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EXECUTIVE COUNCIL'S REPORT 2017

90th CONFERENCE

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EXECUTIVE COUNCIL'S REPORT

TO THE

90th CONFERENCE

2017

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PRESIDENT'S INTRODUCTION

FBU'S STRUGGLE FOR FIRE AND RESCUE SERVICE NEVER MORE IMPORTANT

2016 was the year when the apple cart was overturned in the political world. In the UK we had the unexpected vote to leave the European Union and the attempt to unseat Jeremy Corbyn as Labour leader. Later we saw the nightmare of Donald Trump becoming the president of the United States of America, a narcissistic profiteer now with his finger on the nuclear trigger.

For firefighters, the FBU's struggle to secure a future for the fire and rescue service has never been more important. During 2016 the Tory government pressed on with its Policing and Crime Bill, disregarding almost all the sensible amendments and giving police and crime commissioners the chance to take over local fire and rescue services.

On the back of these changes the Westminster government imposed further central funding cuts on every fire and rescue service across the UK. We lost nearly 2,000 firefighters from our ranks, mostly when those who retired were not replaced with sufficient new recruits. We now have a UK fire and rescue service with fewer than 50,000 personnel – the lowest in my 40 years in the service and putting our members under unprecedented strain. We as the union that represents workers of the highest calibre must meet the challenges before us.

This union has never taken these attacks lying down and we never will. The FBU investigation into our brother Stephen Hunt's death was praised at the coroner's inquest and a damning report sent to the Home Office this year. The FBU will make sure governments and brigade managers learn from the terrible mistakes made that have led to firefighter fatalities. Health and safety remains a top priority for our union.

The FBU has also made some important gains with widening the work firefighters do, so as to secure the future of our service. Our officials in Wales made progress with winning a statutory duty to respond to flooding. After this becomes law in Wales, only England will be left without this provision. Again, the FBU is the only force promoting the case for better resources and more kit for firefighters tackling flooding.

The Tories rammed through their Trade Union Act this year, but not before union campaigning secured some concessions. The FBU played a high profile role on national politics at Westminster and through the Labour Party, as well as within the devolved administrations. Whenever fire matters are brought up, politicians have to listen to the FBU.

This year is a sad one for me – my last year as president. It has been a privilege to belong to this union for four decades and I hope to have at least as long as a retired member! It has been an honour to serve as your president. I believe the union is in safe hands with a layer of capable younger officials to take over the reins.

This year was also sad personally. The FBU was saddened by the deaths of Ken Cameron, who served for two decades as general secretary, Bill Deal, the president of this union during the 1980s, Rose Jones, former executive council member for the West Midlands region, and Les Hockaday, former executive council member from the South West of England.

Firefighters are a special breed of people. In a tough spot I know I'd rather be with firefighters than anywhere else. Hasta la victoria siempre, comrades – and viva the Toon!

Alan McLean

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

During 2016 the FBU continued to negotiate on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). The union is determined to defend UK-wide pay and conditions bargaining and the Grey Book as the best means to achieve improvements for all firefighters, regardless of role or duty system. Linda Dickens, professor of industrial relations at Warwick University, chaired the NJC during 2016 and her report is below.

Fire and rescue service employers offered a 1% pay rise in 2016 in line with the Westminster government's public sector pay policy. After consultation with members through the union's committee structures, this was accepted. Inflation rose during 2016, further worsening the cost of living for firefighters. The retail price index (RPI) increased by around 2.5% during 2016, while the consumer price index (CPI) rose by 1.6%. There were on average 2.0% increases in pay deals secured by trade unions across the wider economy, mostly because of higher private sector deals.

FBU members like others across the public sector are subject to the Westminster government's 1% pay freeze, imposed after the 2015 general election. Personnel changes at Westminster following the Brexit referendum did not alter this constraint on firefighters' pay. The FBU's executive council heard reports of growing anger at this pay restraint and the continued squeeze on living standards for FBU members and their families. FBU conference in May debated the pay situation. Conference was clear that the FBU would need to step up our campaign on this issue. The FBU continues to advocate action on the government's pay policy by the trade union movement as a whole.

During 2016, the union engaged in a series of discussions with the employers on the roles of firefighters and the service. Five NJC workstreams are considering various aspects of fire and rescue service work or potential work. This includes the various trials relating to emergency medical response and around fire and rescue service response to terror attacks. Discussions on all five workstreams are ongoing with the fire service employers, the Home Office and devolved governments – they have not concluded.

Terms and conditions continue to be an important focus for the whole union, including the executive council. As fire and rescue services continue to plan according to the budgets rather than risk, an associated element is their attempts to attack local terms and conditions. This betrays a total lack of respect for the emergency service workers the union represents. The executive council congratulates brigade and regional officials in their determination to protect terms and conditions. The FBU will continue to make the case for a modern, professional fire and rescue service, and for the appropriate pay and reward system to support it.

A2 ANNUAL REPORT OF THE INDEPENDENT CHAIR 2015-16 – LINDA DICKENS

Background

The National Joint Council for Local Authority Fire and Rescue Services (NJC), 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 and Rescue Services Act 2004 (for England and Wales), Fire (Scotland) Act 2005 and the Fire and Rescue Services (Northern Ireland) Order 2006.

The NJC handles issues that affect all employees from firefighter to area manager. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station manager 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 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, Scottish Fire and Rescue Service Board and the Northern Ireland Fire and Rescue Service Board. The Employees' Side comprises representatives of the Fire Brigades Union and, for the MMNB, 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.

For this year Mr Alan McLean served as Vice Chair of the NJC and Cllr Maurice Heaster as Vice Chair of the Middle Managers Negotiating Body.

The Independent Chair works closely with the Joint Secretariat, which is currently provided by the Local Government Association and the Fire Brigades Union.

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2015/16 is attached to this report.

Introduction

- 1. In my third year as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. This work is outlined in this Annual Report of the Independent Chair, which covers the period from 1 October 2015 to 30 September 2016.*

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 2015-2016

- 3. The National Joint Council met on three occasions; 15 October 2015, 10 February 2016 and 2 June 2016. A number of issues were considered and reports from the Independent Chair and from the Treasurer for the year to 31 March 2016 were approved. The Middle Managers Negotiating Body also met on those dates.*

Issues under consideration during 2015 - 2016

- 4. Issues under consideration by the National Joint Council and, as appropriate, the Middle Managers Negotiating Body, on which there were written and oral reports from the Joint Secretaries, included:*

2016 Pay Award

5. *The Employees' Side sought a substantial pay rise to be applied from 1 July 2016 and for that rise to be applied to CPD payments. It highlighted its concern about rising pension and national insurance costs coupled with the low level of pay increases in previous years. It also indicated its preference for a long-term pay formula.*
6. *The Employers' Side responded that it was unable to agree a long-term pay formula. However, having considered a number of factors including affordability, the National Employers were in a position to offer an across the board increase of 1.0% effective from 1 July 2016, which included Continual Professional Development payments.*
7. *Following a period of Employees' Side consultation a one percent uplift in pay was agreed with effect from 1 July 2016, which also applied to CPD payments.*

Pay, Terms and Conditions: Workstreams

8. *The NJC is committed to working 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. It was agreed that it would include:*
 - *the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed role maps*
 - *the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future taking into account matters of interest in England, Scotland, Wales and Northern Ireland.*
9. *The work has been informed by the deliberations of five workstream groups, each of which considered a broad category of fire service activity:*
 - *Environmental challenges*
 - *Emergency medical response*
 - *Multi agency emergency response*
 - *Youth and other social engagement work*
 - *Inspections and enforcement*
10. *There was broad consensus across all of the workstreams that a set of over-arching assurances would need to put in place in order to facilitate rolling out the proposed activities. This included discussion, for example, on provision of appropriate training and equipment (where relevant), guidance to ensure consistency (e.g. welfare arrangements), and assurances around personal liability, pension and compensation issues.*
11. *The workstreams have discussed a broad range of new potential activities which firefighters could carry out including detailed discussion on key areas such as co-responding and wider work to assist members of the local community, as well as deployment in incidents of marauding terrorist firearms attack (MTFA).*
12. *A substantial amount of detailed work has been undertaken and approaches made to respective governments to support this work.*
13. *Discussions taking place under the over-arching commitment are very significant and will forge the direction of travel for the role of the firefighter for the future. I would like to record my appreciation to all those who have taken part.*

NJC Trials

14. *As part of this work the NJC agreed that FRAs be able to submit expressions of interest to the Joint Secretaries to carry out trials arising from the work of the Emergency Medical Response workstream. I am pleased to advise that 38 trials have been approved over 36 services, coming on line at differing times during the course of the year. A list of the FRAs concerned is attached as **Appendix A**.*
15. *The work being undertaken, by both wholetime and retained firefighters, is broad in nature ranging co-responding only (either in specific areas or across a service) to trials that include much wider work for example such as that shown below:*

- *Slips, trips and falls assessments and offering preventative measures to reduce the risk of injury.*
 - *Winter warmth assessments including offering fire and flu advice to reduce the number of excess winter deaths.*
 - *Improving community response to cardiac arrest patients by offering Heartstart advice and allowing the British Heart Foundation the opportunity to use FRS premises to carry out courses for the general public.*
 - *Offering assistance to health partners by supporting bariatric people in terms of lifting those that have fallen.*
 - *Training of staff in Dementia Awareness. Offering advice and referral opportunities to members of the community that it is felt would benefit from assistance.*
 - *Offering alcohol harm and reduction advice as well as signposting individuals that it is felt would benefit from help in this area.*
 - *Offering smoking cessation advice as well as signposting individuals it is felt would benefit from help in this area.*
 - *Providing advice and promoting local activities to residents in order to reduce loneliness and isolation.*
16. *The matter of the firefighter rolemap has been set aside in order to facilitate the trials and agreement reached that such work will be jointly regarded as part of the core job for the duration of the trial.*
17. *This trial initiative has led to a substantial increase in the level of such work being undertaken by full-time and retained duty system employees within a broad range of services. It is directly relevant to UK fire and rescue services' and respective governments' aspirations in this regard.*
18. *NJC trials are due to conclude by the end of February 2017. A team led by the University of Hertfordshire which includes medical and economic analysts has been commissioned by the NJC to undertake an evaluation of the trials. This will inform further discussion in respect of the potential for permanence going forward.*

