / 2 – other union business
Sean Starbuck	31	26	1 – annual leave / 1 – other union business 3 – sick leave
Paul Woolstenholmes	31	28	2 – annual leave / 1 – other union business

G3 Elections

Elections 2011

Election of national treasurer

Bro Warren Gee re-elected unopposed 30 August 2011

Election of executive council members

Region 1

Number of voting papers returned1,134
 Number of papers found to be invalid (blank/spoilt)1
 Thus, total number of valid papers to be counted1,133

Result (one to elect)

Bro Roddy Robertson684
 Bro Bob Ken Ross449

CERTIFIED BY POPULARIS LTD 17 May 2011

Bro Roddy Robertson re-elected as executive council member region 1

Region 8 (elect)

Number of voting papers returned779
 Number of papers found to be invalid (blank/spoilt)0
 Thus, total number of valid papers to be counted779

Result (one to elect)

Bro Grant Mayos465
 Bro Mark Watt314

CERTIFIED BY POPULARIS LTD 16 February 2011

Bro Grant Mayos elected as executive council member (elect) region 8

Region 10

Bro Ian Leahair re-elected unopposed 13 October 2011

Election of regional and national sectional secretaries

Region 2

Bro Jim Quinn re-elected unopposed 3 November 2011

Region 7 (elect)

Bro Andy Dennis elected unopposed 3 November 2011

Region 8 (elect)

Bro Chris Howells elected unopposed 25 May 2011

Region 10

Bro Paul Embery elected unopposed 24 November 2011

BEMM

Sis Carole Brown elected unopposed 29 September 2011

CSNC

Sis Sue Offland re-elected unopposed 3 November 2011

LGBT

Bro Pat Carberry re-elected unopposed 30 June 2011

ONC

Bro Martin Pottinger elected unopposed 13 July 2011

NWC

Sis Kerry Baigent re-elected unopposed 15 February 2011

Election of regional and national sectional chairs

Region 1

Bro Alan Paterson elected unopposed 18 January 2011

Region 3

Bro Dave Turner elected unopposed 6 July 2011

Region 9

Bro Brian Hooper re-elected unopposed 1 September 2011

CSNC

Number of voting papers returned377
 Number of papers found to be invalid (blank/spoilt)0
 Thus, total number of valid papers to be counted377

Result (one to elect)

Sis Kathryn Smith249
 Sis Lynda Rowan O'Neil128

CERTIFIED BY POPULARIS LTD 8 December 2011

Sis Kathryn Smith re-elected as CSNC chair

LGBT

Sis Yannick Dubois re-elected unopposed 13 September 2011

NWC

Number of voting papers returned551
 Number of papers found to be invalid (blank/spoilt)3
 Thus, total number of valid papers to be counted548

Result (one to elect)

Sis Samantha Rye414
 Sis Dona Feltham134

CERTIFIED BY POPULARIS LTD 8 December 2011

Sis Samantha Rye elected as NWC chair

Election of regional treasurers

Region 5

Number of voting papers returned2,617
 Number of papers found to be invalid (blank/spoilt)228
 Thus, total number of valid papers to be counted2,389

Result (one to elect)

Bro Steve Shelton1,633
 Bro Andy Price756

CERTIFIED BY POPULARIS LTD 15 February 2011

Bro Steve Shelton re-elected as regional treasurer region 5

Region 8**Bro Arwel Roberts** elected unopposed 21 July 2011**Region 9****Bro Del Godfrey Shaw** re-elected unopposed 21 July 2011**Region 12****Bro Paul Watts** elected unopposed 4 July 2011**Region 13****Sis Val Hampshire** re-elected unopposed 30 June 2011**Election of regional officials****Region 2****Bro Dermot Rooney** re-elected unopposed 15 December 2011**Elections 2012****Election of national treasurer (elect)****Bro Dave Limer** elected unopposed 1 November 2012**Election of executive council members****Region 9****Bro Keith Handscomb** re-elected unopposed 26 July 2012**Region 12****Bro Karl Horan** re-elected unopposed 22 March 2012**ONC (elect)****Bro John Arnold** elected unopposed 1 November 2012**Election of regional and national sectional secretaries****Region 9****Bro Adrian Clarke** elected unopposed 26 January 2012**Region 9****Bro Jamie Wyatt** elected (elect) 22 March 2012**Region 11****Sis Danielle Armstrong** re-elected unopposed 31 May 2012**Region 12****Bro Ricky Matthews** re-elected unopposed 24 May 2012**Region 13 (elect)****Bro Phil Jordan** elected unopposed 10 May 2012**BEMM****Bro M Nicholas** elected unopposed 1 November 2012**Election of regional and national sectional chairs****Region 2****Bro Brian Stanfield** re-elected unopposed 27 February 2012**Region 4**

Number of voting papers returned.....1,567

Number of papers found to be invalid (blank/spoil)84

Thus, total number of valid papers to be counted.....1,483

Result (one to elect)

Bro Richard Walker.....1,062

Bro Nigel Bailey.....421

CERTIFIED BY POPULARIS LTD 11 October 2012**Bro Richard Walker** elected as regional chair**Region 11****Bro Mark Simmons** re-elected unopposed 2 August 2012**Region 13****Bro Kevin Herniman** elected unopposed (elect) 26 July 2012**ONC****Bro John Arnold** elected unopposed 2 April 2012**NRC****Bro Harry Cotter** re-elected unopposed 16 February 2012**Election of regional officials****Region 8**

Number of voting papers returned.....1,424

Number of papers found to be invalid (blank/spoil).....323

Thus, total number of valid papers to be counted.....1,101

Result (one to elect)

Bro Roger Curran.....552

Bro Mark Watt.....549

CERTIFIED BY POPULARIS LTD 26 January 2012**Bro Roger Curran** elected as regional official**G4 Industrial disputes****Settlement of two Essex trade disputes: Job losses, reduced frontline crewing, and dictatorial management by imposition of policies and arrangements without agreement**

The general secretary wrote to the clerk to the fire authority in June 2009 setting out the trade dispute, and the steps required to resolve that dispute.

It was not resolved and it became necessary to ballot Essex members for industrial action short of a strike. Despite the clear majority in the ballot, the authority failed to resolve the dispute so it was necessary for members to commence industrial action. The specific actions short of strike called by the general secretary and undertaken by Essex members were various and included bans on voluntary overtime, new secondary contracts etc.

The trade dispute remained unresolved and the action short of strike undertaken by Essex members continued into 2012.

SECTION G — INTERNAL ADMINISTRATION

The general secretary wrote to the clerk to the fire authority on 9 May 2012 setting out a second trade dispute, and the steps required to resolve that dispute.

The fire authority failed to provide a positive response. A ballot for strike action followed and Essex members voted in favour of strike action. On 18 July 2012 the general secretary confirmed the continuation of various types of action short of strike in relation to the original trade dispute, an extension of that action short of strike to include periods of 999-calls-only action and six periods of discontinuous strike action.

Negotiations ensued resulting in the industrial action and arrangements for stoppage of pay being modified by mutual agreement to provide an opportunity for exploratory talks to proceed in respect of both trade disputes. These exploratory talks were assisted by the vice president, Jim Barbour, and national officer, Dave Green. Modified periods of strike action and action short of strike continued as exploratory talks turned into formal negotiations between Essex officials and senior managers.

The result of the negotiations was a detailed dispute resolution document. The compromise proposals included written assurances from the chief fire officer to maintain the overall numbers of wholetime firefighters across Essex up to March 2015 and beyond, subject to central government funding being no worse than already projected. Also included were new terms and allowances for new working arrangements underpinned by agreements on a detailed framework for improving industrial relations going forward. Importantly, the dispute resolution document confirmed the service's full commitment to the Grey Book and all its provisions and procedures; all new recruits to be employed on Grey Book conditions; and all future contractual variations or changes in terms and conditions or variations to duty system to be negotiated with a view to reaching agreement in accordance with Grey Book provisions.

On balance, the Essex brigade committee recommended Essex members vote to ACCEPT the negotiated dispute resolution document as sufficient to bring both lawful trade disputes to an end. Essex members voted two to one to accept the dispute resolution document.

On 24 October 2012 the general secretary wrote to the fire authority confirming that a majority of FBU members had voted in favour of accepting the dispute resolution document and that the trade disputes had therefore concluded such that members were no longer called upon to take industrial action.

London industrial action: conditions of service and industrial relations

In November 2011 London FBU members voted by more than nine to one in favour of industrial action short of a strike in response to attacks to conditions of service. These included the introduction of more stringent sickness criteria, which allowed for docking the pay of sick members; attacks to middle managers' leave and pay; the introduction of all-day standbys; restrictive changes to the policy on mutual

exchanges; a reneging by the brigade on a commitment to incorporate CPD into core pay; the introduction of new contracts upon promotion which attempted to force members to undertake duties outside of the Grey Book; the introduction of secondary contracts which required members to undertake non-contractual work for less than NJC rates of pay; a continuing freeze on London weighting allowance; and plans to privatise the brigade's control and training functions.

The ensuing industrial action was supported overwhelmingly from when it began on 25 November 2011 until it was suspended, following the reaching of a proposed settlement, on 14 June 2012. During the dispute, the NJC joint secretaries were asked to assist, and a number of meetings took place under their auspices.

The proposed settlement was ratified by members and achieved: an increase in London weighting; the incorporation of CPD into core pay; acceptable changes to the sickness policy; abandonment of all-day standbys; further discussions, with a view to reaching agreement on changes to middle managers' conditions; acceptable changes to the policy on mutual exchanges; and further discussions, with a view to reaching agreement on all new and secondary contracts. Prior to reaching a settlement, the fire authority had also agreed to abandon the proposal to privatise control.

G5 BEMM national committee report

2011

Representatives on the BEMM national committee were as follows:

EC member	Bro Michael Nicholas
National sec	Sis Samantha Samuels (until Aug 2011)
National sec	Sis Carole Brown (from Sept 2011)
National chair	Bro Lud Ramsey
Region 1	Bro Lud Ramsey
Region 2	Vacant
Region 3	Bro Lee Brown
Region 4	Bro Mark Brown (vice-chair)
Region 5	Bro Carl Petch
Region 6	Bro Dalton Powell
Region 7	Bro Colin Jarrett (retired Dec 2011)
Region 8	Bro Brian Amos
Region 9	Vacant
Region 10	Bro Garrett Brooks
Region 11	Sis Carole Brown
Region 12	Bro Andre Fernandes (until Sept 2011)
Region 13	Vacant

There was BEMM representation on several brigade committees: South Yorkshire, Lancashire, Greater Manchester,

Cheshire, Nottinghamshire, Leicestershire, West Midlands, Staffordshire and Kent.

The national committee met in February, June, September and December 2011. Meetings were held in Birmingham and Bristol. BEMM executive meetings were held in Edinburgh, London and Sheffield.

An issue of *Advisor* magazine, 'In celebration of BME women', was published in Spring 2011 and a BEMM all-members bulletin was issued in autumn 2011.

BEMM also had a full delegation to annual conference 2011: Bros Mark Brown, Dalton Powell, Andre Fernandes and Sis Carole Brown. Officials in attendance were Bro Lud Ramsey and Sis Samantha Samuels.

BEMM representatives continued to provide support and guidance to members throughout the union on both a formal and informal basis.

Sis Samantha Samuels stood down as sectional secretary in August 2011. The committee thanked her for her support and the work she had done over a number of years with the BEMM committee.

2012

Representatives on the BEMM national committee were as follows:

Bro Michael Nicholas	EC member (until July 2012), acting secretary (July-Nov); national secretary (from Nov)
Bro Lud Ramsey	National chair
Sis Carole Brown	National sec (until June 2012)
Region 1	Vacant
Region 2	Vacant
Region 3	Bro Lee Brown (until Sept)
Region 4	Bro Mark Brown
Region 5	Bro Carl Petch
Region 6	Bro Dalton Powell
Region 7	Bro Rod Barrett
Region 8	Bro Brian Amos
Region 9	Vacant
Region 10	Bro Garrett Brooks
Region 11	Sis Carole Brown (until June)
Region 12	Vacant
Region 13	Bro Obi Selassie (until Oct) Bro Enrico Temple

There were BEMM reps on the following brigade committees: Lancashire, GMC, Cheshire, Merseyside, Gloucestershire, Nottinghamshire, Leicestershire, West Midlands and Kent.

The national committee met on four occasions in Brighton (Region 11 office), Bristol (Region 13 office), West Midlands and head office. BEMM executive meetings were held in London and Sheffield.

An *Advisor* was published online in May/June 2012 and the cover story was the culmination of Doreen Lawrence's campaign for justice.

The FBU co-sponsored two trade union BME events in 2012. In January there was an event at TUC Congress House to raise funds and awareness of the plight of the Haitian population two years after the devastating earthquake that killed thousands and left millions homeless and at the mercy of lawlessness and a cholera epidemic. The main speaker at the conference was Haitian human and civil rights lawyer Mario Joseph. The BEMM vice chair Bro Mark Brown attended the conference on behalf of the FBU.

In May the FBU co-sponsored an event at the Friends Meeting House in London commemorating the 1968 Mexico Olympic civil rights protest. One of the 'black-gloved' athletes, John Carlos, visited the UK to promote his account of the protest and his life as an athlete and civil rights activist. FBU general secretary Matt Wrack also spoke at the event which was attended by several FBU officials, reps and members.

In June Sis Carole Brown left the fire service and will be sadly missed by all who worked with her in her time at Kent FRS.

Delegates to the special conference were Sis Carole Brown and Bro Lud Ramsey.

After the removal of EC positions for the equality sections, the BEMM national committee appointed Bro Nicholas as acting national secretary and he was subsequently elected as national secretary in November 2012.

G6 BEMM national committee AGM report

2011

The BEMM national committee AGM took place at the Eaton Hotel, Birmingham on 13 December 2011.

Attendance:

Bro Michael Nicholas (EC member)
Bro Lud Ramsey (national chair and region 1 rep)
Sis Carole Brown (national secretary and region 11 rep)
Bro Mark Brown (region 4)
Bro Carl Petch (region 5)
Bro Colin Jarrett (region 7)
Bro Brian Amos (region 8)
Bro Garrett Brooks (region 10)
Sis Samantha Samuels (observer)

Apologies

Bro Lee Brown (region 3)
Bro Dalton Powell (region 6)

SECTION G — INTERNAL ADMINISTRATION

The minutes of the last AGM were agreed.

Due to there being no annual conference in 2012 the committee was not required to consider resolutions to go on the conference agenda. It was reported that it was likely that there would be a reorganisation paper presented at the special conference in 2012.

The TUC black workers' conference 2012 will be held on 27-29 April 2012 at TUC Congress House.

Proposed delegates:

Bro Michael Nicholas
Bro Carl Petch
Bro Garrett Brooks
Bro Mark Brown
Bro Lud Ramsey (observer)

2012

The BEMM national committee AGM took place at FBU head office, Kingston upon Thames on 17 December 2012.

Attendance

Bro Lud Ramsey (national chair)
Bro Michael Nicholas (national secretary)
Bro Sami Chaudhry (region 1 – observer)
Bro Mark Brown (region 4)
Bro Carl Petch (region 5)
Bro Otis Graham (region 5 – observer)
Bro Erdal Cankaya (region 5 – observer)
Bro Dalton Powell (region 6)
Bro Garrett Brooks (region 10)
Bro Enrico Temple (region 13)

Apologies

Bro Rod Barrett (region 7)
Bro Brian Amos (region 8)

The minutes of the last AGM were agreed.

The resolutions decided for FBU conference 2013 were:

Job migration
Equality in the UK FRS
Extremism.

The TUC black workers' conference 2013 will be held on 12-14 April 2013 at TUC Congress House.

Proposed delegates:

Bro Michael Nicholas
Bro Lud Ramsey
Bro Dalton Powell
Bro Enrico Temple

G7 CSNC report

2011

Business meeting dates:

CSNC meeting
22 and 23 February 2011 – head office

CSNC meeting (annual conference and business)
18 and 19 April 2011

CSNC meeting
20 and 21 July 2011 – Brighton regional office

CSNC AGM and business meeting
17 and 18 November 2011 – Wortley Hall

LGPS update
18 November 2011 – Wortley Hall – Bro Starbuck

All fairness at work and health and safety meetings were attended.

Annual conference resolutions:

1. Attack on pensions.
2. Future of fire service emergency controls
3. Merger and outsourcing of fire control functions.

In January the committee was involved with an FBU response to a review of the FiReControl project.

The control staff national committee in conjunction with the FBU national organiser, Daniel Giblin, produced 'Organising the Frontline', an organising strategy for the control section.

Strategy meetings took place throughout the year with national officer John McGhee.

The future of the fire and rescue service consultation took place, with 12 weeks' consultation between January and April.

In May, CSNC chair Kath Smith spoke on behalf of the FBU at the Fire and Rescue Congress on the theme 'Lessons learnt'. Of course it would be remiss to have not mentioned the downfall of the FiReControl project and the outcomes of that failed project. Sister Smith also attended a LGPS pensions forum on behalf of the FBU. This was to discuss who would be the three main unions to negotiate.

Control staff and committee members attended the national TUC rally in London on 26 March 2011.

Region 5 was heavily involved in the campaign to save Cumbria fire control, where the calls were being transferred to Cheshire fire service for two years prior to being transferred into the North West regional control being run by the North West Fire Control Company.

The campaign was also ongoing to try and stop the Isle of Wight transferring its calls to Surrey fire service. A very well organised campaign was run on the island led by the control staff.

In July the Public Accounts Committee heard from DCLG officials how the FiReControl project had failed due to a flawed IT contract with defence and security company EADS. Some people, including CFOs, were held to account by the chair of the committee. The EC member for control, the CSNC secretary and the communications officer attended.

The first meeting of the control task and finish group was held at head office on 26 October 2011. Discussion took place around the issue of the money made available by DCLG to brigades: £81m. Authorities had until November 2011 to submit a request. This amounted to £1.8m for each fire authority in England and was available after successful bids for mergers, collaborations and outsourcing of controls.

CSNC and officials were involved in:

- FBU resilience control document
- DCLG consultation on the future of FiReControl
- DCLG response to consultation
- Scottish consultation papers
- current staffing levels in existing controls
- current calls and incidents handled per year.

2012

The control staff national committee held meetings on the following dates in 2012:

CSNC meeting

21-22 February 2012 – Wortley Hall

CSNC meeting

8-9 May 2012 – head office

CSNC meeting

28-29 September 2012 – Birmingham

CSNC AGM and business meeting

27-28 November 2012 – Wortley Hall.

Members of the CSNC also attended the following meetings:

LGPS meeting

10 January 2012 – head office

Task and finish group meeting

11 January 2012 – head office

CSNC executive meeting

30 April and 1 May 2012 – Southampton

LGPS emergency meeting

16-17 July 2012 – Wortley Hall

CSNC executive meeting

7 August 2012 with national officer – head office

CSNC meeting

23 August 2012 – head office

Region 8 South Wales meeting

24-25 September 2012

Regional merger meeting

11 October 2012 – head office.

All health and safety and fairness at work meetings were attended.

Annual conference resolutions:

1. Equal pay
2. Pensions
3. Equal pay.

Two pension subcommittee meetings took place in January.

At one meeting there was a report from the national officer on the scheme specifics talks on the heads of agreement for the Local Government Pension Scheme (LGPS).

The heads of agreement (HoA) means early introduction of Hutton recommendations brought forward from 2015 to 2014. This delays the increases in contribution rates until 2014. There are 17 key principles to be agreed. The regulations need to be laid by 2013 when they will run a dummy scheme and the Government Actuary's Department (GAD) will value it. The HoA talks are about pension access and a normal pension age (NPA) of 55-75. Since it is part of the FBU's trade dispute that we are keen to get control members into a fire service pension scheme, the FBU has made it clear at the LGPS trade union side meetings that we cannot agree to support this HoA where the NPA could be 75.

Concerns have been voiced that very little information is coming out about LGPS discussions. A special meeting of the CSNC took place on 10 January. Details of LGPS meetings were relayed to the committee by EC member for control, the general secretary and the national officer.

A meeting of the control task and finish group on the FBU's future vision of fire controls was held on 11 January at head office. The meeting, chaired by national officer John McGhee, discussed the remit of the group and how it saw the work feeding into wider FRS issues. The group considered the government's agenda, the IRMP framework, Fire Futures and FRS frameworks and discussed a brief report back to the next EC meeting and a way forward. The group recommended that the priorities of the union should be:

Short term	Job losses
Medium term	Loss of controls
Long term	Loss of resilience.

The meeting also recommended that:

- the group should feed into the framework response via the assistant general secretary's office
- a timeline should be produced on what is happening in controls and of proposed mergers
- there should be an agreed definition of the functions of controls and the FBU should then ask the government how it intends to deliver these.

The Queen's Diamond Jubilee Medal caused quite a few angry words. The public holiday was mooted by the employers as likely to do the same as for the royal wedding last year. But the actual medal was not issued to the emergency control firefighters in the UK.

Under-secretary of state for DCLG, Robert Neill, had said:

"I acknowledge and pay tribute to the challenging and vital role that fire and rescue control room staff play every day in contributing to the safety of their community.

SECTION G — INTERNAL ADMINISTRATION

“However, for the Queen's Diamond Jubilee Medal, all sponsoring government departments are adhering to the same criteria used for the Queen's Golden Jubilee Medal in 2002.

“Across all emergency services, only those personnel who are called to attend emergencies, potentially placing themselves in danger and with at least five years' service as of 6 February 2012 are eligible to receive the medal. As for the Golden Jubilee Medal, chief fire officers have a degree of latitude to recommend for the Queen's Diamond Jubilee Medal those individual fire control staff who by virtue of their role meet the criteria.”

The committee noted that many staff in other services not required to attend incidents had received the medal, while some of our undervalued long-serving, experienced firefighter control members had only received a commemorative pin from their CFO.

Branch meetings were organised in Greater Manchester, Bristol, Cumbria, Lancashire and elsewhere.

By February the threat to close Cumbria fire control had accelerated. On the streets of Kendal officials and members handed out leaflets and asked the public to sign a petition to be handed over to the Cumbrian cabinet at a later meeting.

The public already appeared to be aware of the threat of closure and agreed with the officials and members. Parish councils also involved themselves. More than 20,000 signatures were collected on the petition to the council, over 3,000 of which were submitted in order to secure a debate on the issue at a council meeting on 16 February. A lobby of the council was attended by FBU members from across the region. Local MP and president of the Liberal Democrats, Tim Farron, also attended.

A number of councillors spoke in favour of revisiting the decision and retaining the control room. The only two who did not were directors of North West Fire Control Ltd. However, the cabinet position was restated, that the decision would not be revisited and there is no further avenue to fight the decision using council procedures. The 20,000-signature petition was handed to MP Tim Farron and taken to parliament.

Unfortunately, Cumbria fire control closed on 1 June 2012. Thanks must be given to the brigade officials, along with the branch, who fought an excellent fight to save this control. Physically and mentally, this fight took its toll; so much energy went into the fight and at the end there would be no winners. Cheshire control staff who now take all calls and mobilise for Cumbria, are extremely stressed. They don't know the area, they have problems mobilising, and there are staffing shortages (same staff for two controls). At the FBU special conference in June 2012 there was an emergency resolution from Cheshire which called on the FBU to look into issues of mergers, staffing and health and safety.

It is now a waiting game for Cheshire, Lancashire and Greater Manchester as to when they will be transferred into the North West fire control with staffing going from 140 to 50.

Merseyside opted out. Greater Manchester has reduced its staffing by voluntary redundancy (similar to Devon and Somerset who lost six and four posts respectively).

The picture for the whole FRS is cuts, cuts, cuts. There is no fire station or control where these cuts are not on the agenda.

East Sussex and West Sussex have ongoing issues in relation to plans to merge the control function in both fire and rescue services.

Control staff and officials attended marches, demos and rallies up and down the country: in Essex and Leeds, the Durham Miners' Gala, the mass rally on 20 October and the FBU lobby on 7 November, as well as local trades council meetings and Workers' Memorial Day events. The control EC member attended the TUC in September.

G8 CSNC AGM report

CSNC AGM 2011

The CSNC AGM 2011 was held on 17-18 November 2011 at Wortley Hall, Sheffield. At the opening of the meeting the committee held a one-minute silence for control staff who had passed away during 2011, Sis Holmes and Bro Carlin, both of whom were from region 1.

The committee then agreed the following committee members to take up positions on behalf of the CSNC:

Vice chair	Sis Rowan-O'Neill
Health and safety rep	Sis Smith
FF rep	Sis Thorndyke
Education officer	Sis Offland
FAW rep	Sis Offland
Political	Bro Sunderland
Final appeals committee	Sis Offland

The AGM discussed a number of topics concerning control staff members.

Equal pay: The executive council has agreed that the pay differentials between firefighter control and firefighters should once again be investigated.

Control mergers/collaboration: An update was given on the situation across brigades about proposed mergers and projects of collaboration between services. Members of the committee reported that such work was on the increase. The committee thanked brigade, region and control officials from across the country for their continued commitment and hard work on behalf of the membership.

Pensions: Sis Riley informed the committee that she was attending joint trade union meetings about the Local Government Pension Scheme (LGPS) along with the national

officer responsible for pensions, Sean Starbuck, to ensure the FBU perspective and arguments were considered.

Resilience: Sis Riley informed the committee that the executive council had established a group of executive council members to look at the union's future vision of fire controls. The group would be seeking information from brigade officials on local issues and looking at national resilience.

CSNC AGM 2012

The control staff national committee AGM 2012 was held on 27 November 2012 at Wortley Hall Sheffield. At the start of the meeting the committee held a minute's silence for two members who had passed away during 2012, Paul Witt, Cambridgeshire and Alan Soards, Suffolk.

Executive council member for region 12 (Southern region) Karl Horan gave a presentation on the FBU fatal accident investigation into the incident on 6 April 2010 at Shirley Towers, Southampton. This incident resulted in two firefighter deaths.

Executive council member Sharon Riley reported that there is now a task and finish group looking at 'The Future Vision' in relation to the whole of the service and not just specifically control. She gave an update of the action taken by the EC in relation to emergency resolution 1 from Cheshire, at June 2012 special conference in Blackpool, relating to mergers and transfers.

Sister Riley also reported that the union, with the support of Thompsons, is pursuing Isle of Wight and Surrey FRSs at employment tribunals over lack of consultation about TUPE transfers.

The EC member has made contact with equal pay consultant Sue Hastings who was previously involved in job comparisons between firefighter and firefighter control.

The committee requested that the EC allow Sis Riley to meet with Richard Arthur of Thompsons Solicitors and Sue Hastings to update the job evaluation and to look at costs of providing an updated report.

The committee then appointed delegates to take up positions on behalf of the CSNC for the next year.

Positions of committee

Vice chair	Sis Rowan-O'Neill
Health and safety	Sis Smith
Firefighter rep	Sis Thorndyke
Education	Sis Offland
FAW	Sis Offland
Political	Bro Sunderland
Campaign coordination	Sis Offland
Final appeals	Sis Offland

G9 Final appeals committee

In accordance with the rules of the union, one official from each region/section was appointed by the 2011 annual conference to serve on the final appeals committee (FAC).

Region/section	Name
Region 1	Paul Wilson
Region 2	Jim Quinn
Region 3	Peter Wilcox
Region 4	Graham Wilkinson
Region 5	Steve Shelton
Region 6	Tom Murray
Region 7	Brian Moss
Region 8	Cerith Griffiths
Region 9	Adrian Clarke
Region 10	Joe MacVeigh
Region 11	Mark Simmons
Region 12	Allison Burrows
Region 13	Phil Jordan
BEMM	Ludwig Ramsey
CSNC	Sasha Farley
LGBT	Pat Carberry
NRC	Harry Cotter
NWC	Kerry Baigent
ONC	Pete Moss

There were no appeals to the final appeals committee in 2011-2012.

G10 Firefighter magazine and communications

The FBU's *Firefighter* magazine is distributed to 54,000 addresses and is the most widely read fire and rescue service publication. It is direct mailed to members and out of trade members at home, with copies also going to all branches. The magazine is sent to all MPs and to key opinion formers and policy makers within the fire and rescue service.

During 2011 the union published eight issues of *Firefighter*. A further eight issues were also published in 2012. The magazine featured regular articles on the pensions campaign, cuts to fire and rescue services, pay, workforce development, retained firefighters, floods, control mergers, efforts to privatise the fire service, solidarity with workers in Egypt, Greece and Thailand, the Olympics, the banks and response times.

The magazine continued with broadly the same format and columns as before, such as the Day Off feature and the insolent Station Cat. The TUC Communication Awards 2012 found the magazine "an arresting and dynamic journal with a good balance of news and features", while judges liked the

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human interest stories and “the application of clear and consistent design principles”.

In 2011-12, the communications and research department also published two issues of the women members’ magazine, *Siren*; two issues of the officers’ section magazine, *The Officer Issue*; two printed and a one further online issue of the black and ethnic minority members’ magazine, *Advisor*; and one issue of the LGBT members’ magazine, *Flagship*.