Inclusive fire service

19. *The NJC has a continuing commitment to equality, diversity and cultural issues in the fire service. As I noted in last year's Report it decided to revisit these matters.*
20. *Under Section 2 of the Grey Book, the expectation is that fire authorities will already have 'set out and communicated the principles and strategies that are fundamental to developing an organisation which values all'. The NJC has also reached various agreements that support family friendly working for example on matters such as maternity, paternity, adoption, ante-natal appointments, flexible working and time off for dependents.*
21. *Since my last report the NJC has set up an Inclusive Fire Service Group, which I chair, to assess the current position and identify guidance in relation to any further strategies that could be used at local level to lead to improvement. The membership of the Group involves a number of other interested parties within the fire service and it has engaged with wider special interest groups.*
22. *The group has undertaken a substantial amount of work to evidence the current position and identify any recurring themes. This includes a survey of FRAs seeking information in connection with wider equality measures, discipline and grievance issues. The comprehensive report has been shared with FRAs and other interested parties (circular NJC/6/16).*
23. *Early discussion within the group identified potential difficulties with the personal use of social media. The group consequently developed guidance on this (circular NJC/9/16), which I understand has been welcomed.*
24. *At its June meeting, the NJC supported the IFS group's recommendations for further work. Consequently, guidance is currently being developed on the collection, recording and monitoring of data. Inconsistencies in the extent and nature of data recording were identified when undertaking the group's survey. National guidance will help ensure consistency for the future which will be helpful to all interested parties in identifying themes at both local and national level and will inform the periodic reviews of key indicators that will be undertaken.*

25. At its July meeting the Group agreed that engaging directly with employees within the fire service would be valuable in further informing its work and a strategy for doing this was developed. The Group also agreed plans to tap into the rich vein of experience of Equality and Diversity Officers and union representatives and, further, to engage with senior FRS managers given the importance of involvement and commitment at that level.

Fitness issues

Joint Working Party

26. The NJC reached agreement in principle on a number of issues related to fitness. One of those principles was the establishment of a joint working party.

27. Given the industrial relations climate at the time (the dispute on pensions between governments and the FBU), it was agreed that this work would be conducted jointly with DCLG. However, it would nonetheless be mindful of issues in, and applicable to, Scotland, Wales and Northern Ireland given the joint involvement with the Employer and Employee Sides of the NJC.

28. The terms of reference stated:

The joint working group notes that pension age will undergo a separate, regular review.

This joint working group will:

- *consider aspects of the role that have been identified as the most physically intensive and how they impact upon an individual's ability and fitness to carry out their role over time;*
- *examine future options and trends in respect of continued employment and develop a best practice guide.*

29. The work of the group was steered by a small Strategy Group (NJC/DCLG) and facilitated Peter Holland (DCLG) with NJC employer and employee representation.

30. The first meeting of the Joint Working Group itself took place in March 2015 and decided upon a one-year timescale for completion of its tasks. NJC Employer representatives were Justin Johnson, DCFO Lancashire Fire and Rescue Service and Karen Palframan, Brigade Manager Service Delivery, Norfolk Fire and Rescue Service. NJC Employee representatives were Sean Starbuck and Andy Noble, Fire Brigades Union. DCLG representatives were Peter Holland, Chief Fire and Rescue Adviser (England) and Claire Cooper, Assistant Director.

31. The Chief Fire Officers Association, Fire Officers Association and Retained Firefighters Union also participated in the joint working group.

32. The work was concluded within the agreed timeframe and a widely welcomed Best Practice Guide issued in March 2016.

Apprenticeship

33. One of the topics considered as part of the DCLG/NJC joint working group on fitness was the role and value of dedicated workplace fitness advice. There can be various ways of providing this kind of advice but the group recognised that it would be important for such advisers to have the appropriate skills and training to undertake such an activity.

34. This was developed further outside of the group by the NJC given a joint interest in learning and development and a potential role for watch or station based fitness advisers. Discussions were mindful of the financial constraints fire and rescue services are working within.

35. The FBU has developed a programme through their National Learning Centre and in partnership with Leeds City College for delivery in England. This programme is an Advanced Level Apprenticeship in Exercise and Fitness which will enable successful students to qualify as a Level 3 Personal Trainer. The 15 month learning programme will require students to develop their knowledge and understanding of anatomy, physiology, fitness and nutrition, and will consist of the following knowledge and competency based qualifications:

- NCFE Level 3 Certificate in Personal Training
- NCFE Level 3 NVQ Diploma in Personal Training
- NCFE Level 3 Award in Employment Awareness in Active Leisure and Learning
- NCFE Functional Skills Qualification in English and Maths at level 2

36. *The programme requires students to commit to a 15 month programme of study involving one day a month attendance at classroom based sessions, gym and practical based assessments and tutorials.*
37. *The programme can be delivered locally within services subject to the number of students and facilities available. Tutors will be provided through the FBU. To support the programme, an FRS is asked to:*
- *Advertise the programme within the FRS*
 - *Assist with enrolments*
 - *Provide a dedicated point of contact in each FRS who can book dates and organise staffing to allow learners to attend*
 - *Organise mop up days for learners who are on shift or who cannot attend on programmed days*
 - *Provide classrooms or study areas with White Boards that can be booked all day*
 - *Provide access to appropriate fire station gyms or book their equivalent for the back-end of the course when practical sessions will take place*
 - *Fully commit to their ongoing involvement for the duration of the 15-month programme and allow participants the one-day a month required for course attendance*
38. *The partnership approach to this programme will be of benefit to fire and rescue services as they look to support the fitness of their employees, as well as a good opportunity for the people who take part in the programme to utilise the skills they gain. Students do not have to be FBU members or have already studied at level 2.*
39. *Twenty-one FRS's in England are currently participating in the scheme with 418 people undertaking apprenticeships. It is intended to increase both the number of FRSs and participants by July 17 (up to a further 250 people).*
40. *We are currently exploring whether the apprenticeship can count towards the government apprenticeship levy.*
41. *Due to the funding position this opportunity can only be offered to FRAs in England at the present time. We continue to explore with the FBU whether it would be able to secure funding to provide something similar in Scotland, Wales and Northern Ireland.*

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations: progress regarding implementation of the Employment Tribunal settlement agreement

42. *The settlement process will shortly conclude.*
43. *Payments have all been actioned and where linked to Employment Tribunal cases such cases withdrawn. It now only remains for Tribunal to consider striking out any cases where a claimant has not been traced.*
44. *This long-running legal case has evidenced the ability of the National Joint Council to secure agreement and effectively administer the outcome.*

Grey Book (7th Edition)

45. *The Grey Book has been updated through the issue of joint circulars since its last issue. In common with other national negotiating bodies, it remains the responsibility of employing FRAs to keep a record of the position in-between editions whether through NJC agreements or changes in legislation. However, given the passage of time, work is underway nationally to issue an updated edition incorporating all such changes. For example, matters such as maternity, adoption, shared parental leave, childcare and dependency, health, safety and welfare and revised disciplinary and grievance procedures.*

General Joint Secretariat Activity

46. *Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.*
47. *On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings. This happened twice this year.*

48. *The Joint Secretariat normally meets formally every four to six weeks 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.*
49. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
50. *The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards.*
51. *When jointly requested to do so, the Joint Secretariat also works with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement.*
52. *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.*
53. *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.*

Joint Secretariat – Local Conciliation

54. *In circumstances where discussion has been exhausted without agreement on an issue, or issues, at local level the 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.*
55. *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.*
56. *Over the last year conciliations covering a total of 17 issues have been undertaken.*

Resolution Advisory Panel (RAP)

57. *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. The current Independent Chair of the RAP is Professor William Brown.*
58. *The NJC's Resolution Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, was not required to meet during 2015/16.*

Technical Advisory Panel (TAP)

59. *The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level reflects 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. The current Independent Chair of the TAP is Mr Steve Hodder.*
60. *The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries met on two occasions in 2015-2016 to consider proposed shift systems in Cleveland and Greater Manchester fire and rescue services respectively. A note of the outcomes is attached at Appendix B.*

Circulars

61. A number of circulars have been issued since the last report of the Independent Chair

NJC/1/16	<i>Fitness Best Practice Guide</i>
NJC/2/16	<i>Pay, terms and conditions update</i>
NJC/3/16	<i>Pay update 2016</i>
NJC/4/16	<i>Advanced Level Apprenticeship in Exercise and Fitness</i>
NJC/5/16	<i>Co-responding and wider work trials</i>
NJC/6/16	<i>Inclusive Fire Service Group update</i>
NJC/7/16	<i>Pay settlement 2016</i>
NJC/8/16	<i>Continual Professional Development payments 2016</i>
NJC/9/16	<i>Inclusive Fire Service Group – Personal Use of Social Media guidance</i>

General and Conclusion

62. There are several aspects to the role of Independent Chair. This year it has involved:

- the chairing of NJC and MMNB meetings
- 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. I also met with FOA representatives (the minority union on MMNB) to discuss their concerns
- provision of this annual report

63. As the Report makes clear, the NJC and MMNB meetings which I chair constitute a formal and more visible part of considerable and varied activity undertaken by the Joint Secretaries, the various parties, working groups and joint working parties. I wish to express thanks to all those who have been involved in such activity over the past year operating under the auspices of the NJC/MMNB and commend their achievements.

64. The valuable activity of the five workstreams and the NJC trials related to Emergency Medical Response, which are outlined in this Report, address issues of importance to the future role of the firefighter and are directly relevant to UK fire and rescue services' and respective governments' aspirations in this regard. The number of trials is encouraging as is their breadth and they should provide a good basis for the evaluation which the NJC has commissioned.

65. Last year I welcomed the decision of the NJC to set up an Inclusive Fire Service Group to take stock of the current position in relation to equality and diversity and to suggest strategies to encourage further improvement. Led by the NJC and also involving other key players, it brings together a diversity and depth of expertise to address this important and challenging issue. As noted in the Report, following its survey of FRAs and alongside its continuing engagement with wider interest groups, the IFRS Group will be seeking to explore and learn from the experience of employees through their direct involvement. This will inform the improvement strategies the group is charged with developing. It is hoped that this approach will produce more meaningful and productive results than 'top down' prescription.

66. I am pleased that work is underway on a revised version of the Grey Book to incorporate the updates and changes to the 6th edition which have been notified through circulars. I hope that as a consequence it will be seen as more 'user-friendly'.

67. As in previous years the Report notes that the Joint Secretariat responded to 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. I draw attention to it here since, together with the formal conciliation role provided by the Joint Secretariat, this constitutes a valuable but largely hidden aspect of NJC work in helping avoid and resolve disagreements.

APPENDIX A

Co-responding and Wider Work Trial FRAs

1. Surrey	20. London
2. Lancashire	21. Hertfordshire
3. Oxfordshire	22. Norfolk
4. South Wales	23. Essex
5. Greater Manchester	24. Cambridgeshire
6. West Midlands	25. Leicestershire
7. North Wales	26. Gloucestershire
8. Royal Berkshire	27. Derbyshire
9. Mid & West Wales	28. Bedfordshire
10. South Yorkshire	29. Nottinghamshire
11. Cleveland	30. Suffolk
12. Tyne and Wear	31. Cheshire
13. Durham and Darlington	32. Northern Ireland
14. Merseyside FRS	33. Northamptonshire
15. Scottish FRS	34. North Yorkshire
16. Humberside – 1	35. Humberside – 2
17. Northumberland	36. Humberside – 3
18. West Yorkshire	37. Cornwall
19. Dorset and Wiltshire	38. West Sussex

APPENDIX B: TECHNICAL ADVISORY PANELS OUTCOMES

Cleveland Fire and Rescue Service

DATE: JANUARY 2016

PARTIES: THE CLEVELAND FIRE BRIGADE (CFU) & THE CLEVELAND FIRE BRIGADES UNION (CFBU)

In attendance:

Steve Hodder	TAP Chair
Gill Gittins	Employers' Side Joint Secretary
Andy Dark	Employees' Side Joint Secretary
Ian Hayton	Chief Fire Officer
Phil Lancaster	Director of Community Protection
Karen Winter	Director of Corporate Services
Davy Howe	Cleveland FBU Brigade Secretary & NE Region Chair
Brian Gibson	Cleveland FBU Brigade Chair
Peter Wilcox	FBU North East Regional Secretary
Andy Noble	FBU North East Regional Executive member

1. Introduction:

- 1.1 The TAP was asked to consider the proposed partial introduction of a three shift duty system on a one-year trial basis across part of the service as an alternative to the proposed shift system within CIRMP proposals and the current wholetime shift working arrangements (2/2/4). This was a joint referral made by the Cleveland Fire Brigade and the Cleveland FBU.
- 1.2 In accordance with Section 4 Part A of the sixth edition of the Grey Book, the Panel sought to broker an agreement. However, despite the best efforts of the Chair and Joint Secretaries, this did not prove possible. The Panel was therefore required to make recommendations to ensure that the proposed duty system followed the four principles set out in Section 4, Part A, Paragraph

3 of the Grey Book and is compatible with the deployment of resources that the Authority have determined is necessary to implement its IRMP.

2. Findings:

Principle (1): Basic working hours should average forty-two per week (inclusive of three hours of meal breaks in every twenty-four hours) for full-time employees. Hours of duty should be pro-rata for part-time employees.

- 2.1 The CFB acknowledged that the proposed three shift duty system infringed Principle (1) and therefore sought a collective agreement to comply with the aforementioned principle.
- 2.2 The CFBU agreed the three shift duty system infringed Principle (1). In addition, both parties noted that the proposed three shift duty system would also require individual opt outs from the 48 hour weekly maximum to comply with Reg. 4(2) of the Working Time Regulations.
- 2.3 I agree with the parties and find that the proposed three shift duty system, in its present form, is not compliant with Principle 1.

Principle (2): There should be at least two periods of twenty-four hours free from duty each week.

- 2.4 Both parties accepted that the proposed three shift duty system did provide two periods of twenty-four hours from duty each week.
- 2.5 I agree and find that the proposed duty system is compliant in this regard.

Principle (3): It should comply with relevant United Kingdom and European law, including the Working Time Regulations 1998, and Health, Safety and Welfare at Work legislation.

- 2.6 The CFB acknowledged that the proposed three shift duty system infringed principle (3) in respect of Regulation (4) Maximum Weekly Working Time (unless, in accordance with the legislation, individual opt outs from the 48 hour weekly maximum were agreed); and Regulation (10) Daily Rest of the Working Time Regulations and sought a collective agreement to accommodate compliance with the legislation.
- 2.7 The CFBU also recognised that the employers' proposals did include recognition of the need for individual opt-out in respect of regulation (4), and did not meet the requirements of the legislation in respect of Regulation (10) but considered that the proposals additionally failed to comply with Regulation (6) Length of Night Work.
- 2.8 Irrespective of the difference of view in respect of compliance with Regulation 6, the parties were in no doubt that the proposed three shift duty system would require a collective agreement for it to meet the requirements of the Working Time Regulations.
- 2.9 I agree and find that the proposed duty system is not compliant with Principle (3) of Section 4 Part A of the Grey Book. Compliance could be achieved via a derogation achieved through a collective agreement. I note that any such agreement would additionally require an individual opt out by any employee undertaking the duty system.

Principle (4): It should have regard to the special circumstances of individual employees and be family friendly.

- 2.10 The CFB considered that the proposed three shift duty system was in line with the principle within the Grey Book that a duty system must be people and family-friendly. It explained that the duty system was entirely voluntary and allowed employees to remain on the existing system. It therefore gave a choice of a duty system better suited to an individual's personal circumstances.
- 2.11 The CFB also noted that a significant number of staff (35% of the workforce) had expressed an interest in working the proposed duty system. Furthermore, the implementation of the proposed three shift system had been subject to an Equality Impact Assessment process to ensure that it does not negatively, disproportionately, or unfairly affect any group or individuals by virtue of their age, race, religion, gender, sexuality or disability.

- 2.12 The CFB proposed a partial transition to a three shift duty system implemented on a one-year trial basis, to be reviewed every six months to ensure its successful operation and to ensure that levels of service delivery met the needs of the local community.
- 2.13 However, the CFBU believed that finding child care to accommodate the new work pattern would be difficult, if not impossible, leaving staff with a significantly reduced choice of providers and would prove far more costly. Furthermore, it would cause particular problems for single parents and those who had sole or shared caring responsibilities for disabled children, spouses or other relatives.
- 2.14 CFBU stated that CFB in its written submission to the TAP had made clear its intention that the duty system may be rolled out across the whole of the service, subject to the trial results. Whilst CFB had recognised that it would have a facility for those not wishing to be assigned to the duty system this did not mean that jobs would be available at many fire stations.
- 2.15 CFBU pointed out that its consultation with members had been extensive and felt that it was important to note that in its view an expression of interest was very different to a request to volunteer or an expression of willingness to undertake the duty system. Furthermore, beyond the trial period and/or if the system was introduced extensively, they feel that with 65% of the employees not wishing even to go so far as expressing an interest, that a large proportion of employees may not consider it suitable for their circumstances.
- 2.16 CFBU were of the view that any members who might volunteer may be able to undertake the duty system but those whose family and other needs prevented them from doing so would be excluded from working at those stations where it was being trialled/ introduced.
- 2.17 The CFBU stated that, during its extensive consultation, its membership had consistently referred to concerns regarding the effect of the proposals on their individual family circumstances. Some had stated that the proposals were so incompatible with their circumstances that they would simply not be able to consider this change. In the view of the Union, their consultations had given the Union a clear mandate to oppose adoption of the changes.
- 2.18 I consider that, because the proposed duty system is voluntary, it must be considered to be family friendly for those who choose to opt to work the duty system and therefore complies with Principle 4 of the Grey Book.
- 2.19 Nevertheless, I remain concerned that some staff would feel unable to volunteer for the trial because of their domestic commitments

3. Recommendations:

- 3.1 For the three shift duty system to be compliant with Section 4, Part A, Paragraph 3 of the Grey Book, either the CFB would need to make fundamental changes to its proposals or the CFBU would need to agree to a collective agreement that would provide the necessary derogations under the Working Time Regulations.
- 3.2 The Panel recognised the severity of the financial challenges facing the CFB and appreciated that the changes that would be required to its proposals would mean that management would not make the level of identified savings through this proposal. .
- 3.3 Equally, the Panel appreciated that the CFBU had expressed concerns about the safety implications it perceived of three shift working; believed that it would not be family friendly; and, had principled objections to moving away from national conditions of employment.
- 3.4 For these reasons, I am unable to recommend either of the two options above. I regret that resolution has not therefore proved possible through the TAP process but I remind the parties that the services of the National Joint Secretaries will remain available to assist should the local parties find that helpful.

4. Conclusion:

- 4.1 I would like to thank the parties for their diligence in the preparation of their submissions and for their patience throughout the TAP process.