The department continued to produce authoritative reports with College Hill Press. It published *Pension Schemes in the Fire Service and the Independent Public Service Pensions Commission*, an independent report by Tony Cutler and Barbara Waine. It also produced *Don’t squeeze our fire service dry, FBU briefing for the local government settlement 2013-15* ahead of the local government grant settlement. Following the FBU’s successful motion on public ownership of the banking sector at the 2012 TUC Congress, the department edited the pamphlet, *It’s time to take over the banks*, written for the FBU by Michael Roberts and Mick Brooks.

In addition, the communications and research department produced two A5 bulletins for FBU members on the TUC’s 26 March 2011 demonstration and two A5 bulletins for the TUC’s 20 October 2012 demonstration. Other publications included seven pensions bulletins sent to members’ home addresses, covering contributions, officers, retained, the government’s initial proposals, the NFPS, the government’s heads of agreement and the Public Service Pensions Bill. The department has assisted with government submissions, briefings and other research for campaigns.

The revamped FBU website went live from January 2011. Further work is ongoing to enable the union to integrate its communications and make better use of new media such as social networking. *Firefighter* and other publications are available on the national website, which contains key information about the union, campaigns and publications.

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 officials – are both fully searchable.

G11 National LGBT committee report

National LGBT committee 2011

National representatives:

Executive council member	Stewart Brown
Chair	Yannick Dubois
Secretary	Pat Carberry

Regional representatives:

Region 1	Stephen Mitchell
Region 2	Vacant
Region 3	John Arnold
Region 4	Vacant
Region 5	Kath Smith
Region 6	Sean Flemming
Region 7	Vacant
Region 8	Lloyd Ketcher (to April)
Region 9	Vacant
Region 10	Lucy Masoud
Region 11	Vacant
Region 12	Alli Burrows
Region 13	Vacant

The LGBT committee met throughout 2011 on the following dates:

25 February

Full business meeting – Head office

17 June

Section executive meeting – Head office

30 June

TUC LGBT delegation meeting – Congress House

12 August

Full business meeting – Brighton

7 October

Full business meeting – Bridgend

13 December

Full business meeting and committee AGM – Head office

FBU committee attendees:

National fairness at work committee	Alli Burrows
Final appeals committee	Pat Carberry
Education committee	Yannick Dubois
Health and safety coordinator	Pat Carberry

FBU annual conference 2011

The LGBT committee sent a delegation consisting of Pat Carberry and Alli Burrows as delegates, with Yannick Dubois as the delegation official. On the programme of business we had a total of three resolutions. The first, Resolution 37 ‘Equality and diversity strategy’, was withdrawn by the delegation to support Resolution 28 ‘Equality and diversity report, moved by Durham, as it delivered everything that the LGBT resolution called for.

The remaining two – Resolution 36 ‘Defending equality for LGBT members’ and Resolution 50 ‘LGBT school, supporting our members’ needs’ – were both passed.

Three decisions of conference 2011 had significant implications for the LGBT section: firstly, the removal of any automatic entitlement for the section secretary to paid time off for union duties; secondly, the reduction of the status of chairs of sections from the equivalent of a regional chair to that of a brigade chair; and finally, the reduction by 50% of the section’s delegation to the TUC LGBT conference.

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TUC day of action 26 March 2011

Following a request for senior stewards for this event, the LGBT executive all volunteered and fulfilled this role for the event.

Election of LGBT national secretary

Pat Carberry was successfully re-elected to the role of LGBT national secretary in June 2011.

Flagship

In 2011 one edition of *Flagship* was published. The LGBT committee is grateful for the assistance and support of Paul Hampton and all the staff in the communications department at head office in the production of the magazine.

Pride events

The LGBT delegation who attended the TUC LGBT conference attended London Pride 2011. The event attracted some controversy as FBU LGBT members from London had felt they were not being involved in the planning of London Fire Brigade's (LFB) involvement in the event. This had led to a decision by our members and officials to boycott marching with LFB. As a consequence LFB withdrew from the event. Our FBU members marched with the trade union section under the FBU LGBT banner.

The LGBT committee convened its midsummer meeting in Brighton and committee members were able to attend and march at Brighton Pride. There was an excellent turn out from our membership with in excess of 100 people marching from five fire and rescue services.

LGBT committee members try to attend pride events where they are happening but it is not always possible. The committee congratulates and encourages all who attend local pride events and wishes them every success for the future.

National LGBT committee 2012

National representatives:

Executive council member	Stewart Brown (to June 2012)
Chair	Yannick Dubois
Secretary	Pat Carberry

Regional representatives:

Region 1	Stephen Mitchell (to June)
Region 1	Vacant (from June)
Region 2	Vacant
Region 3	John Arnold
Region 4	Vacant
Region 5	Kath Smith
Region 6	Sean Flemming
Region 7	Vacant
Region 8	Vacant
Region 9	Vacant
Region 10	Lucy Masoud
Region 11	Vacant
Region 12	Alli Burrows
Region 13	Vacant

The LGBT committee met throughout 2012 on the following dates:

28 February

Full business meeting – Head office

8 May

Section executive meeting – Congress House

2 July

Section executive meeting with
president and general secretary – Head Office

5 July

TUC LGBT delegation meeting – Congress House

1 September

Full business meeting – Brighton

14 December

Full business meeting and committee AGM – Head office

FBU committees:

National fairness at work committee	Alli Burrows
Final appeals committee	Pat Carberry
Education committee	Yannick Dubois
Health and safety coordinator	Pat Carberry

FBU special conference 2012

The LGBT committee sent a delegation consisting of Pat Carberry as a delegate and Yannick Dubois as the delegation official. Stewart Brown also attended in his capacity as executive council member.

The first item of business conference debated was the EC proposals around reorganisation of the union. The recommendations had significant implications for all the equality sections. The recommendations received the official endorsement of conference and the implications of decision meant that the three EC members representing equality sections were removed from the union's executive. Also voting entitlement for equality section officials serving on brigade and regional committees was removed.

The impact of the changes endorsed by conference was considered by all three equality section delegations to be so significant that all three delegations withdrew from conference to assess the implications of the decision.

Future LGBT working arrangements

Following the decision of special conference, an urgent meeting with the general secretary and the president was convened with the LGBT chair, secretary and former EC member on 2 July. The purpose of the meeting was to look at a way forward for future working of the LGBT section. As a result of the meeting, it was agreed that with further consultation new working protocols would be formulated to ensure the section will continue to be in a position to continue to serve its members and maintain clear lines of communications up to the union's executive.

The protocols will be presented to the EC in early 2013 by the general secretary for its official endorsement.

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Flagship

In October 2011 the decision was taken by the executive council to suspend all further publication of sectional magazines to allow for a concentration of efforts on the pensions campaign. The LGBT committee has now been advised that further editions of *Flagship* can be accommodated and the production of an edition has commenced with a view to going to print late May 2013.

Commonwealth LGBT conference

World Pride organised a one-day conference in London on 4 July 2012 on LGBT equality in the Commonwealth. LGBT activists from across the Commonwealth gave presentations on the campaigns and struggles currently going on in the various different member states. The LGBT secretary attended this event.

Pride events

Along with the Olympics of 2012 London was also selected as the city to host World Pride. The FBU delegation attending the TUC LGBT conference was also able to attend this event. Following last year's disagreements with London Fire Brigade (LFB) over inclusive discussion on the event, joint working between LFB and LGBT officials resulted in a breakfast reception hosted by LFB for all employees both from within London and other fire services attending the event. The breakfast was well attended.

World Pride London was hit by a number of problems that had a detrimental effect on the event. Due to insufficient sponsorship and inflexibility by the Greater London Authority and Westminster Council in the week immediately preceding World Pride the event was threatened with cancellation. Last minute discussions failed to achieve resolution to maintain the scale of celebration that would have been witnessed for a normal London Pride, let alone World Pride. The result was that World Pride was scaled back and redesignated a protest march. This meant that there were no floats or motorised vehicles allowed in the march, the time allocated for road closure was reduced by half, and the event start time was moved forward by two hours. Despite these changes our members marched and the event turned out to be extremely successful as a demonstration.

The TUC will be taking a more proactive role in the future planning of London Pride as one of the main sponsors and as a recognised coordinator of community groups.

LGBT committee members marched in Brighton Pride. A Pride breakfast was hosted by East Sussex FRS on the morning of the event. Brighton Pride was again the event that received the best attendance of fire services and their employees.

G12 National LGBT committee AGM report

National LGBT committee AGM 2011

The AGM of the LGBT section took place on 13 December 2011 at head office. The meeting was opened by the

committee chair, and national officer Dave Green gave the national update.

A total of six resolutions had been received and accepted for the order of business. The following resolutions were debated and passed by the meeting:

Resolution 1
LGBT school 2012

Resolution 2
Challenging homophobia in developing countries; cutting foreign aid

Resolution 3
LGBT asylum seekers

Resolution 5
Homophobic legislation

Resolution 6
LGBT human rights abuses by emerging governments.

Resolution 4 – 'Aid to countries with homophobic legislation' – was withdrawn to support Resolution 2.

In the absence of a resolution-based conference for 2012 the AGM decided that resolutions 2, 3 and 6 should be given priority for presentation to the executive council. The AGM also decided that resolution 2 was of such importance that it should form the basis for the motion to the 2012 TUC LGBT conference.

The AGM also endorsed the following positions for 2012:

Vice chair	Alli Burrows
Assistant secretary	Lucy Masoud
Minutes secretary	Alli Burrows
Education	Yannick Dubois
FAW	Alli Burrows
H and S	Pat Carberry
Final appeals	Pat Carberry
Firefighter rep	Lucy Masoud
Flagship editor	Pat Carberry.

National LGBT committee AGM 2012

The annual general meeting of the LGBT section took place on 14 December 2012 at head office. The meeting was opened by the committee chair, and John McGhee gave the national update.

A total three resolutions had been received and accepted for the order of business. The following resolutions were debated and passed by the meeting:

Resolution 1
Time for a fire and rescue service cultural audit review

Resolution 2
Stonewall: supporting the political lobby for LGBT equality

Resolution 3
Equality: valuing difference.

The AGM approved the submission of all three resolutions for the consideration of standing orders for inclusion in the order of business for conference 2013.

The AGM also endorsed the following positions for 2012:

Vice chair	Alli Burrows
Assistant secretary	Lucy Masoud
Minutes secretary	Alli Burrows
Education	Yannick Dubois
FAW	Alli Burrows
H and S	Pat Carberry
Final appeals	Pat Carberry
Firefighter rep	Lucy Masoud
Flagship editor	Pat Carberry.

The following dates have been booked for LGBT committee meetings for 2013:

7 March
25 June
30 August
11 December

LGBT expression of gratitude

The LGBT committee wishes to formally record its thanks and gratitude to Stewart Brown for his commitment in ensuring that LGBT issues were heard at the executive council. Stewart was one of the original LGBT members and was instrumental in forming the LGBT section. We wish him and all who served as equality section EC members the best for the future.

G13 National retained committee AGM report

National retained committee AGM 2011

The 2011 retained members' annual general meeting was held at FBU head office on 11 December 2011. The main subjects covered were RDS pensions and conditions of service. Concerns were raised on behalf of members regarding the lack of progress regarding these issues. The changes to conference for 2012 were also discussed. The changes to the conference in 2012 meant that no resolutions were brought forward at this meeting.

The 2011 FBU national retained committee were:

Executive council member	Tam Mitchell
Secretary	Pete Preston
Chair	Harry Cotter
Region 1 representative	Position vacant
Region 2 representative	Sean-Paul Bailey
Region 3 representative	Position vacant
Region 4 representative	Position vacant
Region 5 representative	Miles Parkinson
Region 6 representative	Paul Revill
Region 7 representative	Paul Brownhill
Region 8 representative	Lyndon Jones
Region 9 representative	Position vacant
Region 11 representative	Steve Martin
Region 12 representative	Bob Dewis
Region 13 representative	Leigh Redman.

The following officials were selected to attend special conference 2012 as delegates on behalf of the committee: Bro Sean-Paul Bailey and Bro Leigh Redman.

National retained committee AGM 2012

The 2012 retained members' annual general meeting was held at FBU head office on 16 December. The main subjects covered were RDS pensions and conditions of service.

The following resolutions were passed at the meeting:

Resolution 1: Part-time workers RDS pensions case
Resolution 2: Retained members' annual meeting
Resolution 3: Pay.

These resolutions were selected to be taken to biennial conference 2013.

The 2012 FBU national retained committee consisted of the following officials and representatives:

Executive council member	Tam Mitchell
Secretary	Pete Preston
Chair	Harry Cotter
Region 1 representative	Dougie Kerr
Region 2 representative	John Catherwood
Region 3 representative	Position vacant
Region 4 representative	Daz Kenny
Region 5 representative	Miles Parkinson
Region 6 representative	Paul Revill
Region 7 representative	Paul Brownhill
Region 8 representative	Lyndon Jones
Region 9 representative	Position vacant
Region 11 representative	Steve Martin
Region 12 representative	Position vacant
Region 13 representative	Jez Rawlings

The following representatives were selected to attend conference 2013 as delegates on behalf of the committee: Bro John Catherwood and Bro Lyndon Jones.

G14 Officers' national committee AGM report

ONC AGM 2011

The officers' national committee AGM was held on 13 December 2011 to coincide with the MMNB and NJC meetings, 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.

Elections

The following ONC members were elected:

MMNB full members

Mr J Ford

Mr M Pottinger

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Mr P Moss
Mr J Denvir
Mr G Kerr.

MMNB advisers

Mr G Platts
Mr R Moore
Mr R Sherwood
Mr J Arnold
Mr M Higgins.

The following elections also took place:

Mr J Denvir	Vice chair
Mr M Pottinger	Minutes secretary
Mr G Kerr	Health and safety
Mr M Higgins	Fairness at work
Mr J Arnold	Education
Mr G Platts	Campaigns coordinator

ONC AGM 2012

The officers' national committee AGM was held on 11 December 2012. Elections are required to nominate ONC members to sit as full members of the MMNB or to act as advisers to the employees' side. Elections are also required to fill various positions where an ONC representative is required.

Elections

The following ONC members were elected:

MMNB full members

Mr J Ford
Mr M Pottinger
Mr J Arnold
Mr J Morrison
M S Harper.

MMNB advisers

Mr J Arnold
Mr N Johnson
Mr R Sherwood
Mr M Higgins
Mr E Brennan
Mr F Clayton.

The following elections also took place:

Mr J Denvir	Vice chair
Mr M Pottinger	Minutes secretary
Mr R Sherwood	Health and safety
Mr M Higgins	Fairness at work
Mr J Arnold	Education
Mr J Morrison	Campaigns coordinator.

The following resolution was agreed by the officers' national committee:

Conference is aware of the pay settlement in 2012, and its inclusion of certain caveats affecting the officers and retained sections in particular.

Conference instructs the EC to fully engage with affected

groups prior to any discussions with the employers about specific terms and conditions of service.

Future discussions on pay must take into account any potential adverse effect on individual groups within the FBU.

G15 Organising and recruitment

The FBU organising and recruitment campaign continued through 2011 and 2012 and regular written reports were given at executive council meetings.

In 2011 several brigades, working with the FBU national organiser, took part in mapping and health check exercises and made additional attempts to identify specific members, including those undertaking wholtime/retained duties.

Others invited the national organiser to their brigade committee meetings and discussed recruitment and retention strategies. Several brigades took organising a step further and developed simple organising plans and strategies. Members of the CSNC also worked with the national organiser to formulate an organising strategy for control members which was subsequently released and well received.

Some regions had set up organising committees designed to look at new initiatives to maximise recruiting and retaining members and to have a more coordinated approach organising within the region.

The feedback from officials involved in this was that training was needed to understand the new expectations of the role and for some to use the membership system effectively.

UIA organising award

A number of meetings took place with UIA Insurance who agreed to sponsor an 'Organiser of the year' award for 2011. This award would be given to an official, activist or member who had shown an outstanding contribution to union organising. Nominees were suggested based upon the following criteria:

- had gone the extra mile to increase union membership in their branch or brigade
- had taken the initiative to help with an organising task such as mapping
- had made a commitment to get other members involved in one of our campaigns
- had organised members locally to challenge a burning issue such as health and safety or an equalities problem.

UIA kindly donated £750 which covered the cost of a trophy and a £500 cash prize for the eventual winner.

The award attracted a number of nominations from many regions and sections of the union with the eventual winner being Sarah Erratt who worked in control in South Yorkshire.

Sarah had become an active member of the Fire Brigades Union during one of the most hostile periods in recent years during the bitter local shifts dispute late in 2009. During this period the existing branch official had resigned her position due to intimidation. Sarah had not only stepped in and taken the position of branch chair but had also encouraged another member to take the position of branch secretary. Sarah increased FBU membership during this period and stood on the picket line with firefighters encouraging other control members to follow and stand side by side striking FBU members.

Following the South Yorkshire dispute, Sarah became very involved in fighting the ill-fated and much maligned FiReControl project by becoming an active member of the Yorkshire and Humberside control regional committee (CRC), the CRC political subcommittee, a very effective lead TUPE official for South Yorkshire and the joint regional control committee at Wakefield RCC. This involved understanding and dealing with the complexities of the TUPE legislation at a corporate level during the prolonged consultations and negotiations.

She was involved in the recruitment of new FBU members throughout the brigade and particularly instrumental in the organising of the local FBU membership in South Yorkshire. She was appointed brigade membership secretary in August 2010 and began by completely updating the local membership data and mapped the entire membership identifying areas to increase membership as part of the national recruitment drive.

She also helped pioneer a very innovative and effective 'FBU newsflash' bulletin facility. This FBU newsflash bulletin gave the membership a quick and 'easy to read and understand' format on all matters from meetings with management to forthcoming FBU events. The FBU membership within South Yorkshire was constantly updated and informed by this new method of effective communication. Since receiving the award Sarah has been elected to the position of brigade chair in South Yorkshire.

Conference 2011

Organising was once again the theme of a stand at annual conference 2011. Prior to this conference the national organiser had designed two new posters aimed at encouraging potential members to join the FBU. These two posters entitled '10 reasons why you should be a member' and 'FBU membership, what's in it for you?' were available for officials who visited the stand. These items were received very well by officials and a number of people commented on how useful they would be within their respective brigades.

Officials were encouraged to visit the stand and discuss how their organising was progressing locally. Several brigade officials reported ongoing work and local initiatives.

Conference 2011 was a very important one for FBU organising. It took a decision on brigade organisers which included the following recommendations:

- a) That the brigade membership secretary should be renamed as the brigade organiser

- b) That the executive council should prepare guidance on the role and new responsibilities
- c) That training should be provided for the new role
- d) That a new allowance should be introduced to take account of the new role and responsibilities
- e) This should initially be set at £800 and the executive council should ensure that it is gradually increased to the level of allowance paid to other brigade officials.

The name change took place and the rule book was amended to reflect this.

Training for the new role was prepared and delivered in 2011 and 2012. The training was initially delivered in a two-part course but this was later concentrated into a single course.

The course was also aimed at regional treasurers in an attempt to encourage regions to have a coordinated approach on this issue. To date there have been five courses with plans to continue throughout 2013.

In addition to the training through the FBU education programme, guidance on the role and responsibility was being developed in the form of a 'role description for FBU brigade organiser'. This role description had been discussed with several brigade organisers and described the range of responsibilities for the role. It was agreed by the executive council in September 2012.

The allowance for the brigade organiser had been discussed by the executive council previously and it was decided the new allowance would now be introduced as follows:

- Initially the decision was that brigade organisers would receive the increase in allowance when they had completed this two part course. This was to ensure that the individual had received the information required and been fully briefed on the role requirements and responsibilities associated with this post.
- Following subsequent discussions a decision was made to pay the initial allowance of £800 on completion of part 1 of the course.

However, following further conversations it was highlighted that many individuals had taken up the role and the responsibilities but could not attend the courses due to not being able to secure trade union leave. Executive council members therefore reconsidered this matter.

Recognising this, it was decided that all brigade organisers would receive the initial £800 as soon as possible and receive the full allowance payable to other brigade officials in 2013.

The executive council also agreed to the developing of an organiser pack/handbook to assist and provide guidance to the individual undertaking this role.

Head office circular 2012HOC0537SS issued on 24 September 2012 to regional secretaries and treasurers outlined these decisions and introduced the agreed role description. It also

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emphasised that the role was still in its infancy and therefore nothing was set in stone. It confirmed that it may be amended in the coming months and years as this area of work develops further.

Regional secretaries and treasurers were asked to meet with their brigade organisers and explain the role description before it was distributed. This was in recognition that some brigade organisers may be daunted by the range of responsibilities contained within this description and would need some assurances around how it is implemented and supported. Those who had completed the national organising course had already had an opportunity to discuss this in detail and were satisfied that it did not present the onerous task that first impressions may suggest.

National organiser

In September 2011 Daniel Giblin left the FBU after almost four years as the national organiser to take up a role as a firefighter. Executive council members would like to place on record their thanks to Daniel and wish him well in the fire service.

G16 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.

The financial resources in the political fund are used in all areas of political work to benefit members by campaigning on their behalf at a local and national level.

G17 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 benefited from specialised treatment.

The union has continued its association with RAFT throughout 2011 and 2012.

G18 Regional offices and officials

Regional offices and officials 2011

Region 1 – Scotland

FBU Regional Office

4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309
Fax: 0141 204 4575

Brigades

Central
Dumfries and Galloway
Fife
Grampian
Highlands and Islands
Lothian and Borders
Strathclyde
Tayside

Executive council member

Mr R Robertson

Regional secretary

Mr J Duffy

Regional chair

Mr A Paterson

Regional official

Mr J Malone

Regional treasurer

Mr P Wilson

Brigade secretary

Mr G McQuade
Mr G McLeod
Mr S McCabe
Mr J Brown
Mr M Cooper
Mr A Fulton
Mr J McFadden
Mr R Costello

Brigade chair

Mr S Thomson
Mr S Chaudhry
Mr G Birtley
Mr L Murray
Mr C MacNeill
Mr B J Banks
Mr A Stewart
Mr T Whyte

Region 2 – Northern Ireland

FBU Regional Office

14 Bachelors Walk
Lisburn
Co Antrim
BT28 1XJ
Tel: 02892 664622
Fax: 02892 667844

Executive council member

Mr J Barbour

Regional secretary

Mr J Quinn

Regional chair

Mr B Stanfield

Regional official

Mr D Rooney

Regional treasurer

Mr S Boyd

Region 3 – North Eastern

FBU Regional Office

1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142
Fax: 0191 487 4161

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Executive council member

Mr A Noble

Regional secretary

Mr P Wilcox

Regional chair

Vacant

Regional official

Vacant

Regional treasurer

Mr K Brennan

Brigade secretary

Mr D Howe
Mr A Curry
Mr K Brennan
Mr D Turner

Brigade chair

Mr B Gibson
Mr L Brown
Ms A Cregin
Mr R King

Region 4 – Yorkshire and Humberside

FBU Regional Office

9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000
Fax: 0113 288 7888

Brigades

Humberside
North Yorkshire
South Yorkshire
West Yorkshire

Executive council member

Mr I Murray

Regional secretary

Mr P Smith

Regional chair

Mr I Watkins

Regional official

Vacant

Regional treasurer

Mr G Wilkinson

Brigade secretary

Mr R Walker
Mr I Watkins
Mr J Gilliver
Mr M B Wilson

Brigade chair

Mr N Trenchard
Mr S Atkinson
Mr G Wilkinson
Mr A Imrie

Region 5 – North Western

FBU Regional Office

The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400
Fax: 0151 357 4409

Brigades

Cheshire
Cumbria
GMC
Isle of Man
Lancashire
Merseyside

Executive council member

Mr W Gee

Regional secretary

Mr K Brown

Regional chair

Mr I McGill

Regional official

Mr S Harman

Regional treasurer

Mr S Shelton

Brigade secretary

Mr D H Williams
Mr A Kevern
Vacant
Vacant
Mr S Harman
Mr B L Skarratts

Brigade chair

Mr A Price
Mr D Greenway
Mr P Fogerty
Vacant
Mr K Deacon
Mr M Rowe

Region 6 – East Midlands

FBU Regional Office

Above Seymours
Little Tennis Street South
Nottingham
NG2 4EU
Tel: 0115 947 2042
Fax: 0115 947 2721

Brigades

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Executive council member

Mr D Limer

Regional secretary

Mr G Mitchell

Regional chair

Mr T Murray

Regional official

Mr T Neal

Regional treasurer

Mr P Wilkins

Brigade secretary

Mr J Cooke
Mr N Mayne
Mr C Tuck
Mr S Mason
Mr A Coates

Brigade chair

Mr C Tapp
Mr C Doughton
Mr C Hides
Mr S Fenning
Mr P Coates

Region 7 – West Midlands

FBU Regional Office

195/7 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633
Fax: 01384 561243

Brigades

Hereford and Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands

Executive council member

Ms R Jones

Regional secretary

Mr C Downes

Regional chair

Mr B Moss

Regional official

Mr M Giles

Regional treasurer

Mr P Goulden

Brigade secretary

Mr E Thomson
Mr M Lamb
Mr G McLeod
Mr M Rattray
Mr A Dennis

Brigade chair

Mr S Gould
Mr S Morris
Mr R Williams
Mr S Roberts
Mr R Moore

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 C Griffiths

Regional official

Mr C Howells

Regional treasurer

Mr C Howells

Brigade secretary

Mr L Larmond
Mr C Burns
Mr A Smith

Brigade chair

Mr G Lewis
Ms S Williams
Mr M Watt

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 M Rogers

Mr A Smith

Mr J Wyatt

Mr A Message

Brigade chair

Mr M Ball

Mr P McQuillen

Mr M Kinsalla

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 I Brightman

Region 11 – South Eastern

FBU Regional Office

Unit 11
Hunns Mere Way
Woodingdean
Brighton
BN2 6AH
Tel: 01273 309762

Executive council member

Mr J Parrott

Regional secretary

Ms D Armstrong

Regional chair

Mr M Simmons

Regional official

Mr J Tigwell

Regional treasurer

Mr B Woodfine

Brigades

Kent
Surrey
East Sussex
West Sussex

Brigade secretary

Mr M Simmons

Mr R Jones

Mr M Dale

Mr F Bishop

Brigade chair

Ms J Impey

Mr P Greenwood

Mr S Herbert

Mr M Cambers

Region 12 – Southern

FBU Regional Office

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

Mr S Allen

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 M Ames

Brigade chair

Mr M Whyte
Mr M Bliss
Vacant
Mr P Mawhood
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 Taylor
Mr D Keen
Mr T French
Ms K Adams
Mr M Tully
Mr P Lawler

Brigade chair

Mr G Spindler
Mr M Tremellen
Mr B Walker
Mr S Dennett
Mr P Jordan
Mr A Littler

SECTION G — INTERNAL ADMINISTRATION

National lesbian, gay, bisexual and trans committee

Executive council member	Mr S Brown
Secretary	Mr P Carberry
Chair	Ms Y Dubois

Region 1	Mr S Mitchell
Region 2	Vacant
Region 3	Mr J Arnold
Region 4	Vacant
Region 5	Vacant
Region 6	Mr S McCallum
Region 7	Vacant
Region 8	Mr L Ketcher
Region 9	Mr K Gutherson
Region 10	Ms L Masoud
Region 11	Ms A Stott
Region 12	Ms A Burrows
Region 13	Vacant

Officers' national committee

Executive council member	Mr J C Ford
Acting secretary	Mr M Pottinger
Chair	Mr P Moss

Region 1	Mr G Kerr
Region 2	Mr J Denvir
Region 3	Mr J Arnold
Region 4	Vacant
Region 5	Mr P Moss
Region 6	Mr G Platts
Region 7	Mr R Moore
Region 8	Mr R Martin
Region 9	Mr M Osborne
Region 10	Mr P Poullais
Region 11	Mr R Sherwood
Region 12	Vacant
Region 13	Vacant

National retained committee

Executive council member	Mr T Mitchell
Secretary	Mr P Preston
Chair	Mr D H Cotter

Region 1	Vacant
Region 2	Mr S Bailey
Region 3	Mr A Pattinson
Region 4	Mr R Arrand
Region 5	Mr M Parkinson
Region 6	Mr P Revill
Region 7	Mr P Brownhill
Region 8	Mr L Jones
Region 9	Mr C Cox
Region 10	Vacant
Region 11	Mr C Martin
Region 12	Mr R H Dewis
Region 13	Mr L P Redman

National black and ethnic minority members' committee

Executive council member	Mr M Nicholas
Secretary	Ms S Samuels
Chair	Mr L Ramsey

Region 1	Mr L Ramsey
Region 2	Vacant
Region 3	Mr L Brown
Region 4	Mr M Brown
Region 5	Vacant
Region 6	Mr D H Powell
Region 7	Mr C Jarrett
Region 8	Mr B Amos
Region 9	Mr V Liburd
Region 10	Mr G Brooks
Region 11	Ms C Brown
Region 12	Mr A Fernandes
Region 13	Vacant