DATE: 29 SEPTEMBER 2016

**PARTIES: GREATER MANCHESTER FIRE & RESCUE SERVICE (GMFRS) & THE FIRE
BRIGADES UNION (FBU)**

In attendance:

Steve Hodder, TAP Chair

Gill Gittins, Employers' Side Assistant Joint Secretary

Andy Dark, Employees' Side Assistant Joint Secretary

Peter O'Reilly, Chief Fire Officer

Paul Argyle, Deputy County Fire Officer

Dave Keelan, ACFO, Director of Emergency Services

Ben Levy, Group Manager, Rostering Project Manager

Laura Clackett, Human Resources Associate Partner

Gary Keary, GMC FBU Brigade Secretary

Simon Yaffa, GMC FBU Brigade Chair

Les Skarratts, FBU Region 5 Regional Secretary

Kevin Brown, FBU Region 5 Executive Council Member

1. Introduction:

- 1.1 *The TAP was asked to consider the proposed Shift Duty System (hereafter referred to as SDS12) for whole-time firefighters based on 12 hour shifts following a failure to agree between the local parties in Greater Manchester.*
- 1.2 *In accordance with Section 4, Part A of the Grey Book (Sixth Edition), the Panel sought to broker an agreement. However, despite the best efforts of the Chair and Joint Secretaries, this did not prove possible. I am therefore required to make recommendations to ensure that the proposed duty system follows the four principles set out in Section 4, Part A, Paragraph 3 of the Grey Book, namely:*
 - (1) *Basic working hours should average forty-two per week (inclusive of three hours of meal breaks in every twenty-four hours) for full-time employees. Hours of duty should be pro-rata for part-time employees.*
 - (2) *There should be at least two periods of twenty-four hours free from duty each week.*
 - (3) *It should comply with relevant United Kingdom and European law, including the Working Time Regulations 1998, and Health, Safety and Welfare at Work legislation.*
 - (4) *It should have regard to the special circumstances of individual employees and be family friendly.*

2. Findings & Recommendations:

- 2.1 *I find that SDS12 is compliant with Principle 1.*
- 2.2 *I find that SDS12 is compliant with Principle 2*
- 2.3 *I note that the FBU have challenged the legality of SDS12. Union representatives have criticised the adequacy of Management's Equality Impact Assessment, saying that in their view they had not been properly consulted; it was based on a 'fictitious' case study; and, that it lacked an assessment of the impact on service delivery.*
- 2.4 *Management responded by describing their consultation with the workforce, both directly and through elected members and the FBU, and that the EIA was considerably wider than just one case study. I recognize that there could have been fuller consultation with the FBU but I am not aware of a statutory obligation requiring the involvement of the Union in an Equality Impact Assessment under the Public Sector Equality Duty. I cannot therefore reject SDS12 on this basis.*
- 2.5 *The Union also drew my attention to a change in the provision of training on off-duty days under SDS12. Management responded that under the SDS12 proposal rostered reserve would no longer be required and their change was intended to reflect that however they were content to reflect the existing agreement in this respect and would agree to reinstate the current wording.*

I recommend that Management and the FBU engage to confirm that this is done.

- 2.6 *It was also suggested to me by the Union that the proposal to have occasional 4 consecutive day shift working would be in contravention of 7.1, Section 4 of the Grey Book, namely that: 'Each period of twenty-four shall be divided into a day shift and a night shift'. I do not consider that a short period of day shift-only working for some officers would contravene this provision.*
- 2.7 *Finally, I note that management have stated unequivocally that they will not be seeking a derogation through collective agreement under Section 6 (length of night work) or Section 10 (daily rest) of the Working Time Regulations.*
- 2.8 *In consideration of the above, I find that SDS12 is compliant with Principle 3.*
- 2.9 *When considering the family friendly aspects of SDS12, I note that under the present Shift Duty System, firefighters work a 10.5 hour day shift and a 13.5 night shift.*
- 2.10 *Management contend that having shifts of equal lengths would make it easier to allow flexible working by facilitating day shift-only, reduced or compressed hours and part-time working. Furthermore, the removal of annual hours would make shift-swaps easier and allow one block of leave currently taken in a 4 day block to be taken as single days if so requested by an employee. Under the SDS12, there would be greater certainty of rostering and it would be possible to book annual leave well in advance.*
- 2.11 *Management have also said that the HSE would expect the Authority to reduce the duration of night shift duration in any revision of the Shift Duty System.*
- 2.12 *The FBU have challenged the management position and maintain that their members are against SDS12 because the 12 hour shifts, whether with the proposed 10.30 start and finish times or any alternative, would make it far more difficult to arrange child/elder care. Management indicated that some negotiation would be possible on shift start and finish times.*
- 2.13 *I recognize that there are genuine concerns on this point but, on balance given the management side's assurances, I find that SDS12 has the potential to give regard to the special circumstances of individual employees and can be at least as family friendly as the current system. I find therefore that SDS12 is compliant with Principle 4.*
- 2.14 *The TAP does not adjudicate upon the efficacy of a fire and rescue service's IRMP. As part of its information to the TAP, I noted the FBU were critical of the compatibility of SDS12 with the deployment of resources that management had determined necessary to deliver the GMFRS Integrated Risk Management Plan and objected to resourcing based upon demand not risk. I also noted Management's acknowledgement that SDS12 is a demand-led shift system and that all demands on the Service, including Emergency Medical Responses, had been included in its calculations. I accept that risk may be different to demand and that there will be particular demands on the Service during night hours. Nevertheless, on the evidence presented to me, I am unable to reject SDS12 on this basis.*

3. Conclusion:

- 3.1 *I would like to thank the parties for their diligence in the preparation of their submissions and for their patience throughout the TAP process. I would also remind the parties of the availability of the Joint Secretaries to provide further assistance should this be thought desirable.*

A3 PAY RATES AND CPD PAYMENTS

In June 2016, the FBU submitted a claim for a substantial pay rise for all fire service roles in the absence of agreement to the union's demand for a long-term pay formula. In response the employers offered an across-the-board increase of 1% for the following year (circular NJC/03/16). The FBU executive council decided to recommend this offer. Following consultation with members, this was accepted.

The new pay rates were published in the FBU's all members circular (2016HOC0373MW) and are included in this report for the record (circular NJC/7/16).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2016

	Basic annual £	Basic hourly rate £	Overtime £
Firefighter			
Trainee	22,237	10.15	15.23
Development	23,162	10.58	15.87
Competent	29,638	13.53	20.30
Crew manager			
Development	31,501	14.38	21.57
Competent	32,858	15.00	22.50
Watch manager			
Development	33,569	15.33	23.00
Competent A	34,502	15.75	23.63
Competent B	36,745	16.78	25.17
Station manager			
Development	38,220	17.45	26.18
Competent A	39,367	17.98	26.97
Competent B	42,154	19.25	28.88
Group manager			
Development	44,018	20.10	Not applicable
Competent A	45,338	20.70	Not applicable
Competent B	48,796	22.28	Not applicable
Area manager			
Development	51,677	23.60	Not applicable
Competent A	53,226	24.30	Not applicable
Competent B	56,685	25.88	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2016 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,224	1,112	10.15	3.90
Development	2,316	1,158	10.58	3.90
Competent	2,964	1,482	13.53	3.90
Crew manager				
Development	3,150	1,575	14.38	3.90
Competent	3,286	1,643	15.00	3.90
Watch manager				
Development	3,357	1,678	15.33	3.90
Competent A	3,450	1,725	15.75	3.90
Competent B	3,675	1,837	16.78	3.90
Station manager				
Development	3,822	1,911	17.45	3.90
Competent A	3,937	1,968	17.98	3.90
Competent B	4,215	2,108	19.25	3.90
Group manager				
Development	4,402	2,201	20.10	3.90
Competent A	4,534	2,267	20.70	3.90
Competent B	4,880	2,440	22.28	3.90
Area manager				
Development	5,168	2,584	23.60	3.90
Competent A	5,323	2,661	24.30	3.90
Competent B	5,669	2,834	25.88	3.90

Column 1 shows the full annual retainer.

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

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2016

	Basic annual £	Basic hourly rate £	Overtime £
Firefighter (control)			
Trainee	21,125	9.65	14.48
Development	22,004	10.05	15.08
Competent	28,156	12.86	19.29
Crew manager (control)			
Development	29,926	13.66	20.49
Competent	31,215	14.25	21.38
Watch manager (control)			
Development	31,891	14.56	21.84
Competent A	32,777	14.97	22.46
Competent B	34,908	15.94	23.91
Station manager (control)			
Development	36,309	16.58	24.87
Competent A	37,399	17.08	25.62
Competent B	40,046	18.29	27.44
Group manager (control)			
Development	41,817	19.09	Not applicable
Competent A	43,071	19.67	Not applicable
Competent B	46,356	21.17	Not applicable

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2016

	£ per annum
Fire control operator equivalent	
During first six months	18,939
After six months and during 2nd year	19,777
During 3rd year	20,717
During 4th year	21,736
During 5th year	23,673
Leading fire control operator equivalent	25,352
Senior fire control operator equivalent	
During 1st year in rank	26,002
During 2nd year in rank	26,988

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2016

	£ per annum
Aged 16	10,287
Aged 17	11,053
Aged 18	22,237

The following CPD payments were published in circular NJC/08/16 and in the FBU's all members circular (2016HOC0373MW).

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2016

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	725	London	900
Bedfordshire and Luton	639	Merseyside	686
Buckinghamshire	552	Mid and West Wales	604
Cambridgeshire	565	Norfolk	595
Cheshire	731	Northern Ireland	618
Cleveland	932	Northamptonshire	648
Cornwall	294	Northumberland	790
Cumbria	508	North Wales	610
Derbyshire	754	North Yorkshire	450
Devon and Somerset	538	Nottinghamshire	903
Durham and Darlington	824	Oxfordshire	671
East Sussex	533	Royal Berkshire	674
Essex	581	Shropshire	664
Gloucestershire	366	South Wales	634
Greater Manchester	884	South Yorkshire	989
Hampshire	630	Staffordshire	680
Hereford and Worcester	662	Suffolk	387
Hertfordshire	705	Surrey	697
Humberside	690	Tyne and Wear	952
Isle of Wight	314	Warwickshire	569
Kent	620	West Midlands	919
Lancashire	691	West Sussex	503
Leicestershire	645	West Yorkshire	840
Lincolnshire	378		

The table excludes the Scottish Fire and Rescue Service and Dorset and Wiltshire Fire and Rescue Service, as local negotiations continue to take place following the introduction of these services.

The above rates are those agreed at the NJC. In London the national CPD rate is combined with national pay rates to form London standard pay rates.

A4 NJC WORKSTREAMS

The NJC reported on progress with the five workstreams in Circular NJC/2/16, 3 June 2016. Previously, the NJC agreed the following commitment:

Both sides commit 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.

It was recognised that this will include consideration of how the workforce's skills and commitment can best be utilised, including the type of activities undertaken and the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future.