National control staff committee

Executive council member	Ms S Riley
Secretary	Ms S Farley
Chair	Ms K Smith

Region 1	Mr S Reid
Region 2	Ms L Rowan-O'Neill
Region 3	Ms A Buchanan
Region 4	Mr W Sunderland
Region 5	Mr T Gerrard
Region 6	Mr T Stitt
Region 7	Ms S Farley
Region 8	Mr N Rees
Region 9	Ms S Thorndyke
Region 10	Vacant
Region 11	Vacant
Region 12	Mr P Watts
Region 13	Mr S Jones

National women's committee

Executive council member	Ms D Christie
Secretary	Ms K Baigent
Chair	Ms D Feltham

Region 1	Ms C Christie
Region 2	Ms L Rowan-O'Neill
Region 3	Ms S Rye
Region 4	Vacant
Region 5	Ms H Tooley
Region 6	Ms C Hudson
Region 7	Ms H P Harrison
Region 8	Ms J Byrne
Region 9	Ms E Davis
Region 10	Ms S Harper
Region 11	Ms J Impey
Region 12	Vacant
Region 13	Ms D Critchlow

Education officers

Region 1	Mr P Wilson
Region 2	Ms L Rowan-O'Neill
Region 3	Mr L Brown
Region 4	Mr G Wilkinson
Region 5	Mr M Dunne
Region 6	Mr D Limer
Region 7	Mr S Roberts
Region 8	Mr M Davies
Region 9	Mr A Mayhew
Region 10	Mr B Sprung
Region 11	Vacant
Region 12	Mr K Hall
Region 13	Mr P Jordan

CSNC education rep	Ms J E Westwood
ONC education rep	Vacant
NRC education rep	Mr D H Cotter
NWC education rep	Ms K Baigent
BEMM education rep	Ms S Samuels
LGBT education rep	Ms Y Dubois

Regional fairness at work reps

Region 1	Vacant
Region 2	Mr D Nichol
Region 3	Mr B Gibson
Region 4	Mr N Bailey
Region 5	Ms V Salmon
Region 6	Vacant
Region 7	Ms K Baer
Region 8	Mr J Byrne
Region 9	Mr D Godfrey-Shaw
Region 10	Mr G Lester
Region 11	Mr S DeFraine-Ford
Region 12	Mr E Cardoso
Region 13	Mr J Tray

CSNC FAW rep	Mr W Sunderland
ONC FAW rep	Mr P Poullais
NRC FAW rep	Mr P Brownhill
NWC FAW rep	Ms S Rye
BEMM FAW rep	Mr B Amos
LGBT FAW rep	Ms A Burrows

Regional health and safety reps

Region 1	Mr S McCabe
Region 2	Mr D McPoland
Region 3	Mr A Mitchell
Region 4	Mr A Biggs
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 S Harrod
Region 12	Mr D Dymond
Region 13	Mr K Herniman

CSNC H&S rep	Ms K Smith
ONC H&S rep	Mr R Martin
NRC H&S rep	Mr L Jones
NWC H&S rep	Ms S J Harper
BEMM H&S rep	Mr C Jarrett
LGBT H&S rep	Mr P Carberry

Regional offices and officials 2012

Region 1 – Scotland

FBU Regional Office

4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309
Fax: 0141 204 4575

Brigades

Central
Dumfries and Galloway
Fife
Grampian
Highlands and Islands
Lothian and Borders
Strathclyde
Tayside

Executive council member

Mr R Robertson

Regional secretary

Mr J Duffy

Regional chair

Mr A Paterson

Regional official

Mr J Malone

Regional treasurer

Mr P Wilson

Brigade secretary

Mr S Thomson
Mr G McLeod
Mr S McCabe
Mr A Taylor
Mr M Cooper
Mr A Fulton
Mr J McFadden
Mr R Costello

Brigade chair

Mr P Donnelly
Mr S Chaudhry
Mr G Birtley
Mr L Murray
Mr D MacKay
Mr B J Banks
Mr P Donnelly
Mr T Whyte

Region 2 – Northern Ireland

FBU Regional Office

14 Bachelors Walk
Lisburn
Co Antrim
BT28 1XJ
Tel: 02892 664622
Fax: 02892 667844

Executive council member

Mr J Barbour

Regional secretary

Mr J Quinn

Regional chair

Mr B Stanfield

Regional official

Mr D Rooney

Regional treasurer

Mr S Boyd

Region 3 – North Eastern

FBU Regional Office

1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142
Fax: 0191 487 4161

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Executive council member

Mr A Noble

Regional secretary

Mr P Wilcox

Regional chair

Mr D Turner

Regional treasurer

Mr K Brennan

Brigade secretary

Mr D Howe
Mr A Curry
Mr K Brennan
Mr D Turner

Brigade chair

Mr B Gibson
Mr L Brown
Ms A Cregin
Mr R King

Region 4 – Yorkshire and Humberside

FBU Regional Office

9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000
Fax: 0113 288 7888

Brigades

Humberside
North Yorkshire
South Yorkshire
West Yorkshire

Executive council member

Mr I Murray

Regional secretary

Mr P Smith

Regional chair

Mr I Watkins

Regional treasurer

Mr G Wilkinson

Brigade secretary

Mr R Walker
Mr I Watkins
Mr J Gilliver
Mr M B Wilson

Brigade chair

Mr R Vaux
Mr S Howley
Ms Eratt
Mr J Durkin

Region 5 – North Western

FBU Regional Office

The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400
Fax: 0151 357 4409

Brigades

Cheshire
Cumbria
GMC
Isle of Man
Lancashire
Merseyside

Executive council member

Mr W Gee

Regional secretary

Mr K Brown

Regional chair

Mr I McGill

Regional treasurer

Mr S Shelton

Brigade secretary

Mr D H Williams
Mr A Kevern
Mr P Fogerty
Vacant
Mr S Harman
Mr B L Skarratts

Brigade chair

Mr S Hammond
Mr D Greenway
Mr G Keary
Vacant
Mr K Deacon
Mr M Rowe

Region 6 – East Midlands

FBU Regional Office

Above Seymours
Little Tennis Street South
Nottingham
NG2 4EU
Tel: 0115 947 2042
Fax: 0115 947 2721

Brigades

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Executive council member

Mr D Limer

Regional secretary

Mr G Mitchell

Regional chair

Mr T Murray

Regional treasurer

Mr P Wilkins

Brigade secretary

Mr C Tapp
Mr C Argent
Mr K McKee
Mr S Mason
Mr A Coates

Brigade chair

Mr M Redford
Mr C Doughton
Mr C Hides
Mr S Fenning
Mr P Coates

Region 7 – West Midlands

FBU Regional Office

195/7 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633
Fax: 01384 561243

Brigades

Hereford and Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands

Executive council member

Ms R Jones

Regional secretary

Mr A Dennis

Regional chair

Mr B Moss

Regional treasurer

Mr P Goulden

Brigade secretary

Mr E Thomson
Mr M Lamb
Mr R Williams
Mr M Giles
Mr E Robertson

Brigade chair

Mr S Gould
Mr S Morris
Mr B Downey
Mr S Roberts
Mr R Moore

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 G Mayos

Regional secretary

Mr C Howells

Regional chair

Mr C Griffiths

Regional official

Mr R Curan

Regional treasurer

Mr D Roberts

Brigade secretary

Mr B Davies
Mr C Burns
Mr M Watt

Brigade chair

Mr G Lewis
Ms S Williams
Mr V Jenkins

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 treasurer

Mr D Godfrey-Shaw

Brigade secretary

Mr L Moon
Mr K Napier
Mr M Rogers
Mr A Smith
Mr J Wyatt
Mr P Taylor

Brigade chair

Mr J Hollamby
Mr P McQuillen
Mr A Chinn-Shaw
Mr D MacLeod
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 P Embery

Regional chair

Mr G Fielden

Regional official

Mr B Sprung

Regional treasurer

Mr L Brightman

Region 11 – South Eastern

FBU Regional Office

Unit 11
Hunns Mere Way
Woodingdean
Brighton
BN2 6AH
Tel: 01273 309762

Brigades

Kent
Surrey
East Sussex
West Sussex

Executive council member

Mr J Parrott

Regional secretary

Ms D Armstrong

Regional chair

Mr M Simmons

Regional treasurer

Mr B Woodfine

Brigade secretary

Mr M Simmons
Mr R Jones
Mr M Brown
Mr F Bishop

Brigade chair

Ms J Impey
Mr D Herpe
Mr S Herbert
Mr M Cambers

Region 12 – Southern

FBU Regional Office

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

Mr S Allen

Regional treasurer

Mr P Watts

Brigade secretary

Mr M Whyte
Mr J Wolfenden
Mr P Trew
Mr M Sainsbury
Mr S Allen

Brigade chair

Vacant
Mr K Hall
Mr N McCullen
Mr P Mawhood
Mr M Ames

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 treasurer

Ms V Hampshire

Brigade secretary

Mr C Taylor
Mr S Pulley
Mr T French
Ms K Adams
Mr M Tully
Mr S Thorley

Brigade chair

Mr G Spindler
Mr D Keen
Mr B Walker
Mr S Dennett
Mr N Morley
Mr A Littler

National lesbian, gay, bisexual and trans committee

Executive council member	Mr S Brown (Jan – June 2012)
Secretary	Mr P Carberry
Chair	Ms Y Dubois

Region 1	Mr S Mitchell
Region 2	Vacant
Region 3	Mr J Arnold
Region 4	Vacant
Region 5	Ms K Smith
Region 6	Mr S McCallum
Region 7	Vacant
Region 8	Vacant
Region 9	Vacant
Region 10	Ms L Masoud
Region 11	Vacant
Region 12	Ms A Burrows
Region 13	Vacant

Officers' national committee

Executive council member	Mr J C Ford
Acting secretary	Mr M Pottinger
Chair	Mr J Arnold

Region 1	Mr G Kerr
Region 2	Mr J Denvir
Region 3	Mr J Arnold
Region 4	Vacant
Region 5	Vacant
Region 6	Mr G Platts
Region 7	Mr R Moore
Region 8	Mr M Higgins
Region 9	Vacant
Region 10	Vacant
Region 11	Mr R Sherwood
Region 12	Vacant
Region 13	Vacant

National retained committee

Executive council member	Mr T Mitchell
Secretary	Mr P Preston
Chair	Mr D H Cotter

Region 1	Mr D Kerr
Region 2	Mr S Bailey
Region 3	Vacant
Region 4	Mr D Kenny
Region 5	Mr M Parkinson
Region 6	Mr P Revill
Region 7	Mr P Brownhill
Region 8	Mr L Jones
Region 9	Vacant
Region 10	Vacant
Region 11	Mr C Martin
Region 12	Mr R H Dewis
Region 13	Mr L P Redman

National black and ethnic minority members' committee

Executive council member	Mr M Nicholas (Jan – June 2012)
Secretary	Ms C Brown
Chair	Mr L Ramsey

Region 1	Mr L Ramsey
Region 2	Vacant
Region 3	Mr L Brown
Region 4	Mr M Brown
Region 5	Mr C Petch
Region 6	Mr D H Powell
Region 7	Mr R Barrett
Region 8	Mr B Amos
Region 9	Vacant
Region 10	Mr G Brooks
Region 11	Ms C Brown
Region 12	Vacant
Region 13	Vacant

National control staff committee

Executive council member	Ms S Riley
Secretary	Ms S Offland
Chair	Ms K Smith

Region 1	Mr S Reid
Region 2	Ms L Rowan-O'Neill
Region 3	Ms A Buchanan
Region 4	Mr W Sunderland
Region 5	Mr T Gerrard
Region 6	Mr T Stitt
Region 7	Ms S Farley
Region 8	Mr N Rees
Region 9	Ms S Thorndyke
Region 10	Vacant
Region 11	Vacant
Region 12	Mr P Watts
Region 13	Mr S Jones

National women's committee

Executive council member	Ms D Christie (Jan – June 2012)
Secretary	Ms K Baigent
Chair	Ms S Rye

Region 1	Ms C Christie
Region 2	Ms L Rowan-O'Neill
Region 3	Ms S Gartland
Region 4	Vacant
Region 5	Ms H Tooley
Region 6	Ms C Hudson
Region 7	Ms H P Harrison
Region 8	Ms T Morris
Region 9	Ms E Davis
Region 10	Ms S Harper
Region 11	Ms J Impey
Region 12	Vacant
Region 13	Ms D Critchlow

SECTION G — INTERNAL ADMINISTRATION

Education officers

Region 1	Mr G McLeod
Region 2	Ms L Rowan-O'Neill
Region 3	Mr C Pharoah
Region 4	Mr G Wilkinson
Region 5	Mr M Dunne
Region 6	Mr D Limer
Region 7	Mr S Roberts
Region 8	Mr M Davies
Region 9	Mr A Mayhew
Region 10	Mr B Sprung
Region 11	Vacant
Region 12	Mr K Hall
Region 13	Mr P Jordan

CSNC education rep	Vacant
ONC education rep	Mr J Arnold
NRC education rep	Mr L Jones
NWC education rep	Ms K Baigent
BEMM education rep	Ms C Brown
LGBT education rep	Ms Y Dubois

Regional fairness at work reps

Region 1	Mr B Banks
Region 2	Mr D Nichol
Region 3	Mr B Gibson
Region 4	Mr N Bailey
Region 5	Ms V Salmon
Region 6	Mr N Mayne
Region 7	Vacant
Region 8	Mr S Price
Region 9	Vacant
Region 10	Mr G Lester
Region 11	Vacant
Region 12	Mr K Hall
Region 13	Mr P Lawler

CSNC FAW rep	Mr S Offland
ONC FAW rep	Mr M Higgins
NRC FAW rep	Mr P Brownhill
NWC FAW rep	Ms S Rye
BEMM FAW rep	Mr B Amos
LGBT FAW rep	Ms A Burrows

Regional health and safety reps

Region 1	Mr D Bennett
Region 2	Mr D McPoland
Region 3	Mr I Dick
Region 4	Mr M Wild
Region 5	Mr I McGill
Region 6	Mr A Smyth
Region 7	Mr P W Goulden
Region 8	Mr S Fleming
Region 9	Mr S Kerridge
Region 10	Mr G Fielden
Region 11	Mr S Harrod
Region 12	Mr D Dymond
Region 13	Mr K Herniman

CSNC H&S rep	Ms K Smith
ONC H&S rep	Mr G Kerr
NRC H&S rep	Mr L Jones
NWC H&S rep	Ms S J Harper
BEMM H&S rep	Mr C Petch
LGBT H&S rep	Mr P Carberry

G19 Retired officials

2011

Mike Smith, region 8 executive council member

Mike Smith, executive council member for Wales, retired from the service and the union in May 2011. Mike served as an FBU official for 31 years, as a branch secretary, brigade secretary, regional secretary and since 1995 as the executive council member (with a brief spell as acting national treasurer). He is the longest serving official sitting around the EC table to date, clocking up a total of 29 conferences from his first in 1983.

Having been a direct beneficiary of the union's commitment to education, Mike passionately believed that the education of union officials is of paramount importance. He first attended national school in 1983. In the same year Mike started studying with the Open University and after seven years' hard work gained a social sciences degree. He went on to gain a master's degree in industrial relations at Warwick University. He describes his studies with the OU and at Warwick as a 'journey of discovery'.

Mike said he will miss the comradeship built up over the years, but he does not regret his retirement with the future looking so bleak.

He wants to thank the members in Wales who have placed their confidence in him over the years and elected him to the position of executive council member.

He said: "It has been a privilege and an honour to represent members at the executive council and I thank them for that."

He sends his best wishes for the future to all.

Bro Chris Downes – regional secretary region 7

Bro Joe MacVeigh – regional secretary region 10

2012

Bro Ian Watkins – regional chair region 4

Bro Adrian Clarke – regional secretary region 9

Bro John Drake – regional secretary region 13

Bro Peter Moss – chair officers' national committee

G20 Membership statistics

Membership statistics as at 31 December 2011															
Region	Brigade name	Whole-time	Retained	Control	Total	Levy to Labour	Levy to FBU	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	6	0	0	6	3	3	0	6	6	0	6	6	0	6
Total		6	0	0	6	3	3	0	6	6	0	6	6	0	6
1	Central	236	78	12	326	151	118	57	326	324	2	326	307	19	326
	Dumfries and Galloway	91	164	14	269	64	44	161	269	268	1	269	237	32	269
	Fife	323	58	11	392	155	198	39	392	383	9	392	367	25	392
	Grampian	285	138	27	450	276	134	40	450	445	5	450	408	42	450
	Highland and Islands	117	502	17	636	223	127	286	636	620	16	636	588	48	636
	Lothian and Borders	687	132	31	850	248	571	31	850	820	30	850	770	80	850
	Strathclyde	1808	344	77	2229	1022	1083	124	2229	2218	11	2229	2110	119	2229
	Tayside	376	154	21	551	147	248	156	551	548	3	551	509	42	551
Total		3923	1570	210	5703	2286	2523	894	5703	5626	77	5703	5296	407	5703
2	N.I.F.B.	865	786	54	1705	285	324	1096	1705	1704	1	1705	1631	74	1705
Total		865	786	54	1705	285	324	1096	1705	1704	1	1705	1631	74	1705
3	Cleveland	438	65	25	528	163	224	141	528	492	36	528	486	42	528
	Durham Co.	341	107	30	478	182	260	36	478	454	24	478	438	40	478
	Northumberland Co.	150	143	19	312	157	139	16	312	308	4	312	277	35	312
	Tyne and Wear	785	12	49	846	0	567	279	846	830	16	846	777	69	846
Total		1714	327	123	2164	502	1190	472	2164	2084	80	2164	1978	186	2164
4	Humberside	531	212	21	764	463	199	102	764	714	50	764	722	42	764
	North Yorkshire	296	149	9	454	194	114	146	454	430	24	454	422	32	454
	South Yorkshire	643	44	17	704	273	325	106	704	679	25	704	657	47	704
	West Yorkshire	1268	83	38	1389	473	408	508	1389	1306	83	1389	1309	80	1389
Total		2738	488	85	3311	1403	1046	862	3311	3129	182	3311	3110	201	3311
5	Cheshire	468	110	20	598	355	238	5	598	595	3	598	563	35	598
	Cumbria	200	158	11	369	181	103	85	369	327	42	369	339	30	369
	GMC	1599	24	52	1675	909	582	184	1675	1620	55	1675	1597	78	1675
	Isle of Man	0	37	0	37	34	1	2	37	37	0	37	37	0	37
	Lancashire	760	292	40	1092	712	376	4	1092	1085	7	1092	1018	74	1092
	Merseyside	681	3	31	715	361	326	28	715	661	54	715	653	62	715
Total		3708	624	154	4486	2552	1626	308	4486	4325	161	4486	4207	279	4486
6	Derbyshire	373	170	21	564	290	182	92	564	546	18	564	527	37	564
	Leicestershire	389	123	23	535	242	118	175	535	511	24	535	499	36	535
	Lincolnshire	165	227	20	412	223	154	35	412	398	14	412	371	41	412
	Northamptonshire	262	92	17	371	126	165	80	371	360	11	371	345	26	371
	Nottinghamshire	507	165	23	695	244	349	102	695	682	13	695	656	39	695
Total		1696	777	104	2577	1125	968	484	2577	2497	80	2577	2398	179	2577
7	Hereford and Worcester	288	152	17	457	213	146	98	457	439	18	457	417	40	457
	Staffordshire	367	234	15	616	246	305	65	616	593	23	616	565	51	616
	Shropshire	171	99	13	283	119	70	94	283	273	10	283	267	16	283
	Warwickshire	238	78	15	331	88	78	165	331	317	14	331	307	24	331
	West Midlands	1415	0	57	1472	524	803	145	1472	1420	52	1472	1359	113	1472
Total		2479	563	117	3159	1190	1402	567	3159	3042	117	3159	2915	244	3159
8	Mid and West Wales	396	441	35	872	434	418	20	872	868	4	872	812	60	872
	North Wales	247	486	26	759	407	307	45	759	756	3	759	699	60	759
	South Wales	837	432	55	1324	792	436	96	1324	1246	78	1324	1247	77	1324
Total		1480	1359	116	2955	1633	1161	161	2955	2870	85	2955	2758	197	2955

Membership statistics as at 31 December 2011 (continued)

Region	Brigade name	Whole-time	Retained	Control	Total	Levy to Labour	Levy to FBU	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
9	Bedfordshire	265	66	23	354	134	159	61	354	337	17	354	316	38	354
	Cambridgeshire	227	124	23	374	75	178	121	374	358	16	374	342	32	374
	Essex	804	218	22	1044	575	380	89	1044	1026	18	1044	995	49	1044
	Hertfordshire	422	79	14	515	252	213	50	515	502	13	515	491	24	515
	Norfolk	253	174	21	448	187	241	20	448	446	2	448	421	27	448
	Suffolk	179	121	1	301	128	150	23	301	284	17	301	284	17	301
	Total	2150	782	104	3036	1351	1321	364	3036	2953	83	3036	2849	187	3036
10	London	5524	0	0	5524	3149	2098	277	5524	5297	227	5524	5210	314	5524
Total		5524	0	0	5524	3149	2098	277	5524	5297	227	5524	5210	314	5524
11	Kent	775	363	34	1172	470	201	501	1172	1120	52	1172	1102	70	1172
	Surrey	552	50	22	624	404	169	51	624	616	8	624	585	39	624
	East Sussex	391	108	17	516	106	90	320	516	497	19	516	481	35	516
	West Sussex	295	93	16	404	186	148	70	404	388	16	404	375	29	404
	Total	2013	614	89	2716	1166	608	942	2716	2621	95	2716	2543	173	2716
12	Berkshire	369	69	27	465	249	152	64	465	456	9	465	426	39	465
	Buckinghamshire	329	112	19	460	193	92	175	460	445	15	460	433	27	460
	Hampshire	543	130	27	700	131	261	308	700	647	53	700	653	47	700
	Isle of Wight	74	67	12	153	60	53	40	153	151	2	153	140	13	153
	Oxfordshire	229	152	14	395	109	124	162	395	365	30	395	356	39	395
Total		1544	530	99	2173	742	682	749	2173	2064	109	2173	2008	165	2173
13	Avon	585	123	35	743	304	291	148	743	689	54	743	693	50	743
	Cornwall	198	185	7	390	99	129	162	390	383	7	390	378	12	390
	Dorset	248	118	23	389	110	136	143	389	372	17	389	352	37	389
	Devon and Somerset	607	351	34	992	323	233	436	992	908	84	992	937	55	992
	Gloucestershire	197	95	16	308	109	65	134	308	290	18	308	271	37	308
	Wiltshire	173	85	10	268	99	98	71	268	266	2	268	247	21	268
	Total	2008	957	125	3090	1044	952	1094	3090	2908	182	3090	2878	212	3090
TOTAL		31848	9377	1380	42605	18431	15904	8270	42605	41126	1479	42605	39787	2818	42605

Membership statistics as at 31 December 2012

Region	Brigade name	Whole-time	Retained	Control	Total	Levy to Labour	Levy to FBU	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	6	0	0	6	3	3	0	6	6	0	6	6	0	6
Total		6	0	0	6	3	3	0	6	6	0	6	6	0	6
1	Central	228	70	12	310	0	259	51	310	308	2	310	292	18	310
	Dumfries and Galloway	86	164	14	264	0	105	159	264	261	3	264	232	32	264
	Fife	327	58	11	396	148	211	37	396	389	7	396	372	24	396
	Grampian	268	137	26	431	253	140	38	431	423	8	431	387	44	431
	Highland and Islands	128	479	15	622	205	136	281	622	604	18	622	576	46	622
	Lothian and Borders	698	122	31	851	237	584	30	851	824	27	851	772	79	851
	Strathclyde	1767	330	77	2174	26	2024	124	2174	2152	22	2174	2054	120	2174
	Tayside	382	159	18	559	143	276	140	559	553	6	559	515	44	559
Total		3884	1519	204	5607	1012	3735	860	5607	5514	93	5607	5200	407	5607
2	N.I.F.B.	878	768	53	1699	2	637	1060	1699	1698	1	1699	1625	74	1699
Total		878	768	53	1699	2	637	1060	1699	1698	1	1699	1625	74	1699
3	Cleveland	419	69	23	511	0	382	129	511	475	36	511	471	40	511
	Durham Co.	324	127	26	477	172	262	43	477	448	29	477	440	37	477
	Northumberland Co.	142	149	20	311	0	296	15	311	306	5	311	278	33	311
	Tyne and Wear	745	14	47	806	0	544	262	806	795	11	806	740	66	806
Total		1630	359	116	2105	172	1484	449	2105	2024	81	2105	1929	176	2105
4	Humberside	512	206	22	740	430	214	96	740	685	55	740	698	42	740
	North Yorkshire	283	155	9	447	177	126	144	447	418	29	447	414	33	447
	South Yorkshire	622	40	16	678	37	542	99	678	655	23	678	632	46	678
	West Yorkshire	1202	80	35	1317	436	397	484	1317	1232	85	1317	1241	76	1317
Total		2619	481	82	3182	1080	1279	823	3182	2990	192	3182	2985	197	3182
5	Cheshire	430	108	17	555	319	230	6	555	552	3	555	523	32	555
	Cumbria	196	158	0	354	171	104	79	354	320	34	354	334	20	354
	GMC	1487	22	32	1541	848	531	162	1541	1517	24	1541	1487	54	1541
	Isle of Man	0	36	0	36	33	1	2	36	36	0	36	36	0	36
	Lancashire	735	267	39	1041	655	381	5	1041	1036	5	1041	969	72	1041
	Merseyside	673	1	28	702	340	334	28	702	645	57	702	640	62	702
Total		3521	592	116	4229	2366	1581	282	4229	4106	123	4229	3989	240	4229
6	Derbyshire	361	183	18	562	269	207	86	562	546	16	562	529	33	562
	Leicestershire	390	131	19	540	221	165	154	540	520	20	540	505	35	540
	Lincolnshire	162	210	19	391	202	156	33	391	372	19	391	350	41	391
	Northamptonshire	247	70	14	331	114	150	67	331	323	8	331	308	23	331
	Nottinghamshire	502	171	22	695	223	380	92	695	681	14	695	656	39	695
Total		1662	765	92	2519	1029	1058	432	2519	2442	77	2519	2348	171	2519
7	Hereford and Worcester	287	144	18	449	195	155	99	449	431	18	449	411	38	449
	Staffordshire	357	223	15	595	228	306	61	595	570	25	595	544	51	595
	Shropshire	159	91	13	263	109	67	87	263	256	7	263	248	15	263
	Warwickshire	241	68	15	324	79	84	161	324	312	12	324	298	26	324
	West Midlands	1354	0	53	1407	501	766	140	1407	1350	57	1407	1297	110	1407
Total		2398	526	114	3038	1112	1378	548	3038	2919	119	3038	2798	240	3038
8	Mid and West Wales	387	414	35	836	400	418	18	836	831	5	836	785	51	836
	North Wales	229	440	24	693	350	302	41	693	691	2	693	635	58	693
	South Wales	808	408	48	1264	741	433	90	1264	1193	71	1264	1196	68	1264
Total		1424	1262	107	2793	1491	1153	149	2793	2715	78	2793	2616	177	2793

Membership statistics as at 31 December 2012 (continued)

Region	Brigade name	Whole-time	Retained	Control	Total	Levy to Labour	Levy to FBU	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
9	Bedfordshire	255	60	22	337	120	164	53	337	320	17	337	300	37	337
	Cambridgeshire	225	117	15	357	71	169	117	357	348	9	357	330	27	357
	Essex	746	175	24	945	505	362	78	945	925	20	945	893	52	945
	Hertfordshire	413	77	13	503	240	215	48	503	491	12	503	481	22	503
	Norfolk	242	176	19	437	171	249	17	437	434	3	437	411	26	437
	Suffolk	176	124	0	300	121	158	21	300	275	25	300	285	15	300
	Total	2057	729	93	2879	1228	1317	334	2879	2793	86	2879	2700	179	2879
10	London	5403	0	10	5413	2998	2150	265	5413	5145	268	5413	5080	333	5413
Total		5403	0	10	5413	2998	2150	265	5413	5145	268	5413	5080	333	5413
11	Kent	771	351	24	1146	425	209	512	1146	1094	52	1146	1084	62	1146
	Surrey	541	57	24	622	393	183	46	622	614	8	622	583	39	622
	East Sussex	381	99	17	497	99	91	307	497	479	18	497	463	34	497
	West Sussex	285	93	16	394	177	154	63	394	377	17	394	364	30	394
	Total	1978	600	81	2659	1094	637	928	2659	2564	95	2659	2494	165	2659
12	Berkshire	359	70	20	449	239	151	59	449	445	4	449	414	35	449
	Buckinghamshire	316	102	18	436	180	91	165	436	427	9	436	410	26	436
	Hampshire	535	149	26	710	123	277	310	710	652	58	710	664	46	710
	Isle of Wight	73	65	1	139	58	45	36	139	139	0	139	133	6	139
	Oxfordshire	232	141	13	386	102	126	158	386	358	28	386	347	39	386
Total		1515	527	78	2120	702	690	728	2120	2021	99	2120	1968	152	2120
13	Avon	557	117	34	708	281	280	147	708	659	49	708	660	48	708
	Cornwall	194	179	8	381	30	196	155	381	376	5	381	370	11	381
	Dorset	249	103	21	373	0	243	130	373	358	15	373	337	36	373
	Devon and Somerset	592	356	28	976	304	224	448	976	883	93	976	928	48	976
	Gloucestershire	190	82	15	287	106	60	121	287	270	17	287	253	34	287
	Wiltshire	176	111	9	296	95	133	68	296	293	3	296	275	21	296
	Total	1958	948	115	3021	816	1136	1069	3021	2839	182	3021	2823	198	3021
TOTAL		30933	9076	1261	41270	15105	18238	7927	41270	39776	1494	41270	38561	2709	41270

G21 Union trustees

The executive council wishes to place on record its appreciation to Bro Stan Fitzsimmons and Bro Mick Harper, both former presidents of the union, for continuing to serve as trustees of the union in accordance with the provision of the rule book.

G22 National women's committee report

The national women's committee

National representatives:

EC member	Denise Christie – until June 2012 following the removal of EC post
Chair	Dona Feltham/Samantha Rye
Secretary	Kerry Baigent
Vice chair	Samantha Rye/Helen Harrison

Regional representatives:

Region 1	Colleen Christie until June 2012
Region 2	Lynda Rowan O'Neil
Region 3	Samantha Rye/Sarah Gartland
Region 4	No rep
Region 5	Helen Tooley until 2012
Region 6	Clare Hudson
Region 7	Helen Harrison
Region 8	Joanne Byrne/Tania Morris/Jo Byrne
Region 9	Emma Davis until 2012
Region 10	Sally Harper
Region 11	Jenny Impey until 2012
Region 12	No rep
Region 13	Diane Critchlow

National women's committee meetings

The national women's committee met on the following occasions in 2011:

28 January (carried over from cancelled meeting due to snow in 2010)

1 June
3 August
29 September
30 November

The national women's committee met on the following occasions in 2012:

2 March
4 May
27 November

Committees that the NWC was represented at in 2011-12

FBU committees:

National fairness at work committee	Kerry Baigent/Sam Rye
National education committee	Kerry Baigent
National health and safety committee	Sally Harper
Campaign coordinators	Kerry Baigent
Final appeals committee	Kerry Baigent
Firefighter representative	Sam Rye/Jo Byrne

TUC committees:

TUC women's committee	Denise Christie until June 2012 following the removal of EC post
Northern TUC	Sam Rye

Annual women's school

The annual women's school was held in 2011 and 2012. The numbers attending were reduced in 2012 due to budget restrictions agreed by the executive council. Both schools were a great success – see NWC school report.

Other areas of work

Brigade women's committees
Brigade women's committees continued to meet throughout 2011-12.

Website

The NWC website has been archived by head office.

FBU menopause document

The NWC drafted a menopause guidance document and submitted it to head office in 2011.

New/old reps

The committee has seen the resignation of several reps in 2012 and with the conference decision to remove the EC member position in addition to the removal of full-time release for the national secretary during 2011, the committee is currently looking at new ways to organise in order to continue to be in a position to support, represent and promote women's issues within the FRS and FBU.

Siren

We produced two editions of *Siren* during 2011 which were well received, but in 2012 the executive council suspended *Siren* due to the workload caused by the pension campaign.

Representation of women members

NWC reps and officials continued to represent women members throughout 2011 and 2012. Many issues still remain in the workplace for women and reps are dealing with issues ranging from maternity arrangements through to serious discrimination, bullying and harassment cases.

The NWC would like to place on record its thanks to Denise Christie for the fantastic work that she carried out on our behalf during the 18 months that she took up post as EC member. We would also like to thank all NWC reps past and present for the tireless work carried out representing women members and the FBU in a wide range of arenas.

G23 National women's committee AGM report

National women's committee AGM 2011

Location: Wortley Hall
Delegates: 12
Date: 29 November

The AGM in 2011 was held with a reduced delegation due to the fact that no motions were being submitted to the special conference from brigades or sections. However, motions were still submitted for the NWC to act upon in the forthcoming year.

NWC AGM record of decisions:

RESOLUTION 1 – MATERNITY PENSION

This committee is increasingly concerned that with the increase in costs of pension contributions and working longer how will women ever be able to afford to pay back their pension contributions whilst off on maternity leave or work beyond their retirement age to make up this deficit, as this will be a near impossibility to do with the increase of pensionable age and then working beyond that. With advances of more maternity leave (which is a positive thing) the pay back on contributions is greater and even less affordable to pay by our women members.

Yet again women face adverse effects of the current changes to the pension scheme more than men. With this in mind the committee instruct the EC to immediately negotiate pension contributions to be paid by their employer to cover any detrimental effects to a woman's pension whilst on maternity leave.

*Proposed: Region 3
Seconded: Region 10
Carried*

RESOLUTION 2 – EQUALITY AND DIVERSITY LIP SERVICE

This committee instructs the EC to call upon brigade secretaries, with the assistance of sectional representatives, to conduct a quality assurance on each fire and rescue service in the UK to clarify whether equality and diversity is delivered because it has to be rather than embedded in our values.

In this given economic climate we are aware that equality and diversity is one of the first budgets to be cut. As a responsible and progressive union we must ensure that this doesn't happen and find out exactly where the UK fire and rescue services are with regards to attitudes to equality and diversity issues and whether we are any further forward in changing the attitudes and culture of fire and rescue services throughout the UK. This survey should include strategies in place and work being carried out.

These findings should be reported back to this committee within one year of this resolution being passed at conference.

This information can then be used by the FBU to put pressure on the UK fire and rescue services who are not making every effort to embed equality and diversity issues throughout their services and to make it their priority.

*Proposed: Region 3
Seconded: Region 10
Carried as amended*

RESOLUTION 3 – PPE FAILING WOMEN

This committee is shocked at the fact that PPE is failing our women members.

Often women have no access to female specific fit PPE and that when it does come it rarely fits well and so women wear male fitting PPE. With this in mind the committee instruct the EC to nationally campaign for correct fitting and available female fit PPE.

This work to be carried out immediately and a national campaign coordinated within one year of this resolution being passed at conference to address this issue and afford our women members the protection they deserve.

*Proposed: Region 3
Seconded: Region 10
Carried as amended*

RESOLUTION 4 – SHIFT PATTERNS

This women's AGM recognises that shift work is vital to the provision of professional, reliable year round fire and rescue services and for employees, when provided with family-friendly requirements such as flexible working, childcare and good workplace provisions, employment in this sector is a gender neutral vocation.

However, the proposed introduction of self rostered crewing in Mid and West Wales FRS raises concerns from both a family friendly and an equality point of view. This proposal is merely a money-saving exercise as part of the government's austerity measures, and no consideration for the detrimental impact on the workforce has been given. This AGM urges the NWC, in conjunction with the regional executive, to exert pressure on Mid and West Wales FRS to urgently carry out and produce the results of an equality impact assessment for this proposed shift change.

*Proposed: Region 8
Seconded: Region 7
Carried*

RESOLUTION 5 – MATERNITY UNIFORM

This women's AGM is both disillusioned and outraged that we are heading towards 2012 and pregnant firefighters and firefighters (control) in Wales are still not being provided with adequate maternity uniform as standard issue.

Women are still having to argue for the right to decent maternity wear, and most have to wait weeks if not months for the supply of trousers and shirts that fit properly because their stores departments refuse to keep any off the peg stock. Worse still, there are some FRSs who believe it is appropriate to offer pregnant firefighters 'men's' fit uniform as their pregnancy advances, despite the fact that it is humiliating, uncomfortable and doesn't fit.

SECTION G — INTERNAL ADMINISTRATION

This AGM requests that the NWC, in partnership with the FAW committee, continues to exert pressure on FRSs nationally, to provide pregnant firefighters and firefighters (control) with properly fitting maternity uniform as standard.

*Proposed: Region 8
Seconded: Region 7
Carried*

National women's committee AGM 2012

Location: Wortley Hall
Delegates: 10
Date: 28 November

Due to the changes made at the special conference in 2012, the NWC held a working meeting with women reps across the UK to discuss how we are going to work as a committee. We held workshop-based discussions around our priorities for the committee, given that we have a reduced capacity, and identified different ways of working to stay organised.

G24 Control regionalisation action group (CRAG)

Following the disbandment of the FiReControl project by DCLG on 20 December 2010, there were a number of issues which still needed to be considered as the project wound down.

At its meeting on 7 June 2011, the executive council noted the success of the FBU's CRAG project work, but identified that the group's purpose had now been fulfilled, and it was agreed that the group would be disbanded.

G25 Reorganisation subcommittee

The reorganisation subcommittee met on several occasions prior to conference 2011 and considered the executive council policy statement to conference 'Reorganisation of the union'. Within that statement it was noted that the committee had continued to review all current structures and practices of the union – including those of education, resources, finances, research, publications and other communications – whilst ensuring that the structures of the organisation are adequate to provide sufficient support to officials and service to members. It was further reported that the executive council had agreed to merge three existing subcommittees (reorganisation, finance and staffing) into a single finance and administration committee (FAC).

The FAC has met on the following occasions since then:

2011

25 May
31 Aug
23 Nov

2012

25 Jan
8 May
5 Sept
21 Nov

Membership of the FAC comprised the following:

General secretary	Matt Wrack
Assistant general secretary	Andy Dark
President	Alan McLean
Vice president	Jim Barbour
EC ONC	Bro Jack Ford
EC region 1	Bro Roddy Robertson
EC region 13	Bro Tam McFarlane
EC region 5	Bro Warren Gee
EC region 6	Bro Dave Limer.

The FAC continues to consider the matter of the reorganisation of the union and assisted the executive council in proposing the policy statement 'Reorganisation' to special conference 2012.

G26 IRMP board

The IRMP board for the period of January 2011 to September 2011 was:

Andy Dark	Assistant general secretary
Alan McLean	President
Matt Wrack	General secretary
John McGhee	National officer
Keith Handscomb	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 regions 1, 2 and 8. In 2011, these regions were represented by:

Roddy Robertson	Region 1
Jim Barbour	Region 2
Mike Smith	Region 8 (until May 2011)
Grant Mayos	Region 8 (from June 2011)

The IRMP board for the period of September 2011 to December 2011 was:

Andy Dark	Assistant general secretary
Alan McLean	President
Matt Wrack	General secretary
Paul Woolstenholmes	National officer
Keith Handscomb	Executive council member
Tam McFarlane	Executive council member
Kath Smith	CSNC

Pete Preston	NRC
Pete Moss	ONC
Dave Sibert	IRMP/fire safety adviser

Also invited to attend are representatives from regions 1, 2 and 8. Post-September 2011, these regions were represented by:

Roddy Robertson	Region 1
Jim Barbour	Region 2
Grant Mayos	Region 8

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.

G27 FBU central fire and rescue service policy board (CFRSPB)

At its meeting in February 2012 the executive council agreed to establish an FBU central fire and rescue service policy board (CFRSPB).

The CFRSPB members for the period February 2012 to September 2012 were:

Alan McLean	President
Matt Wrack	General secretary
Andy Dark	Assistant general secretary
Roddy Robertson	Executive council member region 1
Jim Barbour	Vice president and executive council member region 2
Grant Mayos	Executive council member region 8
Paul Woolstenholmes	National officer health and safety
Andy Noble	Executive council member
Keith Handscomb	Executive council member
Jim Parrott	Executive council member
Karl Horan	Executive council member
Dave Sibert	IRMP/fire safety adviser.

The CFRSPB members for the period September 2012 to December 2012 were:

Alan McLean	President
Matt Wrack	General secretary
Andy Dark	Assistant general secretary
Roddy Robertson	Executive council member region 1
Jim Barbour	Vice president and executive council member region 2
Grant Mayos	Executive council member region 8
Paul Woolstenholmes	National officer health and safety

Andy Noble	Executive council member
Keith Handscomb	Executive council member
Ian Leahair	Executive council member
Jim Parrott	Executive council member
Dave Sibert	IRMP/fire safety adviser.

The CFRSPB met on a number of occasions in 2012.

The decision of the executive council was reported via circular 2012HOC0120AD.

CIRCULAR 2012HOC0120AD

16 February 2012

To: **BRIGADE SECRETARIES**

Dear Brother/Sister

REPLACEMENT OF THE IRMP BOARD AND REDEFINING THE UNION'S HEALTH AND SAFETY AND IRMP ACTIVITY

At the Executive Council meeting held 7-9 February 2012, the following matters were agreed:-

1. To modify the structure and methods of working of the Health and Safety Committee.
2. To disband the IRMP Board and replace it with a new body called the Central Fire and Rescue Service Policy Board (CFRSPB).

The summary details of the new CFRSPB are shown in the Appendix to this circular. The full content of the Executive Council paper relating to this issue is embedded in this circular, should you want further information. The matter will be reported through the structures, although the pensions issue is, for obvious reasons, dominating discussion at Regional and Brigade Committees at this time.

As you will see, the Executive Council also agreed that it will propose rules changes to the next appropriate FBU Conference.

Best wishes.

Yours fraternally



ANDY DARK
ASSISTANT GENERAL SECRETARY

Attach.

APPENDIX CFRSPB – SUMMARY

The Board will focus on the more technical and/or broad-based issues which directly affect or shape the infrastructure of the fire service.

Terms of Reference

The Terms of Reference and functioning of the Board will be kept under review by the EC Board members in conjunction with Head Office, and proposed alterations will be reported to the Executive Council.

SECTION G — INTERNAL ADMINISTRATION

Advice on fire and rescue service strategy will be provided to the EC by the Board. As with its relationship with all EC sub-committees and “lower” committees and structures of the Union, the Executive Council remains the key decision-making body.

The Board’s Terms of Reference are:

- Develop strategic IRMP policy and best practice issues (and projects arising).
- Making recommendations on the promotion of Strategic IRMP policy positions externally (e.g. within the fire and rescue sector, the broader fire sector etc).
- Formulating draft policy on fire service governance issue.
- Attending or overseeing “national” fire service/sector strategic bodies.
- Preparing responses on strategic fire service related “national” consultations.
- Advising on fire service related statistical data collection requirements.
- Contribute to/oversee the production of FBU strategic guidance.
- Matters pertaining to national legislation.
- In consultation with Regions 1, 2 & 8, co-ordinating the above in respect of the devolved administrations.

Board members

Membership of the Board will be determined at the AGM of the Executive Council.

Core membership

- GS or AGS
- President or Vice President
- National Officer (working to the GS or AGS)
- 4 EC members who shall be the same EC members appointed to the EC H&S Sub Committee

Additional representation/membership

- FBU IRMP/Fire Safety Advisor
- Representatives from Regions 1, 2 and 8; ONC; CSNC and NRC – as decided by the EC members for the respective Region/Section on appropriate matters.

Board meetings will take place as required, 4 times per annum is considered likely.

FBU WAYS OF WORKING: HEALTH AND SAFETY – IRMP AND FIRE AND RESCUE SERVICE AT UK AND ADMINISTRATION LEVEL

The Executive Council will recall the previous discussions that have taken place concerning the interconnected issues of managing health and safety matters and fire service policy issues, including IRMP. These issues have been discussed in the context of consideration of a replacement for the IRMP Board.

This paper brings together those matters for consideration by the Executive Council. The paper makes proposals in Section F on structures and methods of working regarding Health and Safety, and in Section H makes proposals on structures and methods of working regarding fire and rescue policy matters. These proposals are reflected in the recommendations.

Section – A Synopsis

- A1 ‘Safety’ is fundamental to the fire and rescue service provided for the public and to the working conditions of FBU members who deliver it.

Community safety and firefighter safety are intrinsic to the IRMP process.

However, the cuts agenda is putting the safety of the public and our members at risk and is having a detrimental impact on conditions of service.

The FBU’s strategy must be to integrate our national FRS Policy, IRMP and H&S work to face the challenge of the cuts agenda and its dangerous implications for our service and for our members.

Full account will be made of the need to accommodate the demands created by the structures and processes in the devolved administrations.

- A2 This paper makes recommendations in respect of the FBU national structures that will deal with (i) health & safety; (ii) IRMP; and (iii) fire and rescue service policy issues on technical “fire” matters and government legislation affecting the organisation of fire and rescue services and local government.

- A3 The Rule Book makes clear that the responsibility for developing the health and safety strategy for the Union lies with the Executive Council.

The Executive Council shall, subject to these rules and the decision of the Conference, have full power and authority to take such action as it deems necessary for the conduct of the Union’s affairs and the realization of the objects set out in Rule 3. The Executive Council shall have the following powers that shall not in any way limits its powers set out above.

(e) To develop strategies designed to ensure... health and safety procedures... To this end ... The Executive Council will also ensure that not less than once per year, national meetings of ... Regional Health and Safety Co-ordinators ... shall take place.”

- A4 The Rule Book does not define the role of that meeting or set its terms of reference. The rules imply that the health and safety co-ordinators’ meeting will assist the EC in its development of the strategy.

- A5 FBU Policy re: IRMP and the structures and meetings were founded in 2003/4. These matters are not mentioned in the Rule Book. They have been matters for discussion and decision at Conference, modified and given further shape by decisions made at the Executive Council.

Section B – Background**B1 Background Matters – (1) – Health and Safety**

- B1.1 During 2010, the EC agreed recommendations from the then EC Re-Organisation Sub-Committee which called for a review of the IRMP Board and the Health and Safety Coordinators meetings. The recommendations included stream-lining existing committees and introducing the use of task and finish groups.
- B1.2 The Executive Council agreed its *“Health and Safety in the Fire Service Strategy”* document in 2000. The purpose of the paper was to revitalise the FBU’s distinct health and safety practice which has comprised (and still does) a major element of FBU activity and focus both before and after the passing of the HASAW Act.
- B1.3 The Paper consisted essentially of the following elements:-
- Evaluation and description of the health and safety challenge faced by the Union (at that time). Many of the themes, though not the specific examples, still confront us today.
 - Description of the structures in the fire and rescue service that regulated or advised on standards that had a primary bearing on health and safety: the HMI and CFBAC, both of which have long since been dismantled.
 - Outcomes of discussions with FBU co-ordinators and a reflection of their views and perception.
- B1.4 The Paper
- set out some immediate and medium term objectives and tasks for the Union.
 - proposed the Executive Council agree the creation of a standing committee - the job for that committee was to devise a health and safety strategy and to report back to the EC/Conference in 2001/2.
 - that Head Office create a database of statistics (accidents, incidents, near misses, costs of accidents)
 - that Head Office create an electronic communication system between safety reps. to share information
- B1.5 Any outcomes of that work were not reported to the Executive Council or Conference by way of an EC statement. (The EC Annual Report to Conference did not contain a distinct section on internal FBU health and safety matters until 2008. The reference to the matter is found in section B paragraph 22)
- B1.6 As a result of the national pay dispute, and the stasis within the fire and rescue service during the course of that period, health and safety was not a primary area of work or activity until the dispute had ended, by which time the fire and rescue service national health and

safety structures had been dismembered or were in the process of being dismantled.

The FBU’s national health and safety activity was picked up again in 2004/5 in dealing with projects channelled through ODPM’s Practitioners Forum and/or (i) its sub-committee, the Health and Safety Group and the (ii) the sub-committee the New Dimension Board. A heavy volume of work was picked by the Regional and Brigade Co-ordinators arising from the fire and rescues service’s ‘modernisation’ programme and the advent of fire and rescue authority/ board IRMP Policies.

- B1.7 The FBU’s activity in health and safety at local level since the end of the dispute has been laborious, and has required a great deal of commitment from our local officials and reps. both at Brigade and Regional level.
- B1.8 At national level the activity of the national union has been extensive, as evidenced by the volume (and weight!) of the papers addressing health and safety matters and FBU engagement. This is reflected in the EC’s Annual Report to each of the conferences that has taken place over that period, albeit contained in the non-dedicated sections of the documents.
- B1.9 By no means an exhaustive list, the FBU commissioned the following reports or led campaign on the following matters:
- the Buncefield oil depot fire
 - the Attacks on Firefighters report
 - Climate Change- Key issues for FRAs
 - FBU Guidance on IPDS COP
 - Reprint of SRSC Regs as part of
 - Health and Safety Pack
 - Health and Safety Investigators pack, itself a part of
 - FBU SAI procedural document (and protocol)
 - In the Line of Duty
 - Fire Crew Can Guidance (updated)
 - Easy Targets
 - Falling to the lowest common denominator
 - IRMP/ IRRP Framework document

Clearly these documents/elements are not specifically health and safety but are linked to the generalised area of activity/ impact.

B2 Background matters – (2) – FBU IRMP Policy

- B2.1 In 2003, the Executive Council agreed Confidential EC paper 23/03MF. The paper addressed a number of issues on dealing with the introduction of IRMP.

At that time it was agreed that:-

- All Regions and sections should appoint an official with responsibility for IRMPs
- Health and Safety Co-ordinators should play a leading role in this area of activity.

- B2.2 In February 2004, the Executive Council agreed EC paper 15/04MF. Much of the strategic positioning of the Union was included in the EC statement “Integrated Risk Management Planning” put to, and agreed by, FBU Conference 2004. This paper was essentially in 7 parts:-

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- Part 1 Intended FBU position
- Part 2 The National FBU IRMP Planning position
- Part 3 The Current FBU position
- Part 4 Proposed FBU Strategic Positions
- Part 5 Proposed Tactical Positions
- Part 6 National Planning and Organisation
- Part 7 Appendices essentially the contents of the FBU IRMP National Document and resource CD

B2.3 Putting aside the elements which were immediate then and the policy/orientation issue, many of which remain extant, in agreeing the Paper, the EC agreed Part 6 (pages 28-32) which contained the narrative that concerned FBU organisational issues.

B2.4 The structure is replicated in Section C2 of this 2012 EC paper.

B2.5 The first official meeting of the IRMP Board took place on 10 November 2004. Its terms of reference were:-

"To provide strategic guidance to the EC in relation to National IRMP policy and strategy."

"The purpose of the IRMP Department was to advise the IRMP Board on specific IRMP issues which should be taken into account when formulating policy/strategy and to co-ordinate IRMP Strategy information with individual Regions and Brigades."

B2.6 At that first formal meeting, the following was identified:-

"Since the introduction of the IRMP Board it has become increasingly apparent that the FBU needs to co-ordinate its work/activity on the wider strands of the fire service agenda."

A greater degree of co-ordination might be achieved through the formation of a "Strategic Risk Management Board" (SRMB) which would take over and extend the current remit of the IRMP Board to include IRMPs, Fire Safety, Health and safety and IPDS issues."

B2.7 At its next meeting in January 2005 the then AGS reported:-

"That the Executive Council are currently looking at the structure of the FBU, including the position of the IRMP Board in the overall FBU structure. The Board will be invited to submit its thoughts on the re-organisation to the EC Re-organisation Sub-Committee."

The need to have a more 'joined-up' structure covering IRMP, IPDS, H&S and Fire safety in one strategic advisory body to the EC was apparent".

The invitation to the IRMP Board to submit its comments was never made or never taken up.

B2.8 At its next meeting in May 2005 the Board minutes read:-

"The national IRMP Advisor raised the issue of remit 'cross-overs' between H&S and IRMP. The

inclusion of the national officer with the HS&W remit was initially intended to bridge this potential gap."

The IRMP Board agreed to recommend that in the short-term and prior to Annual Conference 2006 when the EC Reorganisation Sub-Committee's report would be considered by Conference, the EC should set-up a Working Group which brought together and co-ordinated IRMP, BDAG, New Dimension and HS&W."

The Working Group should comprise

- *The National officer with responsibility IRMP (lead)*
- *The National Officer with responsibility for HS&W*
- *The national IRMP Advisor*
- *The National Fire Safety Advisor."*

It was agreed that the IRMP Department should prepare a paper from the Board to the Executive Council in time for consideration/ agreement at their June 7th meeting."

Whether the work was undertaken is not known, however no EC paper was submitted to the June 2005 EC and no report was presented to the subsequent meeting in September 2005, the minutes of which are silent on the issue.

B2.9 The November 2005 meeting confirmed the Constitution of the IRMP Board as:-

It should also have included the President.

- The AGS
- The national officer with political / education remit
- The national officer with H&S remit
- ONC rep
- CSNC rep
- NRC rep
- 3 x EC members
- National IRMP Advisor
- National FBU Fire Safety Advisor
- IRMP Department

It was also noted that the national officer H&S could send a substitute who would be an EC member (H&S) and that

"The Board remains a strategic body, whose purpose is to generate/develop strategy and policy positions for consideration by the Executive Council."

B2.10 Subsequent meetings saw the addition of an invitation to attend to representatives from Regions 1, 2 and 8.

B2.11 Subsequent meetings identified the continued need for the union to have a strategic body though without any emphasis on IPDS, HS&W, New Dimensions or BDAG, though the cross-over with HS&W was very key to the discussions.

B2.12 The key point is that since its first meeting the IRMP Board has not had the correct terms of reference.

- B2.13 The launch and delivery of the FBU's awareness strategy regarding IRMPs and what they should represent, and how they would be mis-used was achieved by the precursory meetings, and they were as successful as they could be given the conditions that were prevailing at the time. This work included the Parliamentary launch, the National Document, commissioning the Arthur D. Little report and similar.
- B2.14 The other main focus of the Board was the initial work to prepare the Union and its officials to understand and deal with the then newly-introduced and developing Integrated Risk Management Planning. This work was well-organised and efficient in creating an understanding of all officials within a very short time-frame.
- B2.15 These two areas of work: awareness-raising and training of officials has been supplemented in more recent times by the production of the "The Framework Document: *How to construct an IRMP/IRRP*" (*Framework Document*) and the FBU's IRMP education module.
- B2.16 The IRMP Board has periodically met and considered other materials and issues which are better described as central fire and rescue service policy issues. Primarily these are initiatives, policies or similar work which is commissioned, undertaken or arise in response to events by, for example:-
- Government departments (not necessarily those departments with specific responsibility for the fire service) within each of the administrations;
 - Audit Commission
 - Fire and rescue advisers' units within the administrations
- B2.17 This key work has also been addressed through other mechanisms outside of the IRMP Board albeit in a very ad hoc manner.
- B2.18 These latter functions of, or rather this latter activity by, the IRMP Board developed in the general direction identified and agreed by the Executive Council when considering EC Papers/Pro Formas.

Section C – Current Structure – Health and Safety

C1 Meetings of health and safety co-ordinators attended by

Vice-President (Chair)
National Officer (H&S Remit)
4 EC members
13 regional H&S co-ordinators
6 sectional H&S co-ordinators

There are 4 workstream groups:-

- Appliances and Equipment including sub-workstream New Dimensions
- Breathing Apparatus and RPE
- Information Technology
- PPE

Each workstream is chaired by an EC member.

Each workstream is allocated work invariably through the H&S co-ordinators meetings.

EC H&S Sub-committee – Vice-President; National Officer (H&S Remit); 4 EC Members.

Section D – Current Structure – IRMP Board

D1 The current IRMP Board consists of:-

- The AGS
- The national officer with political / education remit
- The national officer with H&S remit
- ONC rep
- CSNC rep
- NRC rep
- 3 x EC members
- National IRMP Advisor
- National FBU Fire Safety Advisor
- IRMP Department
- 3 x Lead representatives from Regions 1, 2, and 8*

In later years it was not uncommon for the GS to attend some meetings of the IRMP Board.

*In practice, this was the three EC members.

Section E – Areas of activity and best-fit

E1 What is IRMP?

- E1.1 Most IRMPs in their various guises contain far too little detail and do not comply with the guidance which exists. ODPM produced guidance for FRS's in 2003. The FBU supplemented this in 2003 with the National document and then in 2009 with *The Framework document: how to construct and IRMP/IRRP*.
- E1.2 FRAs and FRSs principal management team still don't know what should be in there and what shouldn't.
- E1.3 The bits which shouldn't are information regarding:-
- Duty systems
 - Terms and conditions
 - And any loose-end personal "mission" that they may have been harbouring for years!
- E1.4 It does require numbers of personnel to perform the job i.e. the principal element of "resources", alongside equipment and coupled with the element of time to respond, both initially and for full turnout and for any subsequent make-ups. In short the issue of weight of attack sufficient to meet the requirements of risk and task.