The workstreams were charged with developing potential areas of work for introduction at national level on a 'without commitment' basis under the following headings:

- Environmental challenges – e.g. flooding, inland water safety, snow, wild fires
- Emergency medical response – e.g. co-responding, falls, on-site trauma care, provision of community training
- Multi agency emergency response – e.g. marauding terrorist firearms attack (MTFA), joint working, any issues falling out of the Joint Emergency Services Interoperability Programme (JESIP)
- Youth and other social engagement work – e.g. arson reduction, working with risk of offending youth groups
- Inspections and enforcement – e.g. schools, illegal homes, crown properties, expansion of unregulated business use, related fire safety advice.

During 2016 discussion continued on meshing together the outcomes from the workstreams and the viability of any potential funding streams. The NJC and MMNB meetings on 2 June 2016 welcomed progress made on the workstreams. Section D contains a detailed report of MTFA issues.

On 18 May 2016, the joint NJC secretaries wrote to the home secretary and fire minister and to the relevant ministers in the devolved governments seeking to meet to discuss the workstreams. During the year constructive meetings were held with the Home Office and the Welsh government regarding the progression of these workstreams. NJC joint secretaries offered to meet the Scottish government and Northern Ireland executive, but were unable to secure meetings.

A5 EMERGENCY MEDICAL RESPONSE

In 2015 NJC members agreed as part of the second phase of the emergency medical response workstream that fire and rescue authorities could submit expressions of interest to the joint secretaries to carry out trials, which would focus on co-responding and/or wider work.

By the NJC meeting of 2 June 2016, 31 fire and rescue services were operating trials approved by the NJC. Individual trials had various end dates, but the original overarching NJC trial period was set up with a view to finishing on 30 June 2016. This was extended until 28 February 2017 at the NJC meeting of 2 June 2016. By the end of 2016 there were 38 different NJC-approved trials.

In 2016 the NJC commissioned researchers from the University of Hertfordshire and the College of Paramedics to evaluate the work done in the trials. This report was due in 2017.

The FBU commissioned Incomes Data Research to assess recent trends in firefighters' pay and to assess how firefighters should be paid for the additional responsibilities. This report was presented in February 2017.

A6 GREY BOOK CONSOLIDATION AND HOUSEKEEPING EXERCISE

During 2016 the joint secretaries agreed to revise the Grey Book where it made sense to, but without revisiting the substance of any issue. The changes were considered by an FBU task and finish group and approved by the executive council.

The national employers will maintain an online version of the Grey Book that will incorporate future changes. Changes will be notified in the usual way via NJC circular. The executive council decided not to produce a professionally printed document.

A7 NJC CHAIR

Paragraph 7 in the preface to the Grey Book states that the independent chair “shall be appointed for a maximum of three years, and may serve for a maximum of two terms”. Professor Linda Dickens was appointed in September 2013. In 2016 the FBU’s executive council and employers’ representatives agreed to suspend paragraph 7 in the preface to the ‘Grey Book’ to allow Professor Dickens to remain as chair without a selection process until 2018.

A8 NJC MEETINGS

In 2016 the NJC met on 10 February and 2 June. It was jointly decided not to meet in October as there was insufficient business to warrant a meeting. The items of business that needed to be progressed and agreed were carried out at national joint secretary level.

A9 NJC FIRE AND RESCUE SERVICE WORKFORCE EARNINGS SURVEY

In 2015 the Local Government Association (LGA) conducted a survey of fire and rescue services on behalf of the NJC for Local Authority Fire and Rescue Services to gather information on pay and the number of personnel. The report was presented to the NJC on 2 June 2016.

Key findings were:

- The average basic annual salary for wholetime firefighters was £31,593 and their average gross annual pay was £34,484
- The average basic annual salary for control staff was £28,876 and their average gross annual pay was £31,313
- The overall average annual retainer for retained firefighters was £2,412 and the average gross total pay was £7,181.

Just under two thirds (62%) of wholetime firefighters’ roles received CPD pay and were paid £686 on average. Some 69% of those in control roles received CPD pay and were paid £642 on average. A quarter (26%) of retained firefighters received CPD pay and were paid £153 on average.

Additional Responsibility Allowance (ARA) was paid to 11% of wholetime firefighters and they received average payments of £1,320. ARA was paid to 4% of control staff and they received average payments of £1,967. ARA was paid to 3% of retained firefighters and they received average payments of £522.

Around a quarter (27%) of wholetime firefighters received overtime pay, which averaged £1,700. Around a quarter (26%) of control staff, received overtime pay, which averaged £4,280. Some 4% of retained firefighters received overtime pay, which averaged £3,152.

A10 DUTY SYSTEMS

On 25 May 2016 the FBU wrote to the employers’ side secretary expressing the union’s concerns about the persistent attacks on duty systems across the fire and rescue service. In recent years, a number of referrals have been made to the Technical Advisory Panel to consider different duty systems. These proposals had been discussed locally with no agreement being reached.

In some of the cases, the fire and rescue service explicitly and identified in advance that the proposed duty system would not be compliant with the Working Time Regulations. Invariably, this non-compliance is the

consequence of a collective agreement not being achieved. The proposed duty systems were programmed around a rota where working hours would be in excess of 42 hours per week.

The duty systems in question are generally identified as being “day crew plus”. Their primary feature is 24-hour periods of working, amounting to circa 84 working hours per week. This type of duty system has been considered by the Health and Safety Executive (HSE). The HSE concluded that the duty system is not compliant with the Working Time Regulations. Similarly, the matter was considered at the employment tribunal (*Mansell*) which has reached the same conclusion.

HSE has also questioned whether the 2-2-4 duty system was compliant with the Working Time Regulations. This matter was considered by the employment tribunal, which categorically concluded that the 2-2-4 met the required conditions. The FBU has requested a circular to local employers to provide them with information and advice on these matters.

A11 NJC – FBU AND EMPLOYERS' REPS

1 October 2015 to 30 September 2016

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Simon Amos	Alan McLean	Dave Allan	Mary Malin
Danni Armstrong	Ian Murray	Sian Timoney	Nick Chard
Andy Dark	Andy Noble	Maurice Heaster (to Jun 16)	Linda Van den Hende
Ian Leahair	Peter Preston	Jeremy Hilton	Peter Brookes
Grant Mayos	Jim Quinn	John Joyce (to May 16)	Vacancy (from May 16)
Tam McFarlane	Lynda Rowan-O'Neill	Rebecca Knox	Vacancy (from Jun 16)
Chris McGlone	Matt Wrack		
		<i>Scottish FRS</i>	<i>Northern Ireland FRS</i>
		Kirsty Darwent	Carmel McKinney
		Pat Watters	
		<i>Welsh LGA</i>	
		Paul Cannon	

A12 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

1 October 2015 to 30 September 2016

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Simon Amos	Grant Mayos	Dave Allan	Mary Malin
Danni Armstrong	Alan McLean	Sian Timoney	Nick Chard
Andy Dark	Chris McGlone	Maurice Heaster (to Jun 16)	Linda Van den Hende
John Denvir	Ian Murray	Jeremy Hilton	Peter Brookes
Craig Drinkald	Jim Quinn	John Joyce (to May 16)	Vacancy (from May 16)
Mick Higgins	Lynda Rowan-O'Neill	Rebecca Knox	Vacancy (from Jun 16)
Ian Leahair	Matt Wrack		
		<i>Scottish FRS</i>	<i>Northern Ireland FRS</i>
<i>Fire Officers Association</i>		Kirsty Darwent	Carmel McKinney
Glyn Morgan		Pat Watters	
		<i>Welsh LGA</i>	
		Paul Cannon	

A13 ISLE OF MAN PAY CLAIM

Firefighters working for the Isle of Man Fire and Rescue Service are not subject to the same pay and conditions arrangements as other firefighters across the UK. The FBU represents Isle of Man firefighters and is aware of the peculiarities of the island's economy, including higher inflation. In September 2016 the FBU lodged a pay claim equal to the island's RPI of 3.9%.

Isle of Man government representatives and trade unions (including the FBU) met to discuss firefighters' pay. At this meeting an offer was put:

- 2.0% for the year 2016-17, backdated to April 2016 and
- 1.7% for the year 2017-18 with commitment to enter dialogue to move towards terms and conditions which reflect the Grey Book 6th edition (but without introduction of rank to role).

The FBU believes that this was the best achievable at the time, given the current financial situation.

SECTION B

PENSIONS

B1 INTRODUCTION

The FBU's pensions campaign continued in 2016, with political and legal strategies to tackle the effects of the Westminster government's imposition of pension changes.

The FBU's executive council continued to argue that the 2015 scheme is unworkable and does not reflect the job that firefighters actually do. The Westminster government ignored the evidence presented by the union and other experts.

In 2016 the FBU was able to make progress with legal challenges to the pension scheme and to ensure the governments across the UK dealt with many of the outstanding issues regarding firefighters' pensions, including capability and firefighter fitness.

B2 LEGAL CHALLENGE: AGE DISCRIMINATION

During 2016 the FBU prepared our legal challenge on pensions on the grounds of age discrimination and other areas of discrimination (2016HOC0676MW). The FBU's case is that since 1 April 2015 the claimants have been paid less than their older colleagues based solely on grounds of age. They are currently receiving less favourable pension rights than their protected colleagues irrespective of when they were appointed. The case also looks at areas of age discrimination including, in some cases, breaches of equal pay, sex or race discrimination.

Government lawyers attempted to argue that the FBU's case was out of time and that the legislation compelled authorities to discriminate. This was the subject of an employment tribunal hearing in May 2016, which ruled in the FBU's favour (2016HOC0351MW).

The FBU's challenge also raised concerns about the imposed normal pension age of 60 and why this is an important consideration in relation to the physically demanding role firefighters perform and the related issues of fitness and fitness standards.

The respondents have to demonstrate a justification for the protection arrangements in that they have a legitimate aim in putting them in place. They will also have to show that the impact on the affected members is proportional to the respondents achieving this legitimate aim, i.e. is the objective sufficiently important to justify the impact on the affected member?

The burden for establishing these two points is down to the respondents and the justification cannot be solely based on cost savings. The justification must link directly to a social need and must be necessary. It will also look at any social need compared to the detriment to the disadvantaged individuals.

In challenging the current protection arrangements, the FBU case argued that there is no basis to assume that those nearest retirement will be more affected by the changes. In fact, more often than not those outside of protection will suffer the biggest impact of the pension changes.