E2 FRA IRMP Process

- E2.1 What should be taken into account in planning (i.e. pre-planning?)
- Assessment of risk
 - Planning to reduce that risk through intervention and prevention
 - Setting attendance standards
- Providing sufficient resources for that risk and any other requirements for Secretary of State
- E2.2 Shaping, influencing and responding to local IRMP's/IRRP's is largely a matter for Brigade Officials assisted by Regional Officials. This work is informed by Regional and Brigade Officials using the IRMP-specific

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tool-kits prepared by Head Office (e.g. National Document, Framework Document) in association with the other guidance notes, periodic circulars, and FBU publications dealing with the wide-range of issues which complete a fire and rescue services IRMP/IRRP.

- E2.3 In that sense the IRMP Board's initial role has been largely fulfilled for some considerable time. The FBU IRMP courses delivered through the national education programme continues to train and/or re-familiarise Brigade and Regional Officials in best practice and methods of using those tools.

This is not to suggest that work is complete. FRS's continue to diversify their services making them difficult to compare like for like. In order to do this, they have used the localised nature of IRMP and the political determination of the Westminster Government to divest itself of its responsibilities.

This factor made it very difficult for the FBU to hold FRS employers, the NJC and the Secretary of State to account.

- E2.4 After that the FRA has other duties:-
- Training personnel in accordance with
 - Assessing personnel against that training delivery for the purposes of competence
- E2.5 Additionally – not matters addressed in this paper:-
- Pay
 - Other terms and conditions of service
 - Pension arrangements

Section F – Proposed structures and methods of working- Health and Safety

F1 Advice to the Executive Council on Health and Safety Strategy

Advice on Health & Safety Strategy will be provided by its EC H&S sub-committee. This will ordinarily be provided through the national officer for H&S. It should be provided in liaison with the General Secretary.

The EC Health & Safety sub-committee will, in accordance with the Rule Book, seek the views of the Regional health and safety co-ordinators at the yearly meeting which will be organised to ensure that there is sufficient time for the EC sub-committee to consider the matters-raised, and with the General Secretary.

F2 Delivery of Health and Safety Projects

- F2.1 These shall be delivered in a manner decided by the EC sub-committee, who through the National Officer H&S, will allocate and co-ordinate the project work.
- F2.2 The project work will be in accordance with the terms of reference of the Health & Safety Committee.

As trained and experienced practitioners, our Regional Safety Representatives provide H&S expertise within the Union's structure. They

- often deal with H&S matters within fire and rescue services
- continually co-ordinate H&S activity within Regions

- provide guidance and advice to Brigade Committee health and safety representatives.

- F2.3 They are experienced in carrying out H&S project work for the national union and in supporting the National Officer in H&S representations made on behalf of the national union.

- F2.4 Regional H&S representatives shall continue to be appointed by Regional Committees in accordance with the Rule Book

F3 EC H&S Sub Committee

- F3.1 The EC H&S sub committee will meet as and when required, in accordance with the usual procedures.
- F3.2 Membership of the EC H&S Sub-Committee will be determined at the AGM of the Executive Council.
- F3.3 The EC H&S sub-committee will report its work and the work undertaken on projects to the Executive Council.

F4 Project Working

- F4.1 H&S project work, as with all other project work, should be undertaken in the most efficient and cost-effective way, including remote working.

F5 Health and Safety concerns within regions

- F5.1 Where Brigade and Regional Committees identify issues which are of concern within their territory, these shall be reported to the Regional Officials, EC member and Regional Committee.
- F5.2 Health and safety concerns, like any other matter which may require project work or generic national action, including legal action, shall be raised at national level via existing committee structures or directly with the National Officer and members of the EC H&S sub-committee via the appropriate officials' structure.

- F5.3 Regional H&S representatives, of course, will continue to liaise with and seek advice from
- Each other
 - The National Officer H&S
 - The relevant H&S EC sub-committee member (according to the division of responsibilities decided by the EC Sub-Committee), with reference to their own regional EC member
 - Their Regional and Brigade Officials

F6 Terms of reference – Health and Safety Committee

- F6.1 The meeting of Health and Safety Representatives, required by Rule 8, shall be formally called the FBU Health and safety Committee.

Membership of the Committee shall be:-

- President/ Vice President (chair)
- National Officer Health and Safety appointed by General Secretary
- 4 EC members (who shall be the same EC members appointed to the Central Fire and Rescue Service Policy Board (or the IRMP Board should the CFRSPB not be created).
- Regional Health and Safety Representatives

- F6.2 The Committee shall also be attended by a representative from each of the:-
- Brigade and Ethnic Minority Members Committee
 - Control Staff National Committee
 - National Lesbian, Gay, Bi-sexual and Trans Committee
 - Officers National Committee
 - National Retained Committee
 - National Women's Committee

in an advisory capacity.

- F6.3 The terms of reference and functioning of the Health and Safety Committee will be kept under review by the EC H&S sub-committee in conjunction with Head Office, and proposed alterations will be reported to the Executive Council.

- F6.4 These shall be to review, undertake project work and make recommendations to the Executive Council on the following:-
- GRA's
 - Operational guidance
 - Fire service equipment
 - fire service training (in conjunction with the EC Workforce Development Group)
 - Fire service occupational health
 - Monitoring/reviewing safe and sufficient SOPs arising out of local IRMPs
 - Monitoring implementation of competence standards/IPDS on matters pertaining to health and safety (i.e. excluding employment and contractual issues).
 - Delivery of FBU IRMP standards, guidance and recommendations by Brigade Committees
 - Other matters agreed/endorsed by Head Office and/or the Executive Council in the usual way.

Clearly, the initial identification of such matters will most often be made by our Regional Health and Safety Representatives.

F7 Resources and activity

- F7.1 Technical work
Where highly specialised – maybe outsource
- Attending national meetings
Primarily the national officer H&S. Consistent with H&S Terms of Reference. Alternatives to be agreed with the General Secretary.
- Report writing
Reports of meetings attended via the National Officer.
- Committee work and notes
Provided through national officer's office
- Reports to Executive Council
Normally through national officer's office
- Publications
- Research
- Communications Usual routes
- Campaigning
- IT support

Meeting rooms and Accommodation
Provided through national officer's office

Section G – Proposed structures and methods of working – IRMP policy development

- G1 Generic and strategic IRMP issues which continue to require attention will be a matter for the Central FBU fire and rescue service policy board (working title), as it is inevitable that addressing such issues still requires actions, interventions or initiatives on a "national" basis (whether UK or to one or more of the devolved administrations).

- G2 Whilst it is proposed that the defined Terms of Reference of the board should be addressed as outlined in Section H, these Terms of Reference will not include advising on local IRMP's. This role correctly should remain with Brigade Officials assisted by Regional Officials and local sectional and technical representatives (e.g. Brigade and Regional Health and Safety Representatives/Co-ordinators).

The Central FBU Fire And Rescue Service Policy Board will take a strategic overview of IRMP, with a view to improving central policy at a national, governmental and fire sector level and ensuring a high standard and a common approach to integrated risk management planning to be progressed and pursued within Regions and local FRS's.

Section H – Proposed structures and methods of working – Central FBU fire and rescue service policy board

H1 Scope

- H1.1 This paper proposes the replacement of the IRMP Board with a central FBU fire and rescue service policy board.

Some central government policy areas are discreet and continuous e.g. pensions - which it would not be appropriate to absorb in to the work of such a board.

The board therefore would focus on the more technical and/or broad-based issues which directly affect or shape the infrastructure of the fire service.

H2 Terms of Reference

- H2.1 The Terms of Reference and functioning of the Board will be kept under review by the EC Board members in conjunction with Head Office, and proposed alterations will be reported to the Executive Council.

Advice on fire and rescue service strategy will be provided to the EC by the Board. As with its relationship with all EC sub-committees and "lower" committees and structures of the Union, the Executive Council remains the key decision-making body.

- H2.2
- Develop strategic IRMP policy and best practice issues (and projects arising)
 - Making recommendations on the promotion of Strategic IRMP policy positions externally (e.g. within the fire and rescue sector, the broader fire sector etc)

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- Formulating draft policy on fire service governance issue
- Attending or overseeing “national” fire service/sector strategic bodies
- Preparing responses on strategic fire service related “national” consultations
- Advising on fire service related statistical data collection requirements
- Contribute to/oversee the production of FBU strategic guidance
- Matters pertaining to national legislation
- In consultation with Regions 1, 2 & 8, co-ordinating the above in respect of the devolved administrations

H3 Board members

H3.1 Membership of the Board will be determined at the AGM of the Executive Council

H3.2 Core membership

- H3.2.1
- GS or AGS
 - President or Vice President
 - National Officer (working to the GS or AGS)
 - 4 EC members who shall be the same EC members appointed to the EC H&S sub-Committee

H3.3 Additional representation/membership

H3.3.1 FBU IRMP/Fire Safety Advisor
Representatives from Regions 1, 2 and 8; ONC; CSNC and NRC – as decided by the EC members for the respective Region/Section on appropriate matters.

H4 Meetings

H4.1 As required, 4 times per annum considered likely.

H5 Reporting to the EC

H5.1 Reports will be provided to the Executive Council by a National Official, as decided by the GS or AGS.

H6 Resources and activity

H6.1 Technical work
Where highly specialised – maybe outsource

Attending national meetings
Primarily the national officer H&S. Consistent with H&S Terms of Reference. Alternatives to be agreed with the General Secretary.

Report writing
Reports of meetings attended via the National Officer.

Committee work and notes
Provided through national officer’s office

Reports to Executive Council
Normally through national officer’s office

Publications
Research
Communications Usual routes
Campaigning
IT support

Meeting rooms and Accommodation
Provided through national officer’s office

Section I – Rule changes required; to change the title of Regional Health and Safety Co-ordinators to Regional Safety Representatives and to establish the FBU’s Health and Safety Committee in the Rule Book

I1 Changing the title of the Regional Health and Safety Co-ordinators to Regional Safety Representatives; and making the necessary changes so that the national meetings which are convened are called meetings of the FBU’s Health and Safety Committee, may assist in securing appropriate time off and facilities befitting the role and contribution made by our current co-ordinators for the FBU and the health and safety of our members.

I2 The following rules would need to be amended as shown to change the title of Regional Health and Safety Co-ordinators to Regional Safety Representatives;

I3

Existing Rule (element)

8(6)(e) To develop strategies designed to ensure fairness at work, health and safety procedures and educational opportunities. To this end the Executive Council will maintain a Fairness at Work Advisory Committee consisting of representatives of the Executive Council and the Regional Fairness at Work Officers. The Executive Council will also ensure that not less than once per year, national meetings of Regional Fairness at Work Officers, Regional Health and Safety **Co-ordinators** and Regional Education Officers shall take place.

20(3)(g) To be responsible for the development of strategies designed to ensure fairness at work, health and safety procedures, trade union education and lifelong learning opportunities. To this end, the Regional Committee shall appoint three Officials, to be known as;
(1) The Regional Fairness at Work Officer;
(2) The Regional Health and Safety **Co-ordinator**; and
(3) The Regional Education and Learning Organiser.
The Regional Committee shall also establish three subcommittees for these specific references, which shall report to each meeting of the Regional Committee. The subcommittee in each case will include a Regional Official, the appointed Official and relevant representatives from Brigade Committees.

Proposed Rule (element)

8(6)(e) To develop strategies designed to ensure fairness at work, health and safety procedures and educational opportunities. To this end the Executive Council will maintain a Fairness at Work Advisory Committee consisting of representatives of the Executive Council and the Regional Fairness at Work Officers. The Executive Council will also ensure that not less than once per year, national meetings of Regional Fairness at Work Officers, Regional Health and Safety **Representatives** and Regional Education Officers shall take place.

20(3)(g) To be responsible for the development of strategies designed to ensure fairness at work, health and safety procedures, trade union education and lifelong learning opportunities. To this end, the Regional Committee shall appoint three Officials, to be known as;

- (1) The Regional Fairness at Work Officer;
- (2) The Regional Health and Safety **Representative**; and
- (3) The Regional Education and Learning Organiser.

The Regional Committee shall also establish three subcommittees for these specific references, which shall report to each meeting of the Regional Committee. The subcommittee in each case will include a Regional Official, the appointed Official and relevant representatives from Brigade Committees.

14 The following rules would need to establish the FBU Health and Safety Committee in the Rule Book.

15

Existing Rule (element)

8(6)(e) To develop strategies designed to ensure fairness at work, health and safety procedures and educational opportunities. To this end the Executive Council will maintain a Fairness at Work Advisory Committee consisting of representatives of the Executive Council and the Regional Fairness at Work Officers. The Executive Council will also ensure that not less than once per year, national meetings of Regional Fairness at Work Officers, Regional Health and Safety Co-ordinators and Regional Education Officers shall take place.

Proposed Rule (element)

8(6)(e) To develop strategies designed to ensure fairness at work, health and safety procedures and educational opportunities. To this end the Executive Council will maintain a Fairness at Work Advisory Committee consisting of representatives of the Executive Council and the Regional Fairness at Work Officers. **The Executive Council will also ensure that not less than once per year, national meetings of Regional Fairness at Work Officers, and Regional Education Officers shall take place. In addition the Executive Council will also ensure that not less than once per year there shall be a meeting of the Regional Health and Safety Co-ordinators at the FBU Health and Safety Committee.**

16 The following rules would need to change the title of Regional Health and Safety Co-ordinators to Regional Safety Representatives and to establish the FBU Health and Safety Committee in the Rule Book.

17

Existing Rule (element)

8(6)(e) To develop strategies designed to ensure fairness at work, health and safety procedures and educational opportunities. To this end the Executive

Council will maintain a Fairness at Work Advisory Committee consisting of representatives of the Executive Council and the Regional Fairness at Work Officers. The Executive Council will also ensure that not less than once per year, national meetings of Regional Fairness at Work Officers, Regional Health and Safety **Co-ordinators** and Regional Education Officers shall take place.

20(3)(g) To be responsible for the development of strategies designed to ensure fairness at work, health and safety procedures, trade union education and lifelong learning opportunities. To this end, the Regional Committee shall appoint three Officials, to be known as;

- (1) The Regional Fairness at Work Officer;
- (2) The Regional Health and Safety **Co-ordinator**; and
- (3) The Regional Education and Learning Organiser.

The Regional Committee shall also establish three subcommittees for these specific references, which shall report to each meeting of the Regional Committee. The subcommittee in each case will include a Regional Official, the appointed Official and relevant representatives from Brigade Committees.

Proposed Rule (element)

8(6)(e) To develop strategies designed to ensure fairness at work, health and safety procedures and educational opportunities. To this end the Executive Council will maintain a Fairness at Work Advisory Committee consisting of representatives of the Executive Council and the Regional Fairness at Work Officers. **The Executive Council will also ensure that not less than once per year, national meetings of Regional Fairness at Work Officers, and Regional Education Officers shall take place. In addition the Executive Council will also ensure that not less than once per year there shall be a meeting of the Regional Health and Safety Representatives at the FBU Health and Safety Committee.**

20(3)(g) To be responsible for the development of strategies designed to ensure fairness at work, health and safety procedures, trade union education and lifelong learning opportunities. To this end, the Regional Committee shall appoint three Officials, to be known as;

- (1) The Regional Fairness at Work Officer;
- (2) The Regional Health and Safety **Representative**; and
- (3) The Regional Education and Learning Organiser.

The Regional Committee shall also establish three subcommittees for these specific references, which shall report to each meeting of the Regional Committee. The subcommittee in each case will include a Regional Official, the appointed Official and relevant representatives from Brigade Committees.

RECOMMENDATIONS :-

1. That Section F: defining the structures and method of working of the Health and Safety be agreed.
2. That Section G: The disbandment of the IRMP Board and

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the creation of a Central FBU Fire and Rescue Service Policy Board (FBU CFRSPB) be agreed.

3. That Section H: defining the structures and method of working of the Central FBU Fire and Rescue Service Policy Board (FBU CFRSPB) be agreed.
4. That Section J Rule changes required to change the title of Regional Health and Safety Co-ordinators to Regional Safety Representatives; and to establish the FBU's Health and Safety Committee in the Rule Book, in order that the Rule Book be changed to reflect the new wording shown in J7 above, be agreed.
5. That the paper be agreed.

G28 Membership services

Throughout 2011 and 2012 the FBU continued to work with UIA Insurance in the promotion of services for our members.

In 2012 the executive council agreed to endorse a number of new services provided by other organisations and at the end of 2012 negotiations were still ongoing to agree contracts with BHSF and UIB who offer a health cash plan and pre-paid cards and a discount shopping website.

These will be reported to members early in 2013.



Section

Education

H1 Introduction

Educational courses and seminars have been run successfully within regions, brigades and sections with assistance and input from head office officials and staff where requested and as appropriate.

Meetings of the national education committee have been held as agreed and meetings with section officers have taken place to ensure that all schools and courses fit in with the overall direction of education within the union.

Trevor Cave, director of education, has coordinated the development of the union's education programme, including working on the development of new materials and providing support to tutors with development that supports our programme.

National education

The rationale, content and priorities of the national education programme have been informed by the results of training needs analysis that highlighted the need to concentrate on supporting frontline officials during a period of unprecedented change within the public sector in general and the service in particular. The programme continues to support and promote key union policies and campaigns.

Head office prepares and distributes marketing information to regions for course recruitment and this information is available on the union's websites.

Four new courses were introduced to the national programme during 2011: An introduction to fire and rescue service funding and public sector financial information; Handling pensions

appeals – update; Pensions campaign briefing; and Supporting learners in the UKFRS.

A further three new courses were introduced during 2012: Getting organised – building union membership in the UKFRS; Understanding and handling pensions appeals; and Handling serious accident investigations.

During the summer of 2011 the executive council agreed to revise the education programme's priorities for the rest of the year. This was partly in recognition of the potential for a trade dispute later in the year and also a contribution to the need for significant savings in expenditure as determined by annual conference. Regional education programmes were therefore curtailed for the rest of the year and the national school, together with the BEMM and LGBT schools for 2011, were cancelled.

Taking into account these revised priorities and the need to concentrate on work with the 'Hands off our pensions' campaign, head office developed new campaign resource materials and a two-day course – Pensions campaign briefing – which was offered to all regions. The first briefing was piloted in early September 2011 and then subsequently delivered in regions.

All courses within the current programme are delivered with the assistance of TUC-approved tutors and accredited with the TUC Education Service/National Open College Network (NOCN).

Courses delivered during 2011 and 2012 are included in the following table:

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Course title:	Number of courses delivered:	
	2011	2012
Understanding IRMP and challenging within the process	3 (includes 1 for H&S officials)	1
ULR seminar – Promoting union learning and organising within the UKFRS	1	1
Bargaining skills for union officials	1	
Handling pensions appeals – update	1 (new course)	
CSNC seminar	1	
Introduction to FRS funding and public sector financial information	3 (new course)	
Women members' school	1	1
Supporting learners in the UKFRS	2 (new course)	
ULR introductory	1	
Pensions campaign briefing	5 (new course)	
Getting organised – building union membership in the UKFRS		5 (new course)
Understanding and handling pensions appeals		3 (new course)
Handling serious accident investigations		1 (new course)
National school year 1	Cancelled	1
National school year 2	Cancelled	1
BEMM members' school	Cancelled	1
LGBT members' school	Cancelled	(Postponed to February 2013 to avoid clash with October 2012 TUC national demonstration)
ONC seminar	1	
ONC pensions campaign briefing		1
Total courses	20	16

Regional education

During this period the executive council agreed that regions should give priority in their programmes to four specific courses: Branch officials introductory; Introductory fairness at work; Handling grievance and discipline; and Handling internal investigations (ADAE).

In the autumn of 2012 the executive council agreed to revise each of the above courses in the light of experience and to take into account changes in funding for TUC education. The programme and content for each course have therefore been updated to ensure that courses remain relevant and useful to officials. Standard course programmes and materials are available for regions and TUC providers/tutors to ensure consistency across all regions.

From September 2012 the regional core programme now includes the following four courses: Introductory branch officials and handling members' problems; Introduction to fairness at work and tackling bullying and harassment; Preparing discipline casework and representation at hearings; and Handling internal investigations (ADAE) and identifying bullying and harassment.

Head office has assisted regional education and learning organisers in their work. Requests from regions for support and guidance have increased over the past two years, including assistance with programme planning, provision of

course materials and arranging support from TUC education centres and TUC tutors. A range of materials is available to support the work of regional education and learning organisers and to help with integrating national and regional education.

All regional courses are supported by tutors from TUC education service providers. As with the national programme, courses are accredited with the TUC Education Service/National Open College Network (NOCN).

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 that will continue.

The executive council will continue to strive to provide the greatest range of access to educational opportunities for members and officials at all levels and positions within the FBU.

H2 National school

As reported in the previous paragraph, in the summer of 2011 the executive council revised the education programme's priorities for the rest of the year. As a consequence the national school for 2011 was cancelled.

National school 2012 was held from Monday 12 November to Friday 16 November at Wortley Hall, Sheffield, recruiting 34 students in all. Unfortunately a further four students who had been allocated places were in the event unable to attend.

The programme was designed by national officials with the assistance of Trevor Cave, FBU director of education, and John Botterill, Katherine Fry and Julie Heselwood – TUC tutors from Leeds City College Faculty of Trade Union Studies.

The first year was attended by 24 members and divided into two groups supported by our TUC tutors John Botterill and Julie Heselwood. Executive council members Grant Mayos and Dave Limer were the class chairs.

The second year was attended by 10 members and supported by Trevor Cave, FBU director of education, and our TUC tutor Katherine Fry. The class chair was executive council member Ian Murray.

Pete Smith, regional secretary, region 4, provided assistance throughout the school.

The school programme was designed to help participants achieve a range of learning outcomes including opportunities to:

- understand the importance of trade union activities at both local, national and international levels and the ways in which these can interlink
- discuss current issues for the FBU within the UK fire and rescue service and identify priorities for the union and its members
- consider wider issues of concern to trade unionists including fairness, equality, tackling racism and challenging far-right ideas in the workplace
- consider how the union can develop strategies for building effective organisation at all levels to protect the interests of the membership
- think about the relevance of political ideas in pursuit of trade union objectives to improve the lives of working people
- understand the broader trade union and labour movement, both national and international, and factors affecting its development both now and in the past.

A range of discussion activities were supported by input from both tutors and guest speakers. The school included separate but related programmes of study for those attending for their first year and those for their second. 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 first day by national officer Sean Starbuck who welcomed everyone present and wished them success with the school programme that would be at times challenging but also rewarding. The school, as always, was intended to help us continue to defend our fire and rescue service now and into the future.

The first day of the school was introduced by the general secretary, Matt Wrack, with the theme 'The struggle for representation and an effective fire and rescue service and dealing with challenges to come'. Following the plenary session, students continued to discuss the topic using group work and discussion with class tutors. During these sessions there was a great deal of debate on both current and anticipated industrial relations issues as well as wider issues affecting the service, such as facing the consequences of actual or threatened future cuts in public sector funding.

The theme for the second day was an introduction to economics for trade unionists. Sessions were designed to help learners be clear why studying the economy is relevant for union members at any time but especially when we are faced with the claim that 'there is no alternative' to massive cuts in public sector services, including fire and rescue. During the day there were opportunities to learn more about how the economy functions; and to think concretely as trade unionists about our personal role and stake in the economy and recognise that the economy embodies distinct groups of people with their own interests, and that economics itself reflects those distinctions and conflicts.

During the tutor-led sessions students were encouraged to have the confidence to challenge, when necessary, the way 'expert' economists and politicians explain the economy, and instead to be prepared, as trade unionists, to come up with alternatives.

During the school students had a chance to look at our economic, social and trade union history and discuss its relevance today.

For the first year groups this was combined with a visit to the National Coal Mining Museum for England at Caphouse Colliery, near Wakefield, stopping on the way at the village of Silkstone to visit the Huskar Pit Disaster Memorial in the churchyard. At the museum students were able to explore the 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 an underground tour of the colliery, including the mine workings, led by museum guides, all of whom previously worked in the coal industry.

For the second year group this was combined with a visit to the Wilberforce House Museum in Hull to look at the sections dealing with the campaign for abolition of the slave trade, both historically and as it continues today. Before the visit the whole school heard a presentation given by Dr Brian Kelly, director of the After Slavery Project at Queen's University Belfast, who focused on actual links between the struggles of slaves for self-emancipation and of working people for fundamental rights and freedoms in the same period.

On their return to Wortley Hall each of the groups was tasked with putting together a presentation highlighting what they had learned. The groups collectively put together a 20-minute session, working together in teams and making use of some

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very powerful audio-visual material to illustrate what they had learned. Each group delivered their findings to a plenary session on the Thursday morning, at the end of which the chair, Grant Mayos, congratulated everyone for their efforts that had clearly involved several hours of careful preparation.

Guest speakers at the school included Janet Alder from the Christopher Alder Campaign who spoke with emotion about a case that has become a cause célèbre for civil rights campaigners in the UK. Tosh McDonald, vice president of the train drivers' union ASLEF, put forward a powerful case for rebuilding the railways and the joint union case for renationalisation, drawing our attention to the union experience of rail privatisation and strategies they had developed in response to that threat.

An exhibition 'Antifascistas' about British and Irish volunteers in the Spanish Civil War was hosted by the union at Wortley for the week. Antifascistas tells the story of the 2,500 volunteers from the British Isles who joined the legendary International Brigades to defend democracy during the Spanish Civil War of 1936-39. Produced by the International Brigade Memorial Trust, Antifascistas uses contemporary photographs and striking images to bring to life the idealism, commitment and sacrifice of the exceptional men and women who served in the International Brigades and continued the fight against fascism during the Second World War and beyond.

An especially lively session on 'The banks: Is it time to take them over?' was introduced by guest speakers Bob McKee and Mick Brooks. They put the case for nationalisation of the banks in the context of campaigning to secure a future for the economy that can work for the interests of the many rather than the few, including ensuring that as a society we have the necessary resources to deliver quality public services and safeguard decent standards of living for all.

On Thursday evening after dinner Matt Wrack introduced Will Kaufman, professional folk singer and multi-instrumentalist who performed a live musical documentary Woody Guthrie: Hard Times and Hard Travellin' that was extremely well received by everyone. Will Kaufman is a professor at the University of Central Lancashire where his specialisation includes American comedy, the culture of the Civil War and American protest music.

The final day of what was a very intensive school was taken up with a session led by Matt Wrack, FBU general secretary, on challenges facing the FBU and the wider trade union and labour movement. Class groups then focused on discussing their future priorities for organising and campaigning both nationally as well as back in their brigades and workplaces.

In written evaluations of the school members scored the school as extremely successful, for example a student who attended for his second year said: "It's a fantastic opportunity to learn about and discuss the wider debates we often have around the mess table or with family and friends. About our union, the future of the service, the banks, austerity, socialism, society, the past, the future, the alternatives. Classes and sessions are led by external experts in their fields and higher education tutors. It may appear daunting at first, but it's set at

a comfortable and accessible pace, giving you the skills and knowledge to effectively form your own perspective and abilities. Discover in yourself how to become a player and not just a spectator in your own life."

The closure of the 2012 national school was overseen by Matt Wrack, who thanked all those who had participated in whatever capacity for their contributions to the school.

The executive council would like to thank all speakers, tutors and students for making this an extremely successful and enjoyable school, and in particular the class chairs – Ian Murray, Dave Limer and Grant Mayos – and the tutors – John Botterill, Katherine Fry and Julie Heselwood – for their assistance in the planning of the school and their active and enthusiastic involvement; and also to Pete Smith for his work behind the scenes. Special thanks must also be given to Trevor Cave and Sean Starbuck for all the work that they put in before and during this year's event.

H3 BEMM school

BEMM school 2011

Due to an EC decision earlier in 2011 there was no BEMM school in 2011.

BEMM school 2012

The 15th BEMM school took place on 12-14 October 2012 at Wortley Hall. There were 60 applications to attend the school and 45 students were accepted and the rest placed on a reserve list. Thirty-eight students finally attended the BEMM school.

The theme of the school was 'Organising BEMM in the FBU' and the lead tutor was Michelle Marshall. Guests of the school included FBU vice president Bro Jim Barbour, who opened the school; region 8 EC member Bro Grant Mayos; and recently retired ex-control EC member Sis Val Salmon. ROOT member Bro Simon Green assisted with all the audio facilities for the weekend.

The school workshops were organised around the school theme and the students contributed enthusiastically. Several committed to going back to work and taking up BEMM positions within their brigade/region.

The main speakers were Dr Brian Kelly from Queen's University Belfast and FBU general secretary Matt Wrack. Dr Kelly gave a presentation on the US emancipation of African slaves and its impact on the US political landscape culminating in the election of Barack Obama. He then responded to the Q&A session with the students. The general secretary addressed the school on current FBU issues and the recent internal reorganisation. This was followed by a robust and lively debate.

Students were shown the film Salute which documented the 1968 Mexico Olympics civil rights protest and the seminal role of the white Australian athlete Peter Norman.

H4 LGBT school

The planned LGBT school for 2011 was cancelled as part of the executive council's decision to concentrate on the pensions campaign.

The LGBT school for 2012 was originally scheduled to take place on the weekend of 20 October 2012 which coincided with the TUC national day of action. Following consultation with LGBT officials, it was agreed to postpone the school to allow for participation at the TUC event.

The rescheduled school is due to take place 8-10 February 2013.

H5 Women members' school

Women members' school 2011

Location: Wortley Hall, Sheffield

Date: 8-10 April 2011

Students: 60

TUC tutors: Julie Weakes, Michele Marshall and Teresa Bennett

Guest speakers: Liz Pascoe and Lorraine Wood – Liverpool Rape and Sexual Abuse Centre

Jo Winrow-Jones MA, Cert HE – firefighter in Merseyside (previously held the position of FBU women's rep for Region 5)
Natasha Morgan – Justice for Colombia.

The school in 2011 was held at Wortley Hall. The school was held over three days and had a variety of activities and speakers. It held a number of workshops that women members could choose from including:

Representing members on bullying and harassment

This workshop was aimed at members who were or would like to be involved in representing or supporting 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 members felt more confident about planning and presenting a case.

Working through the change: health and safety and the menopause

Most advice to women on menopause-related issues highlights lifestyle choices but overlooks 'workstyle': lifestyle at work. This workshop enabled participants to discuss the occupational health and safety problems which could exacerbate menopausal symptoms and put women's longer term health more at risk. It 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. This workshop was used to assist the women's committee's work in developing a policy on this issue.

I'm a rep

This workshop gave women the opportunity to raise workplace issues that are of concern to them and to look at different ways they could be progressed either within the FBU or with their employer. The session gave students the opportunity to identify and practise some of the skills reps need when taking up problems, for example, speaking up at meetings and talking to management. The session also looked at the PIP (Problem Information Plan) approach to tackling problems and at some basic information on rights at work.

Tackling work-related stress

This workshop raised awareness of the causes of work-related stress and how health can be affected. It considered the options available for FBU members to act collectively in tackling these risks to health and plan accordingly. Information was provided on how the law has been applied to relevant cases and the Health and Safety Executive's approach to managing work-related stress: risk assessment.

Campaigning

This workshop gave women the opportunity to share experiences and ideas, decide what makes an effective campaign, draw up a campaign plan and develop some practical skills, for example, writing a press release, giving a short talk and producing a leaflet.

Negotiating gender – stage 2

This workshop used discussion and personal experiences to further explore gender theories and the impact of gender in everyday life. The premise of the workshop was to move the debate forward and so attendance at last year's stage 1 was a must.

A number of plenary sessions were also run so that the whole school could engage on a number of issues. These included:

Matt Wrack	Campaigning against the cuts
NWC	Report of work
NWC and TUC tutors	Women members' agenda
NWC and TUC tutors	Women campaigning against the cuts
The Liverpool Rape Centre	The situation about rape in England and the work of the centre
Natasha Morgan	Justice for Colombia

Women members' school 2012

Location: Wortley Hall, Sheffield

Date: 30 March-1 April 2012

Students: 50

Tutors: Julie Weakes, Michele Marshall, Teresa Bennett

Guest speakers: Matt Wrack, Julie Bindel, Helen Hague

The school in 2012 was held at Wortley Hall and 50 students attended. The school planning included several areas that would reduce the cost of the school, such as encouraging members to share travelling etc. The school continued to

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provide a crèche which is essential to women members' engagement and participation in FBU activities.

The 2012 school included a format change for workshops. The morning session identified the issues affecting women and in the afternoon concentrated on skills and confidence required to tackle the issues identified in the morning.

The morning workshops were:

Maternity

Many women in the FRS reported that they have faced real challenges in getting employers to implement proper arrangements to accommodate their pregnancy. The FBU has successfully backed members in tribunals where their rights have been breached. In some brigades FBU reps have negotiated much improved maternity agreements locally. This workshop gave women the opportunity to find out about those maternity rights and agreements. It also gave participants space to talk about their experiences of pregnancy and work. Balbir Bird from Thompsons Solicitors was on hand to provide expert advice.

Women in the fire and rescue service

This catch-all workshop enabled women to report on their experience of being a working woman in the FRS. It was introduced to highlight common problems and issues but equally to share ideas for challenging inequality and winning improvements.

Pensions

This workshop enabled the then executive council member Denise Christie to outline the proposals on pensions and the impact they will have on members. The group discussed campaign initiatives and actions. The discussion highlighted that members were significantly affected by the proposed changes due to their age and time served. Most were not covered by any form of protection despite having paid into the schemes for many years.

The afternoon workshops were:

Raising a grievance

This workshop was aimed at members who were or would like to be involved in representing or supporting members facing issues at work. It focused on clarifying what is (and isn't) a grievance and understanding grievance procedures. Students also got the chance to plan a case and practise putting it forward.

Using the media

This presented an opportunity to highlight how members could effectively put their points across to the public. It was also a chance to learn how best to handle the media, from writing a press release, to being interviewed. It also gave students the opportunity to try their hand at being a media star, by getting top tips from women journalists Julie Bindel and Helen Hague.

Public speaking

This workshop was designed to build confidence in speaking out in trade union settings. It included identifying strategies for dealing with stressful situations more confidently and positive

thinking. Students planned and delivered a short speech and learnt from their experiences.

The format of the workshops was well received.

Plenary sessions included:

NWC and TUC tutors	Women organising, communicating and campaigning
Julie Bindel	Human trafficking
NWC	Learning more about the FBU
Matt Wrack	Pensions and cuts

The reviews received at the end of both the 2011 and 2012 schools showed that they were a huge success.

H6 TUC day release courses

Officials and members throughout the regions have, for the period covered by this report, attended a range of day release courses organised by the TUC education service and run by TUC providers. These courses 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
- Union learning representatives
- Diploma in employment law
- Diploma in occupational health and safety
- Diploma in equalities
- Disability champions at work
- Introduction to pensions
- Tackling cancer in the workplace.

The TUC education service provides programme details to regional education and learning officers and regional secretaries through head office and directly from regional TUC offices. Officials are encouraged to attend courses that will benefit them and other members with their day-to-day work as officials as well as the wider trade union movement.

The most recent (2011) TUC education annual report shows that the FBU, which then represented 0.72% of TUC membership, was responsible for 1.81% of the take-up on TUC 10-day release courses (3.17% in 2010, 1.25% in 2009) and 2.12% of the take-up on short courses (2.71% in 2010, 2.80% in 2009). Regional and brigade officials who have encouraged these levels of participation are thanked for their continuing effort in supporting the training and development of our officials.

H7 Tutors

In accordance with the policy of the FBU, all trade union education tutors used on courses are TUC-approved 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 the union's education provision throughout the period covered by this report.

The EC would like to thank in particular: John Botterill, Katherine Fry, Julie Heselwood and Catharyn Lawrence, TUC tutors, Leeds City College, Faculty 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 active members.

H8 Union Learning Funds

Introduction

Over the last two years the FBU has continued to maintain its Union Learning Fund projects and deliver a successful lifelong learning programme on behalf of FBU members, families and friends.

The current coalition government continues to see the benefit of investment in the Union Learning Fund (ULF) and unionlearn, the learning arm of the TUC. Despite pressure to reduce budgets in government departments, the ULF has been fortunate to avoid the savage cuts many others have faced. There has, however, been more pressure to ensure that it meets contractual targets for learner numbers and provides auditable statistical information around learning provision. This included, for the first time, the completion of a self-assessment review (SAR) on behalf of unionlearn, to assess the current status of all ULF projects.

In 2011 and again in 2012, major changes were introduced by the government to the funding of adult education. These have had a direct effect on the availability and delivery of learning opportunities through the ULF projects and the FBU learning centre. Although there are a number of exemptions, the changes mean that all new level 2 qualifications require 50% funding from the employee or employer with all level 3 qualifications receiving no funding at all. The government has also removed the financial support that was available for learners to move on to higher education including the Open University 'taster' courses.

September 2012 saw a major change with skills for life (numeracy, literacy and ICT) being replaced by functional skills. These are now being reflected across all levels of education and are being introduced into S/NVQs and apprenticeships.

The ULF project, 'Mainstreamed learning in the fire and rescue service', was completed on 31 March 2012. Outcomes for the project surpassed expectations and included (approximations): 1,500 numeracy/literacy qualifications, 1,000 level 2 qualifications, 440 level 3 qualifications and 4,000 CPD referrals. In all, nearly 7,000 members, FRS employees and FRS community learners have had some form of contact or support from the ULF project team, learning centre staff and union learning reps.

The new ULF project commencing April 2012 has already seen over 3,000 members taking part in learning with many achieving a qualification. They have covered a diverse range of subjects including: numeracy, literacy, languages and the most popular – ICT. Over 800 have achieved their first national test certificate in literacy or numeracy with nearly 1,200 completing the ECDL, ITQ or short certificated ICT course.

This was achieved against cuts in government further education funding and the sale of learndirect to the private sector. The sale of learndirect was a particular blow to unionlearn as the supporting learning centre arm, 'U-Net', was effectively made redundant and the ability to deliver funded courses was removed from union learning centres.

In January 2012 the union was successful in its application to the ULF for further funding and a two-year continuation project for the period 1 April 2012-31 March 2014 was agreed. All ULF projects were due to receive further government approval in December 2012 but this has been delayed until January 2013. The FBU made further successful applications in 2011 and 2012 to the Wales Union Learning Fund (WULF) and the Scottish TUC Development Fund. The Northern Ireland ULF has been under extreme financial pressure and a bid for funding in 2011 was successful. However this was subjected to a number of cuts that has made it very difficult to deliver against.

The ULF team continues to work alongside regional education and learning organisers (RELOs) and officials towards embedding union learning within the FBU's structures and promoting a lifelong learning culture across the fire and rescue service. Our projects play an important role within the TUC/WTUC/STUC/ICTU learning arms and the FBU national ULF manager continues to sit on the TUC unionlearn advisory group.

The FBU union learning committee oversees the delivery of the projects in respect of meeting contractual obligations, meeting targeted outcomes and financial accountability. The committee is serviced by a national officer and three executive council members.

FBU national learning centre

The sale of learndirect in 2011 required a review of the future and sustainability of the FBU learning centre based in Northumberland FRS. Following discussion with a number of FE colleges and, with approval from the executive council, the FBU's national learning centre in Northumberland gained a skills funding agency sub-contract with Leeds City College for the academic year 2011-2012. This has seen the centre working closely with the college's trade union studies department as agreement was reached for the contract delivery to be within the department's faculty. In addition, the learning centre was also able to draw down funding through agreement with Wigan and Leigh College.

The contract has provided the FBU centre with the ability to internally deliver a number of qualifications including: ECDL, equality and diversity, health and safety and employability skills. Learning centre staff and ULF project team members have been instrumental in adapting to changes that were required to deliver these courses and it is pleasing to report that during the year nearly 400 in-house courses were delivered.

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A further contract with Leeds City College for the academic year 2012-2013 received executive council approval and the FBU learning centre is currently delivering courses across the FBU regions. The centre has developed its own electronic management information system (TRAX) that supports the administrative delivery of the courses and securely holds learner information.

The FBU learning centre retains its own accreditation with City and Guilds, BCS (the British Computer Society) and NCFE. During 2011 and 2012 the centre had to undergo a number of external evaluations to maintain its status resulting in the centre being assessed as 'exemplar' in its systems for delivery of distance learning courses and supporting learners.

Scottish Union Learning Fund

The Lifelong Learning Project in Scotland operates through the STUC Scottish union learning development and learning funds with the Scottish government financing the development fund and the European Social Fund providing the learning fund finances.

The FBU was successful in further funding applications in 2011 and 2012 giving us the opportunity to progress learning and skills opportunities in Scotland.

The project has had a focus on new learners during the last two years and has aimed at increasing progression opportunities for all learners. This has involved engaging with the learners to analyse their individual transferable skills set and seek to enhance their current and future employability through appropriate learning.

Additionally, and in support of the Scottish government, the project will support employees who require everyday skills support and, in particular, digital skills which are becoming increasingly important. To support this a short PowerPoint presentation on digital skills awareness has been produced and is available to all staff.

The project has built on previous work and delivered ongoing deaf awareness and sign language courses across the Scottish FRS. During 2011 and 2012 over 50 members have taken up this training and have skills that will be of benefit to employees and the FRS community.

In 2012 the project increased the number of officials trained as dyslexia support advisers to assist and support members in the workplace with dyslexia. Due to the work of the FBU in this area we now have a vehicle for FRS employees with dyslexia to come forward for support in the knowledge that they will receive confidential advice and guidance of a high standard.

Officials have also completed professional development award (PDA) courses in 'Working with adults in the workplace' and 'Workplace assessors'. Some of the PDA courses have been done in partnership with other affiliated unions such as POA, ASLEF, RMT, PCS, CWU and USDAW. Dyslexia awareness is ongoing.

Project work during the academic year 2011-2012 has expanded further to increase the employability skills of staff across the FRS sectors and we are currently working with the WEA in this area.

The SULF regional manager continues to report directly to the Scottish regional committee and is a member of the FBU national union learning committee.

Wales Union Learning Fund

The WULF project that commenced on 1 April 2009 was completed on 31 March 2011 and set about the task of establishing the foundations that would assist in creating a lifelong learning culture in the Welsh fire and rescue services. The project assisted over 550 individuals to access learning opportunities or gain information, advice and guidance during its duration.

Due to its success a further application was made to the WULF resulting in approval of a three-year project called 'The Learning Beacon'. This commenced on 1 April 2011 and is due for completion on 31 March 2014. The new WULF project aims to build on previous project work and expand the portfolio of learning opportunities across the Welsh FRSs.

The project has an established strategic steering committee which meets twice yearly. This provides all partners with the opportunity to assess the performance of the project in progressing towards its aims and objectives and work to overcome any barriers to learning. The committee is made up of: FBU national officer (remit education and lifelong learning), executive council member, secretary and RELO (region 8), two EC members with education remit, WULF and ULF managers and senior managers from each of the three Welsh FRSs. In addition, the WTUC and Welsh government are represented as are learning providers such as FE colleges. Minutes of the meeting are distributed and are also available from the FBU education website regional page (www.fbueducation.org).

All three fire and rescue services in Wales signed up to workplace learning agreements and these were signed off at an event attended by the Welsh assembly government and senior FBU officials. These have since been reviewed by the FBU and each of the three management teams and agreement reached that they currently remain fit for purpose.

The new project has provided the opportunity to carry out a further survey of the learning needs of our members and FRS employees. This was accomplished by conducting a learning questionnaire of the 4,000 plus members and other employees of the three FRSs in Wales. The survey has provided key information and data to the project team, which has given a better understanding of the requirements and interests of members and reviews what learning opportunities match their needs.

The WULF project works alongside the ULF project in England and has collaborated on many issues to try and provide, wherever possible, similar access to learning opportunities and support on issues such as dyslexia.

A common factor has been the barriers to learning that prevent FBU members from accessing learning opportunities due to the nature of their employment. For example, retained duty system firefighters have a primary employer and are then contracted to provide long hours of fire cover which requires them to be in close proximity to the fire station.

Working practices such as these mean that it is unlikely they will be able to attend learning that is solely based in a college or other learning establishment and the project has looked for alternative methods of delivery.

This resulted in an initial trial of 30 members participating in a distance learning health and safety level 2 qualification accredited by NCFE. The delivery consisted of an initial face-to-face enrolment where the candidates were provided with all relevant materials. They then worked within an agreed timeframe, submitting assessments for evaluation as they progressed through the course materials. The initial feedback from this group was enthusiastic with 29 completing the course and achieving their qualification. As a result the WULF project has been able to offer further fully funded H&S courses during 2011 and 2012. The WULF project manager works closely with the FBU national learning centre and ULF project team to provide further qualifications that are of interest to our members and use similar delivery methods. In October 2012 we commenced the delivery of 35 level 2 qualifications in equality and diversity, employability skills and H&S.

The WULF project has also been involved in raising the issues of dyslexia within the WFRS and has embarked on a process of building a support system to assist members when requested. The Welsh region has a number of trained FBU dyslexia support advisers and two officials have recently completed the British Dyslexia Association workplace assessors qualification. The project is currently working closely with South Wales FRS to develop a more cohesive approach to supporting individuals who may be dyslexic within the organisation and to provide the appropriate support that will allow them to maximise their potential within the workplace.

The project continues to make progress towards the aims and objectives established and adopted in its current WULF contract with the Welsh government.

Dyslexia

In 2011 the ULF team started the delivery of an accredited course for FBU dyslexia support advisers (DSAs) and this has continued into 2012. Since the publication of the FBU's dyslexia guidance document an increasing number of members have asked for screening and assistance in dealing with dyslexia. With over 200 trained DSAs the union is now in a position where it can offer support and advice to these members. This provision has widened following the delivery of two British Dyslexia Association workplace assessors courses, funded by the ULF, with 36 DSAs, ULRs and officials completing the training.

Conclusion

There is a great deal of support for the union to continue to sustain and promote lifelong learning. It is clearly seen as another key benefit and reason to be a member of the FBU. It also fits in well with the union's organising agenda to attract and retain union members. The FBU national learning centre continues to deliver high quality courses against a backdrop of government cutbacks and works towards a sustainable model for the future benefit of members.

The executive council would like to place on record its thanks to all the members of the FBU union learning committee and learning centre staff for their work over the last year.

FBU national union learning committee: national officer Sean Starbuck, executive council members Dave Limer and Ian Murray, national ULF manager Trevor Shanahan, ULF finance manager Adrian Slassor, SULF regional manager Jock Munro, NIULF regional manager Lynda Rowan O'Neill, WULF regional manager Nigel Williamson, project support organisers Graham Humphrey, Andy Brickles, Steve Brinkley, Tim Davis, Bob Fitz-Gerald, Mark Dunne (non-unionised workplaces), FBU director of education Trevor Cave, head of TUC education LCC John Botterill, FBU learning centre manager Claire Wealleans, FBU skills for life adviser/tutor Lorna Taylor and ULF national administrator Lara Hindhaugh.

H9 Officer members' seminar

The officers' national committee (ONC) assembled on 15-16 October 2012 for its seminar at Wortley Hall, Sheffield.

The session on the first day dealt with discipline and grievance procedures, and was led by Trevor Cave. The seminar worked both in large group discussions and smaller group workshops, and certainly provided everyone with much food for thought.

The second day of the seminar started with some discussion on the previous day's events. We were then treated to an excellent guest speaker, Mr Damien Coll from Northern Ireland. Damien addressed the meeting in his professional capacity as a forensic road traffic collision investigator, and gave a fascinating presentation to the seminar about his work. The highlight of this was the two case studies he showed us, reminding the meeting that everything is not always as it seems. An excellent session, with some great learning points for all to take away.

We closed the seminar with a group discussion and a farewell to all, especially to the ONC's EC member Jack Ford, who retires early next year.

Once again, an excellent couple of days, providing our officers with support and education, and as we say: "Officers leading professionals."

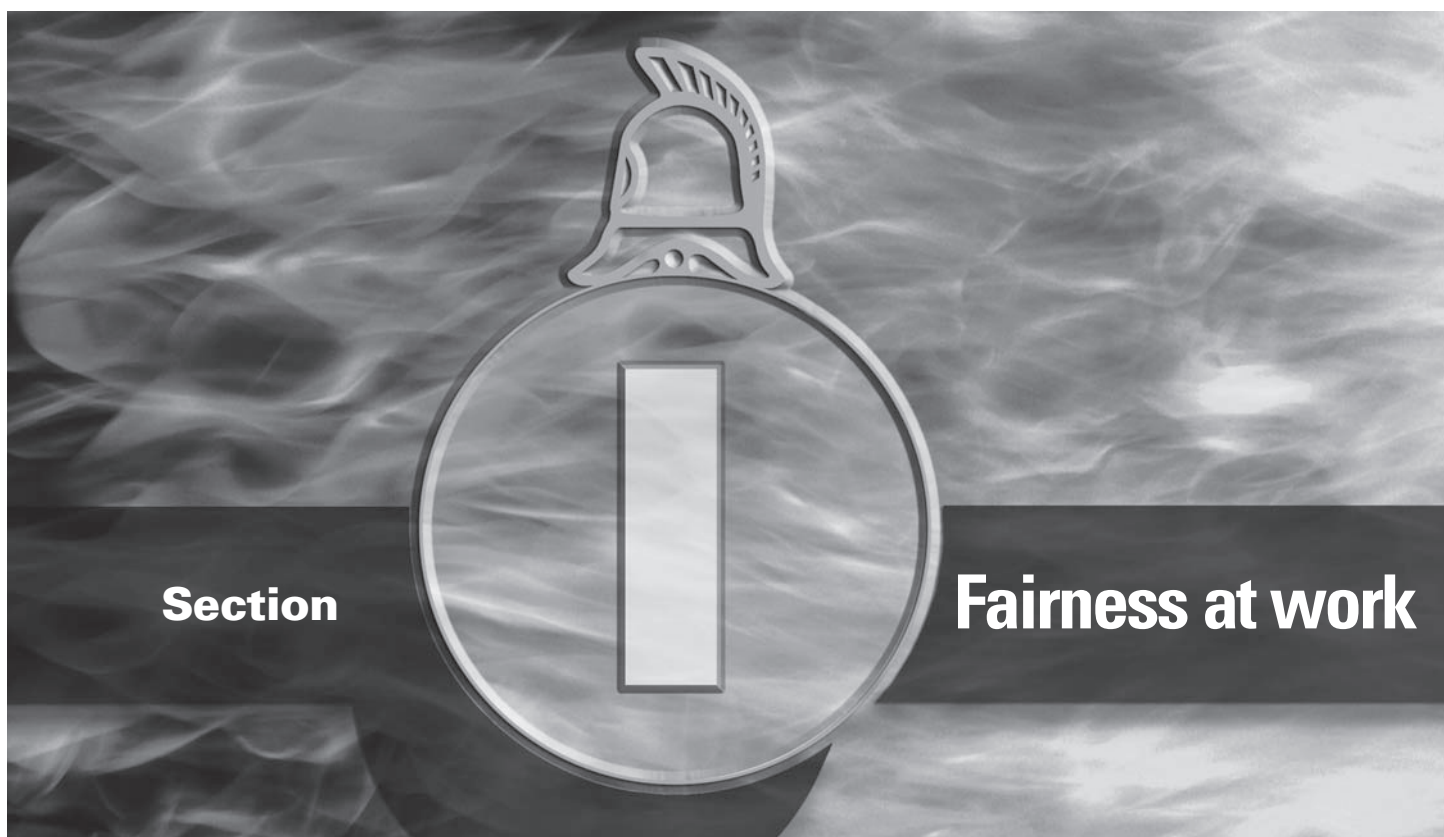
H10 Control members' seminar

Control education – handling change and restructuring

The control staff national committee, in conjunction with FBU head office and the national officer with responsibility for education, arranged a two-day education seminar for CSNC officials, members and brigade officials.

This was held on 29-30 March 2011 at Wortley Hall, near Sheffield. The course was attended by 22 members and officials and was designed to help prepare them to deal with proposals for change and restructuring within fire controls. These changes included control closures, potential redundancies and mergers. Members were also able to improve their skills, update their knowledge and assist in preparing to take up issues with management. One of the standout sessions was that given by John Botterill, TUC tutor, who gave those present some first-hand advice and information on dealing with issues relating to TUPE. The seminar also covered consultation, political and industrial responses.

Due to the issues and additional workload arising out of the collapse of the RCC project, a seminar was not organised for 2012.



Section

Fairness at work

1 Introduction

The work of the fairness at work reps during 2011 and 2012 continued to be difficult due to a number of factors, in particular securing adequate facility time to carry out work.

Despite difficulties, the national fairness at work committee met on two occasions in both years. A further meeting scheduled in 2011 was cancelled.

The members of the FAW committee were:

2011

Region 1	Bryan Banks
Region 2	David Nichol
Region 3	Brian Gibson
Region 4	Nigel Bailey
Region 5	Val Salmon
Region 6	Vacant
Region 7	Kate Baer
Region 8	Jo Byrne
Region 9	D.Godfrey-Shaw
Region 10	Graeme Lester
Region 11	Stuart de Fraine Ford
Region 12	Eddie Cardoso
Region 13	Joe Tray
CSNC	Sue Offland
BEMM	Brian Amos
LGBT	Alli Burrows
ONC	Mick Higgins
NRC	Paul Brownhill
NWC	Kerry Baigent

2012

Region 1	Bryan Banks
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Region 2
Region 3
Region 4
Region 5
Region 6
Region 7
Region 8
Region 9
Region 10
Region 11
Region 12
Region 13
CSNC
BEMM
LGBT
ONC
NRC
NWC

David Nichol
Brian Gibson
Nigel Bailey
Val Salmon
Tom Murray
Jane Mason
Shane Price
Vacant
Graeme Lester
Vacant
Kieron Hall
Paul Lawler
Sue Offland
Brian Amos
Alli Burrows
Mick Higgins
Paul Brownhill
Samantha Rye

Some of the issues which were dealt with included:

- fire and rescue services statement on political extremism and the far right
- gender-specific PPE
- equality impact assessments
- Equality Act, public sector specific duties regulations
- maternity issues
- dyslexia policies
- disability issues
- TUC equality audit
- review of ADAE.

The meetings were held on the following dates:

1 March 2011
4 October 2011
22 May 2012
20 November 2012.

12 ADAE representation requests

These tables show the number of ADAE requests for representation received by regional secretaries.

2011	Requests for representation	Granted	Not granted	Appeals	Appeals rejected	Appeals upheld
Region 1	2	2				
Region 2	2					
Region 3	0					
Region 4	3					
Region 5	0					
Region 6	2	1	1			
Region 7	2	2				
Region 8	1	1				
Region 9	0					
Region 10						
Region 11						
Region 12	1	1				
Region 13	1					
Region 2: Both requests subsequently withdrawn. Region 4: Of the three requests, one resulted in the two members resolving their difference through mediation and the other two cases resulted in disciplines being heard before the investigations could be completed (one written warning and one informal warning). Region 13: The one request for representation was concluded by way of informal action against the member by the brigade before we had concluded our investigation.						

2012	Requests for representation	Granted	Not granted	Appeals	Appeals rejected	Appeals upheld
Region 1	2	2				
Region 2	12					
Region 3	1	1	0	1	1	0
Region 4	4					
Region 5	1					
Region 6	0					
Region 7	4	1	1	1	1	
Region 8	0					
Region 9	9	6	3			
Region 10	2	1	1			
Region 11	0					
Region 12	0					
Region 13	2	1				
Region 2: Four applications withdrawn due to being resolved at brigade level prior to completion of ADAE investigation. Eight ADAE investigations carried over to 2013. Region 4: Of the four requests made, one was withdrawn after mediation. Two investigations ended prior to conclusion as the brigade had already dealt with the matter prior to the FBU investigation. The other investigation continued into 2013. Region 7: One member resigned before investigation was completed. One investigation was cancelled as the matter had been dealt with by employers prior to the conclusion of the investigation. Region 9: Three requests were still under investigation into 2013. Region 10: One request was still under investigation into 2013. Region 13: One investigation was carried into 2013.						

13 Consultation on modern workplaces

In August 2011 the union responded to the Department for Business, Innovation and Skills' consultation on modern workplaces.

Our submission was made in support of that made by the TUC with additional comment on the question: "Should 18 weeks of maternity leave, accompanied by either statutory maternity pay or maternity allowance, be reserved exclusively for mothers?"

Our comments were:

In order to support the recruitment and retention of women in the FRS, it is recognised by the FBU and supported by the national employers that the provision of maternity leave plays a vital role in recruitment and retention of women.

We have great concern that the reduction of the designated period of maternity leave to 18 weeks would create further difficulties in improving the number of women employed in the FRS. Reduction of this period would have serious implications for the occupational schemes that have been agreed in the past few years in an attempt to support women in a predominantly male occupation.

14 ADAE review

Following resolution 54 at annual conference in 2011, a review of the union's All Different All Equal (ADAE) policy document was started in July 2011. The work of this review was delayed due to the heavy workload of officials involved in the union's national pensions campaign. This delay was reported to the executive council in December 2011.

Work on the review continued somewhat slowly during 2012 and recommendations were made to the executive council in 2012. The recommendations included setting up a small task and finish group to look at the work of the review so far. The first meeting of the task and finish group will be in early 2013.

The executive council agreed in December 2012 that no rule changes, other than those required by law, would be taken to the union's conference in 2013. This would allow the executive more time to work on the ADAE review.

15 Public sector equality duty

The public sector equality duty came into force in England in April 2011 and laid out a number of requirements for fire and rescue services. Brigade officials were asked in January 2012 how their brigades had complied with the duty. Each fire and rescue service was required to prepare and publish by 31 January 2012:

- objectives that it reasonably thinks it should achieve to meet one or more areas of the general equality duty
- details of the engagement that it undertook in developing its objectives with people whom it considers to have an interest in furthering the aims of the general duty.