A central point of the government's explanation for the protection arrangements is the suggestion that the younger members (i.e. those furthest from retirement) could simply save more and make necessary lifestyle changes. This is very misleading and is being challenged by a detailed examination of the real facts and the real position facing the test cases.

The union has provided detailed evidence to illustrate that in the case of the five claimants (test cases) and other generic examples the additional amounts that they would need to save in order to receive the same benefits as the older protected members are very substantial. Our submission also challenged figures submitted by the Government Actuary's Department (GAD), whose own figures still highlight the fact that very substantial amounts would be necessary.

Part of the FBU argument focuses upon the disproportionate impact of the changes to the Firefighters' Pension Scheme when compared to the pension changes across the public sector. These touch on the requirement of a firefighter to work until 60 to receive an unreduced pension and their ability to do so considering the physical demands of the role.

B3 LEGAL CHALLENGE: FIREFIGHTERS WHO JOINED AGED 18-20

In 2015, the FBU lodged a legal challenge in relation to firefighters who joined the 1992 Firefighters' Pension Scheme (FPS) aged 18-20 (2015HOC0696SS). Firefighters who joined the 1992 FPS aged 18-20 previously had to contribute for up to 32 years to receive a 30-year pension at the earliest age of 50. This was because the FPS, unlike many other schemes, had an accrual cap of 30 years' reckonable service – i.e. no more pension can be accrued after 30 years of contributions.

In December 2015 the Westminster government confirmed that members under the age of 50 who have accrued 30 years' service are to take a contributions holiday from the time they attain 30 years' reckonable service until they reach age 50. This effectively conceded the case.

The FBU estimated that in England alone around 2,500 firefighters would receive some recompense from the union's legal action. The union has also pursued the claim in Scotland, Wales and Northern Ireland. The FBU is the only fire and rescue service organisation to pursue this case.

During 2016 the FBU wrote to the Home Office about unacceptable delays in implementing the decision (2016HOC0422MW). The original agreement had stipulated that the 1992 scheme rules would be amended within six months to allow the remedy to be enacted. In June 2016, after further correspondence between the FBU and the Home Office, the government agreed to finalise the necessary regulations and to avoid any further delay (2016HOC0317MW).

In December 2016 the Home Office confirmed that on Friday 16 December 2016 they had provided funding to fire and rescue authorities to enable them to make refund payments (2016HOC0677SS). Firefighters who continued to pay pension contributions after having accrued the maximum 30 years' service in the 1992 scheme, but before they reached the age of 50 (backdated to 1 December 2006), should receive refund payments.

The Home Office stated that there was still some work for fire and rescue authorities to do to finalise refund payment amounts (utilising a calculator that Home Office has provided), and due to the specific

circumstances of certain individuals some cases would need to be referred back to GAD for bespoke calculations. The Home Office said it expected the majority of refund payments to be made before the end of March 2017.

B4 FBU SUBMISSION ON PENSIONS STATISTICAL BULLETIN

In July 2016 the FBU made a submission to the Home Office 'Consultation on Changes to the Firefighters' Pension Scheme Membership Data Statistical Bulletin'. The FBU's submission argued that the pensions statistical bulletin is exceptionally useful, containing vital information used in ongoing discussions with governments and employers to monitor the performance and condition of all firefighter pension schemes.

The FBU opposed government suggestions that the statistics may no longer be published or would only appear once a year. The union pointed to government assurances in various forums that the schemes would be monitored very closely and regular reports would be provided, for example in relation to opt-outs and non-joiners. Pension boards and scheme advisory boards also rely on the data and statistics in order to manage and advise on membership data and costings.

B5 FBU SUBMISSION ON SURVIVORS' BENEFITS

In May 2016 the FBU made a submission to the Home Office 'Consultation on amendments to survivors' benefits in the Firefighters' Pension Scheme 1992 and Firefighters' Compensation Scheme (England) 2006, and minor amendments to the Firefighters' Pension Scheme 2015'. The FBU opposes the financial penalisation of widow/ers and surviving civil partners of firefighters who have died, who could lose these payments if they marry, remarry or form a civil partnership.

The FBU believes that the formal relationship of marriage or civil partnership and so-called 'common law marriage' should be treated in the same way, so that pensions are not terminated in any of these cases. The union believes that the rule is the relic of a bygone age and discriminatory. The FBU submission argued for the complete abolition of the rule, rather than the partial abolition proposed by government (2016HOC0267SS).

B6 COMMUTATION

During 2016 the FBU continued to pursue the issue of fairer commutation. This followed from the union's long-running campaign and the pensions ombudsman's ruling on May 2015.

The pensions ombudsman decided in May 2015 decision that eligible people would receive an additional lump sum payment and interest payment. In March 2016 the ombudsman announced that he would not investigate claims that the interest paid on the additional lump sum does not adequately compensate for investment that could have been made if the additional lump sum had been made at retirement.

The ombudsman confirmed that he would consider complaints on non-payment of the payments of the initial additional lump sum and interest payments since the government has facilitated funding for the additional payments (2016HOC0155SS).

B7 CAPABILITY DISMISSAL SURVEY

In November 2016 the FBU launched a capability dismissal survey (2016HOC0553SS). The survey followed the executive council meeting in September 2016, which discussed serious issues relating to how ill-health pensions are being dealt with in some areas. It was reported that some fire and rescue authorities have not been dealing with ill-health pensions in line with the agreed process.

Instead they were looking at capability dismissals as a financially beneficial option when compared to ill-health retirement or redundancy. Some fire and rescue authorities see this as a cheaper option. The impact on the individuals affected is devastating, forcing them to wait until they are 60 until they are able to access a pension they could have received 10 years earlier in many cases.

The executive council instructed local officials to continue to look at all options available to avoid any capability dismissals or any compulsory redundancies, and to ensure any concerns are reported.

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

Health and safety was a high priority for the FBU during 2016, reflecting a number of resolutions to conference and a range of concerns raised by brigades.

The central role of FBU safety reps was reinforced by the coroner's inquest verdict on the death of firefighter Stephen Hunt, which was given during 2016. The coroner found a series of persistent safety failings that led to the fatality in 2013 and recommended a pivotal role for FBU safety reps and safety committees in learning the lessons from the death.

During 2016 FBU health and safety specialists carried out a number of investigations into injuries and near misses, with two significant cases in Cambridgeshire and Scotland. Although there were no operational firefighter fatalities in 2016, the union continued to raise concerns that the factors leading to previous deaths and injuries were still present at many incidents.

This year the union produced a strategic plan for organising its safety and health work. Among the growing new priorities were the mental health of firefighters and tackling contaminants that lead to cancers suffered by firefighters. The union also made some progress on PPE matters.

C2 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

The FBU health and safety committee held three meetings during 2016, all at head office:

- 24-25 February
- 28-29 June
- 20 October.

The meetings were attended by senior officials from most regions, as well as executive council members, sectional reps and national officers. The committee heard regional reports, serious accident investigations, near misses and other safety concerns. In particular it discussed developments with breathing apparatus, operational discretion, hydraulic rescue equipment and fire boot integrity.

FBU HEALTH AND SAFETY COMMITTEE ATTENDANCE 2016

	24-25 February	28-29 June	20 October
EC	Chris McGlone Jim Quinn Andy Noble Ian Murray Ian Leahair	Chris McGlone Jim Quinn Andy Noble Ian Murray Ian Leahair	Chris McGlone Andy Noble Ian Murray Ian Leahair
R1	Dave Hart	Dave Hart	Dave Hart
R2	Brian Cunningham		David Nichol
R3	Brian Gibson	Karl Wager	
R4		Carl Matthews	Carl Matthews
R5	Gary Bennett		Gary Bennett
R6	Adam Taylor		Leigh Street
R7			Richard Greensill
R8	Simon Fleming	Simon Fleming	
R9	Steve Kerridge	Steve Kerridge	
R10	Gordon Fielden/ Gareth Beeton	Gareth Beeton	Gareth Beeton
R11	Richard Jones	Richard Jones	Martin Hyndman
R12		Kevin Herniman	
B&EMM			
CSNC	Lynda Rowan-O'Neill	Lynda Rowan-O'Neill	Lynda Rowan-O'Neill
LGBT			
NRC		Tam Mitchell	Tam Mitchell
NWC		Clare Hudson	Clare Hudson
ONC	Mick Higgins		Greg Ashman

C3 HEALTH AND SAFETY STRATEGY

In 2016 the executive council agreed a five-point plan to take forward the union's health and safety work and to shape the work of the union's national health and safety committee. The plan starts from conference resolutions and ongoing streams of work, and does not include ad hoc work that may need a response. The intention is to give health and safety a strategic importance and direction within the union's programme.

The five priorities areas agreed were:

- serious accident investigations (SAIs)
- cancer in the workplace (contaminants)
- mental health
- professional standards and guidance
- organising /effectiveness of H&S reps in the workplace.

C4 FIREFIGHTER FATALITY: GREATER MANCHESTER 2013

During 2016 there were significant developments arising from the investigation into the death of Greater Manchester firefighter Stephen Hunt, who was killed at Paul's Hair World on 13 July 2013.

In May a jury at the Civil Justice Centre in Manchester concluded that Stephen Hunt died as a result of unlawful killing. The FBU's region 5 officials provided the inquest with a detailed report outlining concerns raised by members at the incident and in the subsequent investigation.

On 8 June senior coroner Nigel Meadows produced a report to the home secretary and the chief fire and rescue adviser, *Regulation 28: report to prevent future deaths*. This report raised 10 areas of concern that he felt would need to be acted on to mitigate the risk of any future deaths. Recommendation 8 stated that these areas of concern “be undertaken jointly by fire and rescue services and the FBU or other health and safety representatives on the health and safety committees”.

On 21 July the FBU made our own submission to the home secretary with respect to the coroner’s regulation 28 report. The union highlighted previous incidents where similar factors or problems were identified in firefighter deaths. This revealed repeated and systematic failures. The FBU called for a task and finish group to ensure that lessons were learned and implemented.