Each FRS must also:

- consider the information that it published before preparing its objectives
- ensure the objectives are specific and measureable
- set out how progress will be measured.

These duties are ongoing and brigade officials were asked to raise with fire and rescue services any reason for failing to comply.

Whilst the duty applies to England, Scotland and Wales have committed to a similar reporting process.

16 STUC equality awards

In April 2012 Lud Ramsey, BEMM national chair, was awarded the STUC One Workplace Equality Award. This was in recognition of his work in Lothian and Borders fire and rescue service as fire and education officer.

The general secretary of the STUC said that the award was given to Lud in recognition of the fact that in his work he had "made an exceptional impact on challenging racism and promoting equality by working with his union and local community".



Section

Health and safety

J1 Introduction

During 2011 and early 2012, the executive council agreed new structures and methods of working for the health and safety committee. These changes are summarised below.

Advice to the executive council on health and safety strategy

Advice on health and safety strategy will be provided by the executive council health and safety subcommittee.

At the annual meeting, the executive council health and safety subcommittee will, in accordance with the rule book, seek the views of the regional safety representatives regarding projects and to recommend priorities for the following year.

Delivery of health and safety projects

These shall be delivered in a manner decided by the executive council subcommittee, which, through the national officer for health and safety, will allocate and coordinate project work through task and finish groups.

The project work will be in accordance with the terms of reference of the health and safety committee.

Executive council health and safety subcommittee

The executive council health and safety subcommittee will meet as and when required. Membership of the subcommittee will be determined at the AGM of the executive council. The subcommittee will report its work and the work undertaken on projects to the executive council.

Membership of the subcommittee shall be:

- vice president (chair)

- national officer for health and safety appointed by general secretary
- four executive council members (who shall be the same executive council members appointed to the central fire and rescue service policy board).

Health and safety concerns within regions

The title 'regional health and safety coordinator' is changed to 'regional safety representative' to reflect their role within the new structure and to bring the role into line with the Safety Representatives and Safety Committees Regulations 1977.

To meet existing requirements of the rule book, part of this role is coordination of regional health and safety work.

Where brigade and regional committees identify issues which are of concern within their territory, these shall be reported to the regional officials, the executive council member and the regional committee.

Health and safety concerns which may require project work or generic national action, including legal action, shall be raised at national level via existing committee structures or directly with the national officer and members of the executive council health and safety subcommittee via the appropriate officials' structure.

Terms of reference – Fire Brigades Union health and safety committee

Membership of the committee shall comprise:

- president/vice president (chair)
- national officer for health and safety matters
- four executive council members
- 13 regional safety representatives.

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The committee shall also be attended in an advisory capacity by a representative from:

- black and ethnic minority members' committee
- control staff national committee
- lesbian, gay, bi-sexual and trans committee
- officers' national committee
- national retained committee
- national women's committee.

The terms of reference and functioning of the health and safety committee will be kept under review by the executive council health and safety subcommittee in conjunction with head office. Proposed alterations to the terms of reference will be reported to the executive council.

The executive council subcommittee will undertake project work and make recommendations to the executive council on the following:

- generic risk assessments
- operational guidance
- fire service equipment
- fire service training (in conjunction with the executive council workforce development group)
- fire service occupational health
- monitoring/reviewing safe and sufficient standard operating procedures arising out of local IRMPs
- monitoring implementation of competence standards/IPDS on matters pertaining to health and safety, i.e. excluding employment and contractual issues
- delivery of FBU IRMP standards, guidance and recommendations by brigade committees
- other matters agreed/endorsed by head office and/or the executive council.

Initial identification of such matters will most often continue to be made by regional safety representatives.

J2 Regional safety representatives and sectional advisers

Region 1	Scotland	Dave Bennett
Region 2	Northern Ireland	Dermot McPoland
Region 3	North East	Ian Dick
Region 4	Yorkshire and Humberside	Mark Wild
Region 5	North West	Ian McGill
Region 6	East Midlands	Adrian Smyth
Region 7	West Midlands	Peter Goulden
Region 8	Wales	Simon Fleming
Region 9	Eastern/East Anglia	Steve Kerridge
Region 10	London	Gordon Fielden
Region 11	South Eastern	Steve Harrod
Region 12	Southern	Dave Dymond
Region 13	South Western	Kevin Herniman

BEMM
CSNC
LGBT
NRC
NWC
ONC

President
Vice president
National officer
Executive council member
Executive council member
Executive council member
Executive council member

Carl Petch
Kath Smith
Pat Carberry
Lyndon Jones
Sally Harper
Gary Kerr

Alan McLean
Jim Barbour
Paul Woolstenholmes
Andy Noble
Keith Handscomb
Ian Leahair
Jim Parrott

J3 HSE proactive inspections

In March 2010 the Health and Safety Executive (HSE) first published 'Striking the balance between operational and health and safety duties in the fire and rescue service'. This recognises the particularly challenging nature of fire and rescue activity and the extremely dangerous environments in which firefighters have to work. It explains how fire and rescue services can comply with health and safety duties while delivering an effective operational service ('Heroism in the fire and rescue service').

The HSE has worked with fire and rescue service leaders, including the FBU, and other stakeholders in developing these principles. This statement will be supported by practical guidance.

This publication also sets out the Health and Safety Executive's expectations for fire and rescue employees: good health and safety management systems that take account of the wider context in which they operate, so that fire and rescue authorities can:

- deliver an effective and realistic service and
- enable staff to take appropriate care for their own, their colleagues' and the public's health and safety.

The HSE expects health and safety management systems which are based on robust, proportionate, carefully considered and non-bureaucratic risk assessments which:

- identify significant hazards
- set out safe systems of work, including appropriate control measures, equipment, competencies and training
- are effectively implemented
- include arrangements for monitoring health and safety performance, including learning from incidents and using this information to improve performance
- include arrangements for consultation with employees and their representatives.

In future it is probable that the HSE will not be able to take a proactive role in firefighter safety due to cuts made by the coalition government.

J4 Serious accident investigation course

The serious accident investigator's kit was issued to regional coordinators in 2011.

A course was arranged and held at Wortley Hall on 28-30 May 2012 for regional safety representatives on their role of overseeing a serious accident investigation within their regions. The course was attended by Paul Woolstenholmes, national officer, and Trevor Cave, FBU education. TUC accredited tutors supporting the course were Geoff Fletcher and Neil Hope-Collins, City of Leeds College.

There was also a presentation from Gerard Stilliard, Thompsons Solicitors.

Joint regional courses for designated brigade investigators are to be organised over the coming months. The first of these, between regions 3 and 4, was held at Wortley Hall on 27-29 November 2012.

J5 Generic risk assessment

The project to revise and refresh the generic risk assessments first produced by the Home Office in 1998 is near completion. This project has taken four years to complete.

The FBU is campaigning to ensure that this work continues so that guidance on assessing the exposure to hazards encountered by our members at emergencies is kept up to date.

J6 CFRA dynamic management of risk at operational incidents

Evidence from serious accident investigations has led the executive council to conclude that dynamic management of risk at operational incidents, now commonly referred to as dynamic risk assessment, is being used as a substitute for robust identification and analysis of hazards during the planning stage of emergency response.

In March 2011 the FBU presented a paper to the Operational Guidance Programme Board (now defunct) entitled *Operational readiness and the improper use of dynamic risk assessment by fire and rescue services*.

This led the FBU to bid for the commissioning of a new project entitled 'Planning scenarios for emergency response'.

Unfortunately, before this project was commissioned the Operational Guidance Programme Board was disbanded by the coalition government.

The FBU will continue to pursue the Department for Communities and Local Government to ensure that improved operational guidance is produced.

J7 Operational guidance project – review of TB1/97 BA command and control procedures

Progress on the review and refresh of TB1/97 has been slow to progress. The union remains concerned over some of the proposed changes in the current draft document, which do not reflect the lessons learned from the fatal accident investigations carried out to date.

J8 Menopause good practice guidance

The national union, with the assistance of the national women's committee and the IOM (Institute of Occupational Medicine) has developed a good practice guide to assist representatives and officials who may need to advise women members. Publication is due in early 2013.

J9 Respiratory protective equipment good practice document

This good practice document has been developed by the Fire Brigades Union health and safety RPE working group and has been agreed by the executive council to meet the expectations of annual conference.

The aim of this document is to provide an effective tool for officials to use when negotiating policies on the use of respirators within their own fire and rescue services. Publication is expected in early 2013.

J10 Marlie Farm, East Sussex

The High Court claims for the widow of FBU member Brian Wembrige, who died in the tragedy, and eight other injured firefighters continue. Although summary judgment was obtained against Martin Winter, the owner of the fireworks factory, his lack of funds means that the main case is against East Sussex FRS. Liability (due to negligence or breach of health and safety legislation) continues to be denied by the brigade and the trial has been listed for 2013.

The report by the union will be finalised upon conclusion of the trial.

J11 Atherstone on Stour, Warwickshire

Firefighters Adrian Ashley, Timothy Woodward and Paul Simmons were acquitted of manslaughter in connection with the Atherstone warehouse blaze after a trial which lasted several weeks. Warwickshire fire and rescue service pleaded guilty to health and safety offences and were fined.

The union's lawyers have now settled all of the compensation claims by the families of the members killed in the fire. Some have already been paid by the brigade and some remain subject to court approval.

The Fire Brigades Union serious accident investigation report is nearing completion.

J12 Dalry Road, Edinburgh, Lothian and Borders

Brother Ewan Williamson

Date of incident: 12 July 2009

In all cases of death at work in Scotland, the law requires a fatal accident inquiry unless other proceedings are taken (criminal or corporate), which may be deemed to have answered any questions a fatal accident inquiry would have asked.

The length of time taken to reach a decision down which avenue to take the case has been of considerable concern to all involved. The family, who are being advised by Thompsons Solicitors Scotland, have been forced to open court proceedings as the three-year time limit for damages

approached and passed without any decision from the Procurator Fiscal's office. These proceedings have now been put on hold pending the decision as stated above.

The report by the union will be finalised as and when this decision is made.

J13 Shirley Towers, Southampton, Hampshire

The inquest into the deaths of James Shears and Alan Bannon was conducted over four weeks in Southampton and resulted in a verdict of death by misadventure, together with a narrative verdict and recommendations which the coroner is now finalising into a report to go to the government and the fire service.

Civil claims for damages on behalf of both widows have now been made against Hampshire FRS.

The Fire Brigades Union serious accident investigation report is nearing completion.

J14 Fire Service College

In 2012 the Fire Service College (FSC) put processes into place to reorganise the personnel structure at the college. This meant the college wanted to reduce the number of staff, and therefore the salary budget, to make it look more attractive to the new buyer.

When the reorganisation took place some civil service staff were offered voluntary redundancies; some of the places were filled by seconded fire and rescue service personnel. The FBU has asked that the role of the seconded staff be better documented.

At the end of 2012 it was announced by the Department for Communities and Local Government (DCLG) that the successful bidder for the Fire Service College was Capita. There will be a series of meetings over the coming weeks and months. Communications will be kept open between Capita, the FSC and representative bodies.

Working arrangements and domestic arrangements have been discussed, but at this point in time the FSC is still under DCLG governance.

It has been proposed that a meeting be convened with members of the region 13 regional executive and a representative from head office to discuss the best way of proceeding in the future.

Section



Accounts for 2011 and 2012

K1 Foreword

National treasurer's and general secretary's foreword

The union's Consolidated Income and Expenditure Account details a 2011 surplus for the year of £896,419, compared to a 2010 surplus of £267,644.

The General Fund details a 2011 surplus for the year of £415,950 (2010 – deficit of £293,035).

Total income has decreased by £264,306 compared to 2010. This is the third consecutive year in which contribution income has decreased (2011 – £243,367, 2010 – £120,234 and 2009 – £13,613), and this trend continues to be of concern to the union.

Overall expenditure has decreased by £893,081 and relates mainly to reduced administration costs (see note 3), of which trade union leave being the largest saving. General fund expenditure will continue to be closely monitored with a view to making further savings in order to safeguard the union's future.

The 2011 consolidated carried forward surplus is £4,058,619 (2010 £4,472,200), however, the General Fund carried forward deficit has increased to £1,850,729 (2010 – £956,679). Despite the general fund savings, this deficit has increased due to a pension scheme actuarial loss of £1,310,000 (2010 – £2,000). The union will continue with its target of generating a general fund surplus.

Matt Wrack
General Secretary

Warren Gee
National Treasurer

K2 Financial Statement

Accounts for the year ended 31 December 2011

Statement of the executive council's responsibilities

The legislation relating to trade unions requires the union to submit a return for each calendar year to the Certification Officer. This return contains accounts, which must give a true and fair view of the state of affairs of the union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer.

In relation to The Fire Brigades Union these requirements are the responsibility of the Executive Council. The accounts of the union have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing the accounts the Executive Council are 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 accounts on the going concern basis unless it is inappropriate to do so.

The Executive Council are responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions

in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). They are also 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 union is also responsible for the maintenance and integrity of the corporate and financial information included on the union's website. Legislation in the UK 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 2011 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 auditor

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 accounts give a true and fair view, in accordance with relevant United Kingdom Generally Accepted Accounting Practice, of the state of affairs of the union as at 31 December 2011 and of its transactions for the year then ended.

Matters on which we are required to report by exception

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.



Gareth Jones (Senior Statutory Auditor)

Chantrey Vellacott DFK LLP Chartered Accountants
Registered auditor London Date 11 May 2012

Consolidated Income And Expenditure Account

For the year ended 31 December 2011

	Note	General Fund £	Accident & Injury Fund £	Political Fund £	Union Learning Fund £	2011 £	2010 £
Income							
Contributions	1i	9,854,788	1,625,155	278,510	—	11,758,453	12,001,820
Investment Income		37,180	—	—	—	37,180	49,618
Grants		—	—	—	817,624	817,624	736,551
Sales of Publications and Merchandise		5,284	—	—	—	5,284	3,847
Other Income		40,342	—	—	—	40,342	137,936
Commission Received		4,960	—	—	—	4,960	3,193
VAT Recoverable		8,582	—	—	—	8,582	3,766
		<u>9,951,136</u>	<u>1,625,155</u>	<u>278,510</u>	<u>817,624</u>	<u>12,672,425</u>	<u>12,936,731</u>
Expenditure							
Benefits	2	606,846	1,073,940	—	—	1,680,786	1,724,538
Conferences and Meetings		393,652	—	—	—	393,652	396,631
Affiliations		183,776	—	3,115	—	186,891	150,918
'Firefighter'		211,683	—	—	—	211,683	210,314
Commissions		62,780	62,780	31,390	—	156,950	147,498
Union Learning Costs		—	—	—	817,624	817,624	736,551
Administration	3	7,861,712	136,098	115,873	—	8,113,683	8,979,297
Depreciation	1b	271,905	—	—	—	271,905	296,234
(Profit)/Loss on Disposal of Fixed Assets		(9,954)	—	—	—	(9,954)	12,398
Profit on Disposal of Investments		(14,214)	—	—	—	(14,214)	(18,292)
FRS17 Finance Cost	10	(33,000)	—	—	—	(33,000)	33,000
		<u>9,535,186</u>	<u>1,272,818</u>	<u>150,378</u>	<u>817,624</u>	<u>11,776,006</u>	<u>12,669,087</u>
Surplus for the year		415,950	352,337	128,132	—	896,419	267,644
(Deficit)/surplus brought forward		(956,679)	4,283,961	1,144,918	—	4,472,200	4,206,556
Pension scheme actuarial loss	10	(1,310,000)	—	—	—	(1,310,000)	(2,000)
(Deficit)/surplus carried forward		<u>(1,850,729)</u>	<u>4,636,298</u>	<u>1,273,050</u>	<u>—</u>	<u>4,058,619</u>	<u>4,472,200</u>

Consolidated Balance Sheet**As at 31 December 2011**

	Note	2011 £	2010 £
Fixed Assets	4	2,910,518	2,746,620
Investments	5	924,908	971,594
Long Term Loans	6	382,181	401,929
		4,217,607	4,120,143
Current Assets			
Stock		—	1,640
Debtors	7	810,829	920,640
Cash at Bank and in Hand		2,186,072	1,763,410
Total Current Assets		2,996,901	2,685,690
Current Liabilities	8	(1,362,291)	(1,539,242)
Net Current Assets		1,634,609	1,146,448
Non Current Assets	9	(26,598)	(106,391)
Total Assets before Pension Liability		5,825,619	5,160,200
Pension Liability	10	(1,767,000)	(688,000)
Total Assets after Pension Liability		4,058,619	4,472,200
Represented By			
General Fund		(1,850,729)	(956,679)
Accident and Injury Fund		4,636,298	4,283,961
Political Fund		1,273,050	1,144,918
Total Funds		4,058,619	4,472,200

Movement in the union's funds are shown on page 171.



M. WRACK – GENERAL SECRETARY



A. McLEAN – PRESIDENT

Date 11 May 2012

Consolidated Cash Flow Statement

For the year ended 31 December 2011

	2011 £	2010 £
Net Cash Inflow from Operating Activities		
Consolidated Income and Expenditure Surplus (page 171)	896,419	267,644
Depreciation	271,905	296,234
(Profit)/Loss on Disposal of Fixed Assets	(9,954)	12,398
(Profit) on Disposal of Investments	(14,214)	(18,292)
Change in Stock	1,640	1,639
Change in Debtors	109,811	46,373
Change in Creditors	(24,225)	(10,847)
Change in Non Current Liabilities	(79,793)	(106,391)
Change in Pension Liability	(231,000)	(230,000)
Net Cash Inflow from Operating Activities	920,589	258,758
Capital and Financial Investment Cash Flow		
Purchase of Fixed Assets	(437,849)	(544,905)
Repayment of Hire Purchase Creditors	(152,727)	(138,090)
Sale of Fixed Assets	12,001	7,200
Purchase of Investments	(64,106)	(147,323)
Sale of Investments	125,006	138,905
Repayment of Mortgages	19,748	18,560
	(497,927)	(665,653)
Reconciliation of Net Cash Flow to Movement in Cash		
Increase/(Decrease) in Cash in the year	422,662	(406,895)
Net Cash as at 1 January 2011	1,763,410	2,170,305
Net Cash as at 31 January 2011	2,186,072	1,763,410

Notes to the Accounts

For the year ended 31 December 2011

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with UK GAAP. Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. 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. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (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, 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 the 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 in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.

Notes to the Accounts

For the year ended 31 December 2011

2 Benefits	2011	2010
	£	£
Legal Fees	439,135	393,831
Education	163,021	356,253
Accident and Injury Claims	1,073,012	923,243
Payments for Support	—	10,000
Victimisation Payments	5,618	41,211
	1,680,786	1,724,538
3 Administration	2011	2010
	£	£
Salaries & National Insurance Contributions	1,929,564	1,755,122
Pension Contributions	624,579	671,016
FRS 17 Pension Scheme Adjustment (Note 10)	(198,000)	(263,000)
Honoraria	—	29,958
Travel	328,315	347,808
Mileage	540,457	477,359
Hotels	255,709	346,574
Subsistence and Evening Meals	501,305	638,014
Officials' Allowance	676,410	721,522
Motor Expenses	23,054	20,575
PAYE Agreement	36,694	24,926
Other Organising Expenses	69,215	201,110
Trade Union Leave	1,049,660	1,307,863
Reports, Journals and Subscriptions	63,592	83,341
Ballot Expenses	28,908	99,597
Donations	81,376	196,087
Goods for Resale, Presentations & Campaigning	62,718	58,455
Repairs and Renewals	112,806	125,575
Office Expenses	434,155	497,100
Communications	689,849	700,593
Printing and Stationery	378,767	403,056
Advertising	34,599	35,841
Insurance	32,498	27,377
Bank Charges and Interest Payable	38,047	44,314
Audit, Pension Audit and Accountancy	35,700	58,601
Professional Fees	283,706	361,679
Computer Leasing	—	8,834
	8,113,683	8,979,297

Notes to the Accounts

For the year ended 31 December 2011

4 Fixed Assets

	Land & Buildings £	Fixtures Fittings & Equipment £	Motor Vehicles £	Total £
Cost				
1 January 2011	3,037,801	1,004,389	182,968	4,225,158
Additions	328,304	84,745	24,800	437,849
Disposals	—	(221,990)	(19,640)	(241,630)
31 December 2011	<u>3,366,105</u>	<u>867,144</u>	<u>188,128</u>	<u>4,421,377</u>
Depreciation				
1 January 2011	802,672	547,236	128,630	1,478,538
Charge for the year	62,824	178,558	30,523	271,905
Disposals	—	(221,990)	(17,594)	(239,584)
31 December 2011	<u>865,496</u>	<u>503,804</u>	<u>141,559</u>	<u>1,510,859</u>
Net Book Value				
31 December 2011	<u>2,500,609</u>	<u>363,340</u>	<u>46,569</u>	<u>2,910,518</u>
Net Book Value				
31 December 2010	<u>2,235,129</u>	<u>457,153</u>	<u>54,338</u>	<u>2,746,620</u>

5 Investments

	2011 £	2010 £
Quoted Equities and Unit Trusts		
Newton Investment Management Ltd – Market Value – £441,221 (2011), £491,448 (2010)	412,861	440,016
Newton Investment Management Ltd – Market Value – £295,772 (2011), £329,443 (2010)	271,517	291,048
Unquoted Equities		
240,000 Unity Trust plc Ordinary Shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
	<u>924,908</u>	<u>971,594</u>

No provision for permanent impairment in value of investments is considered necessary.

Notes to the Accounts

For the year ended 31 December 2011

6 Long Term Loans	2011	2010
	£	£
Mortgages repayable	359,146	378,894
Loans – Co-op Societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	<u>382,181</u>	<u>401,929</u>

The mortgage loans to officials are secured by a charge on the property.

7 Debtors	2011	2010
	£	£
Trade Debtors	592,585	550,784
Other Debtors	55,815	199,082
Prepayments	162,429	170,774
	<u>810,829</u>	<u>920,640</u>

8 Current Liabilities		
Trade Creditors	340,650	402,235
Hire Purchase Creditors	53,195	126,129
Other Creditors	155,225	123,684
Accruals	813,221	887,194
	<u>1,362,291</u>	<u>1,539,242</u>

9 Non Current Liabilities		
Hire Purchase Creditors	26,598	106,391
	<u>26,598</u>	<u>106,391</u>

Notes to the Accounts

For the year ended 31 December 2011

10 Pension Scheme Contributions	£'000	£'000
Staff Scheme		
Opening Balance	(1,173)	(1,290)
Current service cost	(231)	(228)
Contributions by the union	391	347
FRS 17 Pension Scheme Adjustment	160	119
Interest cost	(302)	(291)
Expected return on scheme assets	282	244
FRS 17 Finance Cost	(20)	(47)
Actuarial (loss)/gain	(1,252)	45
Closing Balance	(2,285)	(1,173)
Officials Scheme		
Opening Balance	485	374
Current service cost	(178)	(132)
Contributions by the union	216	276
FRS 17 Pension Scheme Adjustment	38	144
Interest cost	(302)	(295)
Expected return on scheme assets	355	309
FRS 17 Finance Cost	53	14
Actuarial loss	(58)	(47)
Closing Balance	518	485
Both Schemes		
Opening Balance	(688)	(916)
Current service cost	(409)	(360)
Contributions by the union	607	623
FRS 17 Pension Scheme Adjustment (note 3)	198	263
Interest Cost	(604)	(586)
Expected return on scheme assets	637	553
FRS 17 Finance Cost	33	(33)
Actuarial (loss)/gain	(1,310)	(2)
Closing Balance	(1,767)	(688)

Notes to the Accounts

For the year ended 31 December 2011

10 Pension Scheme Contributions (continued)

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 2008 and 30 June 2008 respectively on each scheme and updated to 31 December 2011 by qualified independent actuaries.

The major assumptions used by the actuary for the National Officials' Scheme.

	At 31.12.11	At 31.12.10
Rate of increase in salaries	4.8%	5.3%
Rate of increase of pensions in payment	2.8%	3.3%
Discount Rate	4.7%	5.4%
Inflation Rate (RPI)	2.8%	3.3%
Inflation Rate (CPI)	2.1%	n/a

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 31.12.11 £	Long-term expected rate of return	Value at 31.12.10 £	Long-term expected rate of return	Value at 31.12.09 £
With Profits Fund	6.6%	2,450	5.1%	2,113	5.1%	2,006
Secured annuities	5.4%	4,248	5.7%	3,944	6.7%	3,562
Total market value of assets		<u>6,698</u>		<u>6,057</u>		<u>5,568</u>

The major assumptions used by the actuary for the Clerical Staff Scheme.

	At 31.12.11	At 31.12.10
Rate of increase in salaries	4.2%	4.9%
Rate of increase of pensions in payment	2.7%	3.0%
Discount Rate	4.7%	5.4%
Inflation Rate (RPI)	2.7%	3.4%
Inflation Rate (CPI)	2.0%	2.7%

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 31.12.11 £	Long-term expected rate of return	Value at 31.12.10 £	Long-term expected rate of return	Value at 31.12.09 £
Cash accumulation policy	5.0%	2,785	6.2%	2,904	6.6%	2,294
Secured annuities	4.7%	1,998	5.4%	1,487	5.7%	1,433
Total market value of assets		<u>4,783</u>		<u>4,391</u>		<u>3,727</u>

The union is only subject to corporation tax in line with note 11 and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset related to the above pension liability.

SECTION K — ACCOUNTS AND FINANCIAL STATEMENTS

Notes to the Accounts

For the year ended 31 December 2011

10 Pension Scheme Contributions (continued)

	2011 National Officials' Scheme £'000	2011 Clerical Staff Scheme £'000	2011 Total £'000	2010 National Officials' Scheme £'000	2010 Clerical Staff Scheme £'000	2010 Total £'000
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The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(6,180)	(7,068)	(13,248)	(5,572)	(5,564)	(11,136)
Fair value of scheme assets	6,698	4,783	11,481	6,057	4,391	10,448
Net asset/(liability) recognised	518	(2,285)	(1,767)	485	(1,173)	(688)

The amounts recognised in the income and expenditure account are as follows:

Service costs	178	231	409	132	228	360
Interest on obligation	302	302	604	295	291	586
Expected return on scheme assets	(355)	(282)	(637)	(309)	(244)	(553)
Total	125	251	376	118	275	393
Actual return on scheme assets	557	172	729	362	365	727

Actuarial gains and (losses) recognised:

Difference between expected and actual return on scheme assets	202	(110)	92	53	121	174
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	(260)	(1,142)	(1,402)	(100)	(76)	(176)
Total recognised	(58)	(1,252)	(1,310)	(47)	45	(2)
Cumulative amounts recognised	182	(2,786)	(2,604)	240	(1,534)	(1,294)

Reconciliation of opening and closing balances of the present value of scheme liabilities:

Scheme liabilities at 1 January 2011	5,572	5,564	11,136	5,194	5,017	10,211
Current service cost	178	231	409	132	228	360
Interest cost	302	302	604	295	291	586
Contributions by scheme participants	42	40	82	39	39	78
Actuarial loss	260	1,142	1,402	100	76	176
Benefits paid	(174)	(211)	(385)	(188)	(87)	(275)
Scheme liabilities at 31 December 2011	6,180	7,068	13,248	5,572	5,564	11,136

Notes to the Accounts

For the year ended 31 December 2011

10 Pension Scheme Contributions (continued)

	2011 National Officials' Scheme £'000	2011 Clerical Staff Scheme £'000	2011 Total £'000	2010 National Officials' Scheme £'000	2010 Clerical Staff Scheme £'000	2010 Total £'000
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Reconciliation of opening and closing balances of the present value of scheme liabilities:

Fair value of scheme assets at 1 January 2011	6,057	4,391	10,448	5,568	3,727	9,295
Expected return on scheme assets	355	282	637	309	244	553
Actuarial gain/(loss)	202	(110)	92	53	121	174
Contributions by employer	216	391	607	276	347	623
Contributions by scheme participants	42	40	82	39	39	78
Benefits paid	(174)	(211)	(385)	(188)	(87)	(275)
Fair value of scheme assets at 31 December 2011	6,698	4,783	11,481	6,057	4,391	10,448

	2011 £'000	2010 £'000	2009 £'000	2008 £'000	2007 £'000	2006 £'000
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Amounts for the current and previous five years:

Present value of scheme liabilities	(13,248)	(11,136)	(10,211)	(7,491)	(8,809)	(9,099)
Fair value of scheme assets	11,481	10,448	9,295	7,786	7,811	7,365
(Deficit)/surplus in scheme	(1,767)	(688)	(916)	295	(998)	(1,734)
Experience adjustments on scheme assets	92	174	534	(964)	(352)	(414)
Experience adjustments on scheme liabilities	(1,098)	78	(1,169)	1,114	1,022	513

The best estimate of contributions to be paid by the employer to the schemes for the year ending 31 December 2012 is £607,000.

Under FRS 17 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.