On 1 September 2016 the FBU met chief fire and rescue adviser Peter Holland to discuss the coroner’s report. Mr Holland indicated that the majority of the coroner’s concerns would be addressed through guidance under the remit of the National Occupational Guidance group. On 3 October the FBU wrote to the Home Office reiterating our concerns and disappointment with this guidance-only approach. In November fire minister Brandon Lewis indicated that the Home Office was willing to engage with the FBU in tackling the issues arising from Stephen’s death. This work continued into 2017.

On 29 November, FBU members lobbied MPs at Westminster on professional standards and safety matters. The FBU published *Oldham Street Incident July 2013: The Death of Stephen Hunt*, a report containing FBU and official correspondence over the case produced during the year (2016HOC0557MW). The report is intended to detail the FBU’s concerns nationally and to help local officials when discussing safety matters at fire and rescue service level.

C5 SERIOUS ACCIDENT INVESTIGATION: NORTHAMPTONSHIRE

During 2016 the FBU was able to make progress following a serious accident investigation in Northamptonshire Fire and Rescue Service. In July 2014 two firefighters undertaking technical rope rescue training experienced a rapid and uncontrolled descent leading to serious injuries, including multiple fractures.

FBU officials carried out a professional serious accident investigation, working jointly with brigade managers and the Health and Safety Executive. Both firefighters were retired on ill-health grounds. The FBU has been able to improve the disability pension offered.

C6 SERIOUS ACCIDENT INVESTIGATION: EAST SUSSEX

On 25 June 2015, an FBU member was involved in a serious incident during his initial BA training at Maresfield with East Sussex Fire and Rescue Service. The incident left the firefighter in hospital and in a very serious condition.

FBU officials took part on the investigation and provided family support. The union made a significant contribution to the East Sussex Fire and Rescue Service report, identifying a wide range of organisational causes. The FBU has also been instrumental in establishing the necessary steps to ensure incidents like this do not happen again, particularly the improved functioning of joint health and safety committees and safety reps’ training (2016HOC0507SS).

C7 SERIOUS ACCIDENT INVESTIGATION: CAMBRIDGESHIRE

On 16 January 2016, FBU members were involved in an incident at Orton Mere Water. Two stations were conducting joint boat training and swift water rescue training, when a crew of three were thrown overboard into a weir. One firefighter sustained a dislocated shoulder injury and another suffered from illness afterwards.

The location and circumstances mirrored a previous serious accident 10 years previously. FBU Cambridgeshire's health and safety coordinator is working with management to rectify long standing issues surrounding organisational health and safety culture, processes and procedures.

C8 SERIOUS ACCIDENT INVESTIGATION: SCOTLAND

On 25 August 2016, an FBU member was involved in an incident at a fire in a disused building in Greenock, Renfrewshire, Scotland. The incident left the firefighter in intensive care for weeks as a result of his injuries, which included a severed spinal cord, fractured neck and three broken vertebrae in his back. FBU officials are taking part in the ongoing investigation.

C9 MENTAL HEALTH

Mental health is a huge issue for firefighters. In recent years FBU conference has discussed a range of mental health issues. Conference instructed the executive council to produce mental health guidance designed to assist officials when dealing with mental health issues in the workplace, such as post-traumatic stress disorder (PTSD) and suicide, as well as punitive attendance management policies. The national women's committee has raised particular mental health issues such as post-natal depression.

In July 2016 the FBU published *Mental health at work – an initial guide for FBU reps* as part of the union's strategy to tackle mental health issues for firefighters (2016HOC0366SS). The guide included an initial toolkit and is designed to:

- explain the range of mental health issues that can affect firefighters
- help understand the issues for different sections of our membership
- outline employers' duties in relation to mental health
- assist FBU officials to represent and support members
- provide a model policy absence management policy for use when members are suffering with mental health problems.

The guide included the results of a 2016 'blue light' mental health survey by the Mind charity, which demonstrated the scale of the problem in the fire and rescue service (2016HOC0192SS). The guidance also drew on TUC and other union best practice on mental health issues, adapted for firefighters (2016HOC0138SS). The FBU health and safety committee investigated mental health issues and reported to head office.

The FBU also provided advice on mental health through the union learning fund (ULF). Members have been able to access general mental health advice through a distance learning Level 2 qualification. This particular qualification has been the most popular course over the previous four years, with over 500 successful completions.

During 2016 the union made plans to carry out a survey on PTSD among firefighters and the strategies needed to tackle it.

C10 CONTAMINANTS

FBU conference resolutions have continued to raise concerns about firefighters' exposure to contaminants at work, which can lead to ill health and disease. There has been persistent interest in firefighters' exposure to carcinogens and the relationship between firefighters' work and increased risk of contracting particular cancers.

In August 2016 the FBU published 'Initial guidance – contaminants – protection against cancer' to highlight basic principles that members should follow to try and prevent unnecessary contamination before, during and after incidents (2016HOC0423SS). The easy-to-read guide and poster is intended for fire station noticeboards and for reading by members. It was also intended to start discussions at joint health and safety committee meetings on tackling contaminants. The guidance encourages FBU officials, members and local managers to work together to establish simple safeguards to prevent unnecessary contamination in the four basic phases:

- before the incident
- during the incident
- after the incident on scene
- back at the station.

Alongside this work, head office has continued to review the international literature relating firefighters and cancers and is seeking academics to carry out the necessary credible research to make the case to government.

C11 PPE COLLABORATION

FBU officials believe that improvements in personal protective equipment (PPE) are part of the strategy to prevent exposure to contaminants.

In 2016 the Home Office and the Chief Fire Officers Association (CFOA) established a strategic committee to look at issues relating to PPE contamination. The FBU is participating in the work of the committee, which is supported by the Home Office's Centre for Applied Science and Technology (CAST) made up of scientists and engineers who develop technological solutions.

FBU officials have also been involved in the PPE collaboration project coordinated by Kent Fire and Rescue Service, with the involvement of nearly half the brigades in England.

C12 PROFESSIONAL STANDARDS AND GUIDANCE

FBU conference has carried a range of resolutions on matters relating to professional standards and guidance, with a strong connection to health and safety. In 2016 the FBU's health and safety committee discussed these resolutions under three main headings:

- resources (crewing levels, safety critical crewing levels in emergency fire controls)
- incident command (firefighter in charge, operational preparedness of flexi-duty officers)
- training and standards/policies (fire behavioural and real training, national BA standards).

In particular, the committee is already looking at safety and health issues relating to:

- small fires units
- rapid deployment and the confined space regulations
- operational discretion
- workplace audits
- general incident welfare.

These issues were ongoing and expected to continue in subsequent work.

C13 ORGANISING SAFETY REPS IN THE WORKPLACE

During 2016 the FBU promoted the importance of safety reps within every brigade and in as many workplaces as possible. Active union safety reps who carry out inspections, audits and other discussions on a regular basis make a huge difference to the safety culture at work. Safety reps have strong legal backing to obtain training and time off to tackle these vital matters.

During 2016 the FBU sought to train more safety reps through the union's education programme nationally and regionally.

C14 FIREFIGHTER FITNESS GUIDANCE

In March 2016 the Home Office and the NJC published approved firefighter fitness best practice guidance, one of the crucial outstanding issues arising from the imposed pension changes (circular NJC/1/16). The guidance was produced by the firefighter fitness joint working group, with the FBU leading for the employees' side. The best practice guide includes:

- approaches to address and mitigate aspects of the firefighter role that are the most physically demanding
- identifying how best fire and rescue services could provide occupational fitness support to firefighters throughout their career
- identifying actions that employees should take to maintain their fitness, health and well-being
- identifying best practice within the fire and rescue service which supports firefighters in maintaining their fitness and meeting the obligation of fire and rescue services to provide appropriate training to their employees to reduce the potential for work-related injuries, and
- ensuring that recommendations do not unfairly discriminate against any firefighter/ groups of firefighters.

The guidance is necessary as a result of the imposed increase in the normal pension age for firefighters in England, Scotland and Wales to 60. The FBU continues to argue that the majority of firefighters will not be able to maintain their safe operational fitness until age 60. The union believes that the government's own Williams review and other academics research supports our conclusion. The FBU also argues that the changes disproportionately discriminate against women firefighters.

The FBU continued to raise these concerns during 2016. However, the union believes that the guidance provides some protection for firefighters who cannot maintain operational fitness (2016HOC0147MW).

In December 2016 the FBU announced an amended flowchart, addressing the key concern the union raised about when firefighters should be removed from operational duty for their own safety. The revised flowchart is supported by Firefit and CFOA. Crucially, it spells out the mechanism for taking firefighters off the run on fitness grounds and the steps necessary to return to full duties. This protection will be vital as firefighters work longer.

The FBU also participated in the evaluation of the drill ground assessment, with firefighters taking part in trials designed to provide evidence to show what pass mark time equated to an individual having a VO2 of 42.3. The trials involved a range of firefighters of all ages and gender undertaking the drill ground assessment. After a considerable amount of work, evidence has demonstrated that the pass time for the drill ground assessment is 11 minutes 11 seconds (2016HOC0670SS).

C15 PERSONAL FITNESS QUALIFICATION

In February 2016, the FBU announced a personal fitness qualification for fire and rescue authorities in England through the union learning fund (ULF). This qualification delivers:

- NCFE Level 3 certificate in personal training
- NCFE Level 3 NVQ diploma in personal training
- NCFE Level 3 award in employment awareness in active leisure and learning
- NCFE functional skills qualification in English and maths at Level 2.

The qualification assists fire and rescue services, in line with the Williams review and best practice guidance, in supporting employees in understanding and planning for their fire service careers. It also provides firefighters with opportunities for professional development (2016HOC0112SS).

C16 WORKERS' MEMORIAL DAY

FBU members and officials observed Workers' Memorial Day on 28 April 2016, with events taking place across the UK. Firefighters at some stations held a one-minute silence at 11.00 to 'remember the dead and fight for the living'.

C17 FIT FOR WORK SCHEME

In December 2016 the union issued advice for members in England, Wales and Scotland about the Westminster government's Fit for Work scheme. This followed new guidance for GPs published on 29 November (2016HOC0637AD).