Notes to the Accounts

For the year ended 31 December 2011

11 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.

12 Capital Commitments

As at 31 December 2011 the union has capital commitments of £59,263 (2010 – £0).

13 Operating Leases

As at 31 December 2011 the union has annual commitments under non-cancellable operation leases as follows:

	2011	2010
	£	£
Within one year	81,780	81,780
Between one and two years	163,560	163,560
Between three and five years	—	81,780
Over five years	—	—

Analysis of officials' salaries and benefits

For the year ended 31 December 2011

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General Secretary	69,835	Area Manager	Competent "B"
Andy Dark	Assistant General Secretary	65,885	Area Manager	Competent "A"
Sean Starbuck	National Officer	60,828	Group Manager	Competent "B"
John McGhee	National Officer	60,828	Group Manager	Competent "B"
David Green	National Officer	60,771	Group Manager	Competent "B"
Paul Woolstenholmes	National Officer	60,828	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	8,589	40,923	4,966
Andy Dark	Assistant General Secretary	8,026	38,609	9,591
Sean Starbuck	National Officer	7,412	35,645	10,083
John McGhee	National Officer	7,337	35,645	11,330
David Green	National Officer	9,593	35,612	6,953
Paul Woolstenholmes	National Officer	7,390	35,645	4,772

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.

SECTION K — ACCOUNTS AND FINANCIAL STATEMENTS

Members of the Executive Council

For the year ended 31 December 2011

Benefits

Name	Office Held	Officials' Allowance £
A. McLean	President	10,150
J. Barbour	EC and Vice President	8,772
W. Gee	EC and National Treasurer	8,772

The following Executive Council members were paid an officials' allowance at the rate of £7,395 per annum:

R. Robertson	K. Horan
A. Noble	T. McFarlane
I. Murray	M. Nicholas
D. Limer	S. Riley
R. Jones	T. Mitchell
G. Mayos	D. Christie
K. Handscomb	J. Ford
I. Leahair	S. Brown
J. Parrott	

Note: The union made reimbursement to local Authorities of £1,049,660 (2010 – £1,307,863) 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."

K3 Foreword

National treasurer's and general secretary's foreword

The union's Consolidated Income and Expenditure Account details a 2012 surplus for the year before pension scheme actuarial gain of £864,172, compared to a 2011 surplus of £896,419.

The General Fund details a 2012 surplus for the year before pension scheme actuarial gain of £719,485 (2011 – surplus of £415,950).

Contribution income has decreased by £242,368 compared to 2011. This is the fourth consecutive year in which contribution income has decreased (2012 – £242,368, 2011 – £243,367, 2010 – £120,234 and 2009 – £13,613), and this trend continues to be of concern to the union.

Overall expenditure for 2012 has decreased by £161,732 compared to 2011 and relates mainly to lower administration costs, which have been reduced by a further £190,334 (from £865,614 previous year) and reduced conference expenditure. These savings have been partly offset by increased benefit expenditure.

The 2012 consolidated carried forward funds are £6,081,791 (2011 £4,058,619). The General Fund now shows a balance carried forward figure of £27,756 compared to a 2011 deficit of £1,850,729. This is mainly due to the improved position of the union's pension schemes resulting in an actuarial gain of £1,159,000 (2011 – loss £1,310,000).

The General fund is now showing a small surplus, however, the union must continue to closely monitor the union's finances and take the necessary steps to safeguard the future of the union.



Matt Wrack
General Secretary



Dave Limer
National Treasurer

K4 Financial Statement

Accounts for the year ended 31 December 2012

Statement of the executive council's responsibilities

The legislation relating to trade unions requires the union to submit a return for each calendar year to the Certification Officer for Trade Unions and Employers' Associations. This return contains accounts, which must give a true and fair view of the state of affairs of the union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer for Trade Unions and Employers' Associations.

In relation to The Fire Brigades Union these requirements are the responsibility of the Executive Council. The accounts of the union have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing the accounts the Executive Council are 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 accounts on the going concern basis unless it is inappropriate to do so.

The Executive Council are responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). They are also 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 union is also responsible for the maintenance and integrity of the corporate and financial information included on the union's website. Legislation in the UK 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 2012 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 auditor

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 not 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

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give a reasonable assurance that the accounts are free from material misstatements, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates; and the overall presentation in the accounts. In addition, we read all the

financial and non-financial information in the accounts to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report

Opinion

In our opinion the accounts:

- give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the Union's affairs as at 31 December 2012 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).

Matters on which we are required to report by exception

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.



Gareth Jones (Senior Statutory Auditor)

Chantrey Vellacott DFK LLP Chartered Accountants
Registered auditor London Date 30 April 2013

Consolidated Income And Expenditure Account

For the year ended 31 December 2012

	Note	General Fund £	Accident & Injury Fund £	Political Fund £	Union Learning Fund £	2012 £	2011 £
Income							
Contributions	1i	9,669,107	1,570,906	276,072	—	11,516,085	11,758,453
Investment Income		43,564	—	—	—	43,564	37,180
Grants		—	—	—	879,950	879,950	817,624
Sales of Publications and Merchandise		2,581	—	—	—	2,581	5,284
Other Income		11,600	—	—	—	11,600	40,342
Commission Received		16,274	—	—	—	16,274	4,960
VAT Recoverable		8,392	—	—	—	8,392	8,582
		<u>9,751,518</u>	<u>1,570,906</u>	<u>276,072</u>	<u>879,950</u>	<u>12,478,446</u>	<u>12,672,425</u>
Expenditure							
Benefits	2	568,517	1,208,337	—	—	1,776,854	1,680,786
Conferences and Meetings		179,047	—	—	—	179,047	393,652
Affiliations		162,407	—	3,267	—	165,674	186,891
'Firefighter'		232,480	—	—	—	232,480	211,683
Commissions		63,529	63,529	31,765	—	158,823	156,950
Union Learning Costs		—	—	—	879,950	879,950	817,624
Administration	3	7,527,957	135,772	259,621	—	7,923,349	8,113,683
Depreciation	1b	283,651	—	—	—	283,651	271,905
Profit on Disposal of Fixed Assets		(3,105)	—	—	—	(3,105)	(9,954)
Profit on Disposal of Investments		(6,450)	—	—	—	(6,450)	(14,214)
FRS17 Finance Cost	10	24,000	—	—	—	24,000	(33,000)
		<u>9,032,033</u>	<u>1,407,638</u>	<u>294,653</u>	<u>879,950</u>	<u>11,614,274</u>	<u>11,776,006</u>
Surplus/(deficit) for the year before pension scheme actuarial gain/(loss)							
		719,485	163,268	(18,581)	—	864,172	896,419
Pension scheme actuarial gain/(loss)		1,159,000	—	—	—	1,159,000	(1,310,000)
Surplus/(deficit) for the year							
		1,878,485	163,268	(18,581)	—	2,023,172	(413,581)
(Deficit)/surplus brought forward		(1,850,729)	4,636,298	1,273,050	—	4,058,619	4,472,200
Surplus carried forward		<u>27,756</u>	<u>4,799,566</u>	<u>1,254,469</u>	<u>—</u>	<u>6,081,791</u>	<u>4,058,619</u>

SECTION K — ACCOUNTS AND FINANCIAL STATEMENTS

Consolidated Balance Sheet

As at 31 December 2012

	Note	2012 £	2011 £
Fixed Assets	4	2,820,971	2,910,518
Investments	5	922,675	924,908
Long Term Loans	6	361,161	382,181
		4,104,807	4,217,607
Current Assets			
Debtors	7	792,039	810,829
Cash at Bank and in Hand		3,332,264	2,186,072
Total Current Assets		4,124,303	2,996,901
Current Liabilities	8	(1,679,319)	(1,362,291)
Net Current Assets		2,444,984	1,634,610
Non Current Liabilities	9	—	(26,958)
Total Assets before Pension Liability		6,549,791	5,825,619
Pension Liability	10	(468,000)	(1,767,000)
Total Assets after Pension Liability		6,081,791	4,058,619
Represented By			
General Fund		495,756	(83,729)
Pension Fund		(468,000)	(1,767,000)
General Fund		27,756	(1,850,729)
Accident and Injury Fund		4,799,566	4,636,298
Political Fund		1,254,469	1,273,050
Total Funds		6,081,791	4,058,619

Movement in the union's funds are shown on page 187.



M. WRACK – GENERAL SECRETARY



A. McLEAN – PRESIDENT

Date 30 April 2013

Consolidated Cash Flow Statement

For the year ended 31 December 2012

	2012 £	2011 £
Net Cash Inflow from Operating Activities		
Consolidated Income and Expenditure Surplus (page 187)	864,172	896,419
Depreciation	283,651	271,905
Profit on Disposal of Fixed Assets	(3,105)	(9,954)
Profit on Disposal of Investments	(6,450)	(14,214)
Change in Stock	—	1,640
Change in Debtors	18,790	109,811
Change in Creditors	343,625	(104,018)
Change in Pension Liability	(140,000)	(231,000)
Net Cash Inflow from Operating Activities	1,360,683	920,589
Capital and Financial Investment Cash Flow		
Purchase of Fixed Assets	(198,548)	(437,849)
Repayment of Hire Purchase Creditors	(53,195)	(152,727)
Sale of Fixed Assets	7,549	12,001
Purchase of Investments	(122,598)	(64,106)
Sale of Investments	131,281	125,006
Repayment of Mortgages	21,020	19,748
	(214,491)	(497,927)
Reconciliation of Net Cash Flow to Movement in Cash		
Increase/(Decrease) in Cash in the year	1,146,192	422,662
Net Cash as at 1 January 2012	2,186,072	1,763,410
Net Cash as at 31 January 2012	3,332,264	2,186,072

Notes to the Accounts

For the year ended 31 December 2012

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with UK GAAP. Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. 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. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (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, 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 the 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 in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.

Notes to the Accounts

For the year ended 31 December 2012

2 Benefits	2012	2011
	£	£
Legal Fees	365,954	439,135
Education	202,563	163,021
Accident and Injury Claims	1,208,337	1,073,012
Victimisation Payments	—	5,618
	1,776,854	1,680,786

3 Administration	2012	2011
	£	£
Salaries & National Insurance Contributions	1,812,315	1,929,564
Pension Contributions	639,372	624,579
FRS 17 Pension Scheme Adjustment (Note 10)	(164,000)	(198,000)
Travel	283,206	328,315
Mileage	554,117	540,457
Hotels	227,860	255,709
Subsistence and Evening Meals	481,995	501,305
Officials' Allowance	640,346	676,410
Motor Expenses	21,667	23,054
PAYE Agreement	9,294	36,694
Other Organising Expenses	70,465	69,215
Trade Union Leave	995,390	1,049,660
Reports, Journals and Subscriptions	76,329	63,592
Ballot Expenses	24,747	28,908
Donations	89,709	81,376
Goods for Resale, Presentations & Campaigning	75,953	62,718
Repairs and Renewals	67,201	112,806
Office Expenses	504,095	434,155
Communications	631,123	689,849
Printing and Stationery	369,503	378,767
Advertising	14,700	34,599
Insurance	36,861	32,498
Bank Charges and Interest Payable	21,666	38,047
Audit, Pension Audit and Accountancy	47,700	35,700
Professional Fees	391,736	283,706
	7,923,350	8,113,683

Notes to the Accounts

For the year ended 31 December 2012

4 Fixed Assets

	Land & Buildings £	Fixtures Fittings & Equipment £	Motor Vehicles £	Total £
Cost				
1 January 2012	3,366,105	867,144	188,128	4,421,377
Additions	84,688	74,460	39,400	198,548
Disposals	—	—	(35,439)	(35,439)
31 December 2012	<u>3,450,793</u>	<u>941,604</u>	<u>192,089</u>	<u>4,584,486</u>
Depreciation				
1 January 2012	865,496	503,804	141,559	1,510,859
Charge for the year	68,600	189,405	25,646	283,651
Disposals	—	—	(30,995)	(30,995)
31 December 2012	<u>934,096</u>	<u>693,209</u>	<u>136,210</u>	<u>1,763,515</u>
Net Book Value				
31 December 2012	<u>2,516,697</u>	<u>248,395</u>	<u>55,879</u>	<u>2,820,971</u>
Net Book Value				
31 December 2011	<u>2,500,609</u>	<u>363,340</u>	<u>46,569</u>	<u>2,910,518</u>

5 Investments

	2012 £	2011 £
Quoted Equities and Unit Trusts		
Newton Investment Management Ltd – Market Value – £458,860 (2012), £441,221 (2011)	409,914	412,861
Newton Investment Management Ltd – Market Value – £308,110 (2012), £295,772 (2011)	272,231	271,517
Unquoted Equities		
240,000 Unity Trust Bank plc “A” and “C” Ordinary Shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
	<u>922,675</u>	<u>924,908</u>

No provision for permanent impairment in value of investments is considered necessary.

Notes to the Accounts

For the year ended 31 December 2012

6 Long Term Loans	2012	2011
	£	£
Mortgages repayable	338,126	359,146
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
	361,161	382,181

The mortgage loans to officials are secured by a charge on the property.

7 Debtors	2012	2011
	£	£
Trade Debtors	501,144	592,585
Other Debtors	122,391	55,815
Prepayments	168,504	162,429
	792,039	810,829

8 Current Liabilities		
Trade Creditors	318,525	340,650
Hire Purchase Creditors	26,598	53,195
Other Creditors	300,626	155,225
Accruals	1,033,570	813,221
	1,679,319	1,362,291

9 Non Current Liabilities		
Hire Purchase Creditors	—	26,598
	—	26,598

Notes to the Accounts

For the year ended 31 December 2012

10 Pension Scheme Contributions	£'000	£'000
Staff Scheme		
Opening Balance	(2,285)	(1,173)
Current service cost	(238)	(231)
Contributions by the union	385	391
FRS 17 Pension Scheme Adjustment	147	160
Interest cost	(336)	(302)
Expected return on scheme assets	240	282
FRS 17 Finance Cost	(96)	(20)
Actuarial gain/(loss)	660	(1,252)
Closing Balance	(1,574)	(2,285)
Officials Scheme		
Opening Balance	518	485
Current service cost	(210)	(178)
Contributions by the union	227	216
FRS 17 Pension Scheme Adjustment	17	38
Interest cost	(292)	(302)
Expected return on scheme assets	364	355
FRS 17 Finance Cost	72	53
Actuarial gain/(loss)	499	(58)
Closing Balance	1,106	518
Both Schemes		
Opening Balance	(1,767)	(688)
Current service cost	(448)	(409)
Contributions by the union	612	607
FRS 17 Pension Scheme Adjustment (note 3)	164	198
Interest Cost	(628)	(604)
Expected return on scheme assets	604	637
FRS 17 Finance Cost	(24)	33
Actuarial gain/(loss)	1,159	(1,310)
Closing Balance	(468)	(1,767)

Notes to the Accounts

For the year ended 31 December 2012

10 Pension Scheme Contributions (continued)

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 2011 and 30 June 2011 respectively on each scheme and updated to 31 December 2012 by qualified independent actuaries.

The major assumptions used by the actuary for the National Officials' Scheme.

	At 31.12.12	At 31.12.11
Rate of increase in salaries	1.5%	4.8%
Rate of increase of pensions in payment	2.7%	2.8%
Discount Rate	4.4%	4.7%
Inflation Rate (RPI)	2.7%	2.8%
Inflation Rate (CPI)	2.0%	2.1%

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 31.12.12 £'000	Long-term expected rate of return	Value at 31.12.11 £'000	Long-term expected rate of return	Value at 31.12.10 £'000
With Profits Fund	6.6%	2,922	6.6%	2,450	5.1%	2,113
Secured annuities	4.7%	4,224	5.4%	4,248	5.7%	3,944
Total market value of assets		<u>7,146</u>		<u>6,698</u>		<u>6,057</u>

The major assumptions used by the actuary for the Clerical Staff Scheme.

	At 31.12.12	At 31.12.11
Rate of increase in salaries	1.5%	4.2%
Rate of increase of pensions in payment	2.8%	2.7%
Discount Rate	4.1%	4.7%
Inflation Rate (RPI)	2.8%	2.7%
Inflation Rate (CPI)	2.1%	2.0%

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 31.12.12 £'000	Long-term expected rate of return	Value at 31.12.11 £'000	Long-term expected rate of return	Value at 31.12.10 £'000
Cash accumulation policy	4.6%	2,591	5.0%	2,785	6.2%	2,904
Secured annuities	4.1%	2,943	4.7%	1,998	5.4%	1,487
Total market value of assets		<u>5,534</u>		<u>4,783</u>		<u>4,391</u>

The union is only subject to corporation tax in line with note 11 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 2012

10 Pension Scheme Contributions (continued)

	2012 National Officials' Scheme £'000	2012 Clerical Staff Scheme £'000	2012 Total £'000	2011 National Officials' Scheme £'000	2011 Clerical Staff Scheme £'000	2011 Total £'000
--	---	--	--	---	--	--------------------------------

The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(6,040)	(7,108)	(13,148)	(6,180)	(7,068)	(13,248)
Fair value of scheme assets	7,146	5,534	12,680	6,698	4,783	11,481
Net asset/(liability) recognised	1,106	(1,574)	(468)	518	(2,285)	(1,767)

The amounts recognised in the income and expenditure account are as follows:

Service costs	210	238	448	178	231	409
Interest on obligation	292	336	628	302	302	604
Expected return on scheme assets	(364)	(240)	(604)	(355)	(282)	(637)
Total	138	334	472	125	251	376
Actual return on scheme assets	367	443	810	557	172	729

Actuarial gains and (losses) recognised:

Difference between expected and actual return on scheme assets	3	203	206	202	(110)	92
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	496	457	953	(260)	(1,142)	(1,402)
Total recognised	499	660	1,159	(58)	(1,252)	(1,310)
Cumulative amounts recognised	681	(2,126)	(1,445)	182	(2,786)	(2,604)

Reconciliation of opening and closing balances of the present value of scheme liabilities:

Scheme liabilities at 1 January 2012	6,180	7,068	13,248	5,572	5,564	11,136
Current service cost	210	238	448	178	231	409
Interest cost	292	336	628	302	302	604
Contributions by scheme participants	43	38	81	42	40	82
Actuarial (gain)/loss	(496)	(457)	(953)	260	1,142	1,402
Benefits paid	(189)	(115)	(304)	(174)	(211)	(385)
Scheme liabilities at 31 December 2012	6,040	7,108	13,148	6,180	7,068	13,248

Notes to the Accounts

For the year ended 31 December 2012

10 Pension Scheme Contributions (continued)

	2012	2012	2012	2011	2011	2011
	National	Clerical		National	Clerical	
	Officials'	Staff	Total	Officials'	Staff	Total
	Scheme	Scheme		Scheme	Scheme	
	£'000	£'000	£'000	£'000	£'000	£'000

Reconciliation of opening and closing balances of the present value of scheme liabilities:

Fair value of scheme assets						
at 1 January 2012	6,698	4,783	11,481	6,057	4,391	10,448
Expected return on scheme assets	364	240	604	355	282	637
Actuarial gain/(loss)	3	203	206	202	(110)	92
Contributions by employer	227	385	612	216	391	607
Contributions by scheme participants	43	38	81	42	40	82
Benefits paid	(189)	(115)	(304)	(174)	(211)	(385)
Fair value of scheme assets						
at 31 December 2012	7,146	5,534	12,680	6,698	4,783	11,481

	2012	2011	2010	2009	2008	2007
	£'000	£'000	£'000	£'000	£'000	£'000

Amounts for the current and previous five years:

Present value of scheme liabilities	(13,148)	(13,248)	(11,136)	(10,211)	(7,491)	(8,809)
Fair value of scheme assets	12,680	11,481	10,448	9,295	7,786	7,811
(Deficit)/surplus in scheme	(468)	(1,767)	(688)	(916)	295	(998)
Experience adjustments						
on scheme assets	206	92	174	534	(964)	(352)
Experience adjustments						
on scheme liabilities	953	(1,098)	78	(1,169)	1,114	1,022

The best estimate of contributions to be paid by the employer to the schemes for the year ending 31 December 2013 is £660,000.

Under FRS 17 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.

Notes to the Accounts

For the year ended 31 December 2012

11 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.

12 Capital Commitments

As at 31 December 2012 the union had capital commitments of £Nil (2011 – £59,263).

13 Operating Leases

As at 31 December 2012 the union has annual commitments under non-cancellable operation leases as follows:

	2012	2011
	£	£
Within one year	100,776	81,780
Between one and two years	201,552	163,560
Between three and five years	176,358	—

Analysis of officials' salaries and benefits

For the year ended 31 December 2012

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General Secretary	70,030	Area Manager	Competent "B"
Andy Dark	Assistant General Secretary	66,061	Area Manager	Competent "A"
Sean Starbuck	National Officer	60,982	Group Manager	Competent "B"
John McGhee	National Officer	60,982	Group Manager	Competent "B"
David Green	National Officer	60,982	Group Manager	Competent "B"
Paul Woolstenholmes	National Officer	60,982	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	8,669	41,037	5,184
Andy Dark	Assistant General Secretary	8,131	38,712	9,431
Sean Starbuck	National Officer	7,490	35,736	10,958
John McGhee	National Officer	7,425	35,736	13,210
David Green	National Officer	7,408	35,736	7,994
Paul Woolstenholmes	National Officer	7,466	35,736	3,935

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.

SECTION K — ACCOUNTS AND FINANCIAL STATEMENTS

Members of the Executive Council

For the year ended 31 December 2012

Benefits

Name	Office Held	Officials' Allowance £
A. McLean	President	10,150
J. Barbour	EC and Vice President	8,772
W. Gee	EC and National Treasurer	8,772

The following Executive Council members were paid an officials' allowance at the rate of £7,395 per annum:

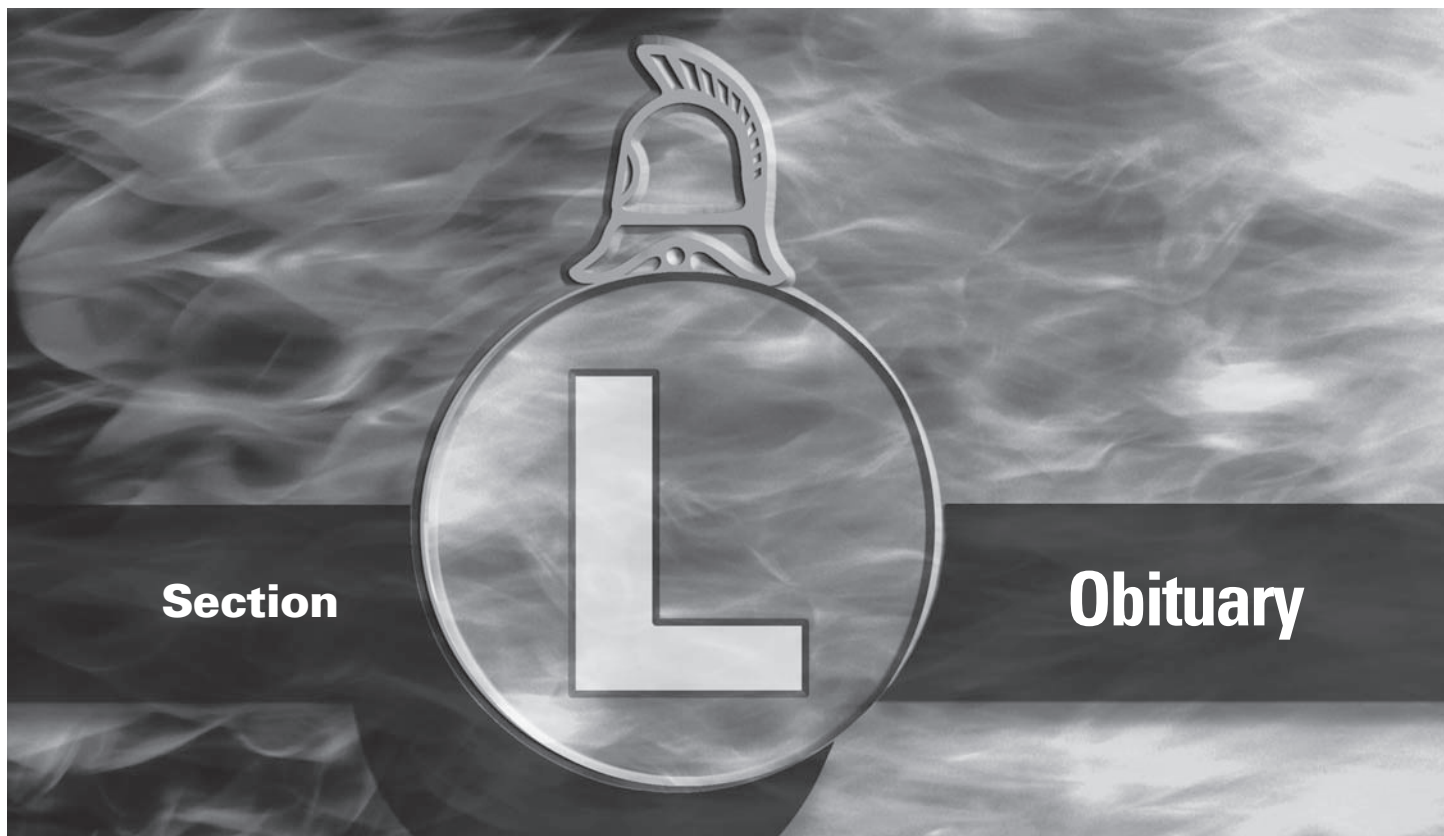
R. Robertson	K. Horan
A. Noble	T. McFarlane
I. Murray	S. Riley
D. Limer	T. Mitchell
R. Jones	J. Ford
G. Mayos	
K. Handscomb	
I. Leahair	
J. Parrott	

Note: The union made reimbursement to local Authorities of £995,390 (2011 – £1,049,660) 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:

2011

<i>Forename</i>	<i>Surname</i>	<i>Region</i>	<i>Brigade</i>
William	Haddow	1	Dumfries and Galloway
Paul	Fleming	1	Lothian and Borders
Eric	McIntyre	1	Strathclyde
Brian Gerard	Carlin	1	Strathclyde
Paul William	Barrow	3	Tyne and Wear
Andrew David	Campbell	4	North Yorkshire
Carl Jeffrey	Martin	4	West Yorkshire
Robert James	Martin	5	Greater Manchester
Bernard John	Lawson	5	Greater Manchester
Arthur Roddie	Dougherty	5	Greater Manchester
David Stanley	Munt	6	Derbyshire
Brian	Nicols	6	Derbyshire
John Gerard	Loughran	6	Nottinghamshire
David	Evans	7	Shropshire
Paul Neil	Reed	7	Hereford and Worcester
Paul Anthony	Timmins	7	Staffordshire
Michael John	Bielawski	7	Staffordshire
Ian Peter	Goddard	7	West Midlands
William Naden	Hughes	8	North Wales
John Leonard	Reed	9	Norfolk
Anthony William	Stretch	10	London
Michael James	Grant	10	London
Mark Patrick	Mostyn	10	London
Tom	Ossel	10	London
Steven Malcolm	Wells	11	East Sussex
Alan Peter	Morris	11	Kent
John	McGee	12	Buckinghamshire
Lee John	McCaffrey	13	Devon and Somerset

SECTION L — OBITUARY

The executive council records with deep regret the deaths of the following members:

2012

<i>Forename</i>	<i>Surname</i>	<i>Region</i>	<i>Brigade</i>	
Andrew Mark	Howard	1	Strathclyde	
Sean Paul	Maginn	2	Northern Ireland	
Robert William	Orr	2	Northern Ireland	
Peter	Metcalfe	3	Tyne and Wear	
Robert Owen	Wright	3	Tyne and Wear	
Russell Alan	Carr	3	Cleveland	
Adrian	Wheatley	4	South Yorkshire	
Michael James	Dunn	4	Humberside	
Alan Peter	Furnival	5	Cheshire	
Stuart David	Parker	5	Greater Manchester	
Garry James	Conroy	7	West Midlands	
Christopher John	Hobbs	7	Hereford and Worcester	
Lee	Brown	7	Staffordshire	
Christopher Ian	Burns	8	North Wales	
Malcolm Paul	Alce-King	8	Mid and West Wales	
Alan Michael	Soards	9	Suffolk	on duty
Dwayne Anthony	Barker	9	Norfolk	
Paul Charles	Witt	9	Cambridgeshire	on duty
David	Kish	10	London	
Darren	Stevens	10	London	
William Richard	Bass	10	London	
Lee James	Osborne	10	London	
John Edward	Drinkwater	11	East Sussex	
Paul	Smith	11	Kent	
Christopher	Peacock	11	Kent	
Laurence Mervyn	Hadley	11	Kent	
Charles	Salisbury	11	Kent	
Mervyn	Dodd	12	Berkshire	
Gary Roger	Hayward	13	Dorset	
Mark Ernest	Giblin	13	Dorset	
William Arthur John	Drew	13	Dorset	