Fit for Work is a programme to assist employers, especially those without occupational health service provision, to hasten employees' return to work. However, section 5B of the Grey Book details the arrangements for occupational health services to be provided by fire and rescue services and is therefore far more appropriate than the Fit for Work scheme arrangements.

The government scheme is quite clear that "Fit for Work... does not replace existing occupational health services provided by employers". Employers and GPs can suggest to workers that they are subject to a referral to the government scheme's occupational specialist. If firefighters are on sick leave, the GP may suggest a referral. The union underlined that such a referral is voluntary on the part of the patient. The doctor and/or the employer must seek and receive the employee's consent. There is no penalty for not giving that consent. Members were advised to contact local union officials as necessary if these circumstances arose.

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

In 2016 there were a range of significant developments on fire and rescue service policy, which the FBU was involved with on a number of different levels. The ill-conceived Thomas review was finally published 20 months after it was commissioned. Fire and rescue service national frameworks in Scotland and in Wales were approved after input from FBU officials.

The FBU contributed to a range of operational guidance produced by various governments during 2016. The FBU took part in fire and rescue service stakeholder bodies, such as the Fire Sector Federation (FSF), Chief Fire Officers Association (CFOA), Fire Protection Association (FPA) and other bodies. FBU conference in 2016 included resolutions on marauding terrorism, flexible working and control issues (discussed in Section K).

D2 FIRE INSPECTORATE IN ENGLAND

The FBU has long demanded an independent fire inspectorate in England. The union opposed the abolition of the previous inspectorate and its replacement with firstly the Audit Commission and peer review by chief fire officers. The FBU believes this has led to lower professional standards, affecting both firefighter safety and the service to the public.

On 24 May 2016 home secretary Theresa May announced that she would “bring forward proposals to establish a rigorous and independent inspection regime for fire and rescue in England”. She did so through amendments to the Policing and Crime Bill. On 15 September fire minister Brandon Lewis announced at the CFOA conference that he had asked Her Majesty’s Inspectorate of Constabulary (HMIC) to develop a proposal for an inspectorate, with input from the chief fire and rescue adviser. The Home Office explored more than one model on how the inspectorate role could be carried out by other providers. A formal announcement was expected in February 2017.

D3 FIRE AND RESCUE FRAMEWORK FOR SCOTLAND

The Fire and Rescue Framework for Scotland 2016 is a statutory document which outlines Scottish ministers’ expectations of the fire and rescue service for the next three years. In September 2016 the Scottish government published its Fire and Rescue Framework for Scotland 2016. The FBU made a

submission to the consultation on the framework, securing some significant amendments. The FBU was the only union to contribute to the consultation.

D4 FIRE AND RESCUE NATIONAL FRAMEWORK FOR WALES

Senior FBU officials participate in the Fire and Rescue Consultative Forum in Wales. During 2016 discussions were held on its composition, title and frequency of meetings. It was agreed that future agenda items should reflect the context of the Fire and Rescue National Framework for Wales 2016 and future direction of travel for the three services. The forum was advised that the new approach would be more about enabling the delivery of the national framework. The FBU accepted this renewed focus, but can still raise wider matters such as attacks on firefighters, pensions and fitness standards.

D5 DCLG REVIEW OF FIREFIGHTERS' CONDITIONS OF SERVICE

On 3 November 2016 the Home Office published the Thomas review of fire and rescue services in England. The review was commissioned in August 2014 and Adrian Thomas submitted his report to DCLG in spring 2015. The review was initiated at a time of tension with the Westminster government in the dispute over firefighters' pensions. The review was launched using the politically-motivated notion that the fire and rescue service was rife with bullying. Thomas paints a picture of a fire and rescue service few firefighters would recognise. The FBU conducted our own YouGov survey of more than 10,000 firefighters into bullying and harassment over the same period as part of our submission to the review. It found the majority of bullying was being inflicted on firefighters by fire service management, something the review totally avoided.

Thomas made scant effort to gain an understanding of the fire and rescue service before writing his review. He failed to grasp the massive changes that have taken place in the industry with the expanding role of firefighters. The review supports proposals to further fragment the service. Thomas was a very poor choice of author and his 'findings' are incoherent. The union always had doubts that the review was truly 'independent' and these concerns have deepened following his subsequent appointment as deputy director of the Cabinet Office (2016HOC0556AD).

D6 MARAUDING TERRORIST FIREARMS ATTACK (MTFA)

The FBU continued to argue for our position as agreed by conference and subsequent executive council papers on marauding terrorist firearms attack (MTFA). During 2016 these issues were raised many times directly with the NJC, employers' lead members and government ministers and officials in England and Wales by FBU national leads.

The FBU wants to ensure that firefighters are protected in the event of attending MTFA incidents. This protection is necessary because members would be exposed to an activity where, despite best efforts, a safe system of work cannot be guaranteed because of the hostile human agency that will be using weaponry and other means to harm. Also, even the work in the cold zone would be additional to the current work and role of firefighters.

The FBU believes these key issues need to be resolved:

- a satisfactory across the board increase in pay and logically a mechanism for pay rises
- payments for skill/activity
- each service must conform to strict national protocols to ensure inter-operability and intra-operability between fire and rescue services and other agencies
- nationally agreed guidance would be a part of the individual contract, variable by collective agreement with the FBU at national level

- the usual duty of care requirements and to provide a safe system of work apply to all new activities, including adequate training and provision of equipment
- under no circumstances will fire and rescue personnel work within the hot zone at an MTFA incident
- the costs that would be borne by schemes such as the FBU's AIF scheme (funded by members' contributions) shall be indemnified by the employers' or government department
- adequate resourcing for the new areas of activity, which will not be at the expense of the existing activity of the UK fire and rescue services
- professional standards and operational procedures, with adequate training, competency standards and assessment processes
- fire service personnel to be under the control and command only of fire service operational managers at all incidents
- mobilisation of fire service personnel and in-call incident handling of fire operations to be undertaken by emergency fire control personnel and not other agencies
- adequate arrangements for staffing of fire control rooms
- adequate during-call and post-call welfare arrangements for personnel
- control room staff representation
- appropriate inoculations – especially hepatitis B
- injured firefighters to have satisfactory pension arrangements
- in the event of permanent incapacity or death firefighters and/or their families achieve lifelong household income stability.

Discussions with government and the employers' on MTFA continued into 2017.

D7 PROFESSIONAL STANDARDS

In 2016 the FBU stepped up its campaign for professional standards as a crucial means of protecting firefighters' conditions, as well as defending the fire and rescue service. On 18 October fire minister Brandon Lewis announced at the Fire Protection Association Sector Summit that the Westminster government was "working with the sector to develop a coherent and comprehensive set of professional standards and exploring options for the establishment of a standards body to drive sector improvement". The bodies charged with developing and implementing professional standards were expected to be developed during 2017.

D8 NATIONAL OPERATIONAL GUIDANCE PROGRAMME

The National Operational Guidance Programme is a partnership between London Fire Brigade, the CFOA and the LGA and fire and rescue services in Northern Ireland, Scotland and Wales. It aims to replace fire and rescue service operational guidance issued by the Westminster government.

The Operational Guidance Group (OGG), a stakeholder body the FBU sits on, is responsible for scrutinising this guidance, to ensure that it is accurate and consistent with the aims of the programme, both before and following consultation with stakeholders. Following consultation, the OGG is responsible for final amendments, quality assurance, and recommendations to the board.

During 2016 the OGG discussed a range of matters, including:

- major incidents guidance
- chemical, biological, radiological, nuclear and explosive materials (CBRNE) guidance
- decommissioning of legacy guidance
- Joint Emergency Services Interoperability Programme (JESIP) Joint Doctrine
- Gibraltar.

In 2016 it was agreed that the following pieces of revised National Operational Guidance should be published:

- incident command
- operations
- performing rescues
- transport.

D9 FURNITURE AND FURNISHINGS REGULATIONS

The FBU made submission to the Department for Business, Energy & Industrial Strategy (BEIS) consultation on the Furniture and Furnishings (Fire) (Safety) Regulations 1988, published on 14 September 2016. The FBU submission argued that the Westminster government should not alter the provisions of the 1988 regulations without first carrying out robust and repeatable tests to ensure that any changes could be made without jeopardising safety.

D10 FIRE SECTOR FEDERATION (FSF)

The FBU plays a full part in the Fire Sector Federation (FSF) and holds a place on the FSF executive. The FSF executive meeting of 13 July 2016 decided to implement a new management structure for the FSF, despite FBU concerns. The FBU continues to engage with FSF projects.

D11 HIGH RISK ACCOMMODATION PROJECT

The FBU continued to engage with the Chief Fire Officers Association (CFOA) on a range of projects, including firefighter fitness (see Section B). During 2016 the FBU intervened in CFOA's high risk accommodation project. The CFOA commissioned C. S. Todd Associates to produce a guide which was subject to scrutiny by the working group. The FBU has sought to improve the guide in dealing with 'specialised housing', risk assessment and fire safety advice in the home for the vulnerable residents.

D12 BSI (BRITISH STANDARDS INSTITUTION)

The union continues to be represented on key fire-related BSI committees and attends as and when those committees are convened. BSI organised its annual fire conference on 23 November 2016 to discuss fire standards and other current issues in the fire industry. Dave Sibert, FBU fire safety and IRMP adviser, spoke at the conference on the Fire Sector Federation.

D13 FLEXIBLE WORKING

During 2016 the executive council began work on the flexible working resolution passed at annual conference 2016. The executive council intended to produce a draft negotiating document, but this proved to be a difficult undertaking in the context of lean crewing throughout the fire and rescue service and the range of practical options for flexible work. It was also complicated by unspecified proposals arising from the Thomas review. In December 2016 head office requested flexible working policies from FBU officials to assess the picture across brigades in the UK (2016HOC0667JM).

D14 SPRINKLERS IN SCHOOLS

The FBU has a longstanding policy supporting the installation of sprinklers in all schools to improve fire safety in these premises. The FBU has worked closely with the National Union of Teachers to support both the mandatory installation of sprinklers in all newly built school premises and the retrofitting of old building with sprinklers.

In 2016 the FBU vigorously opposed the Westminster government's revision of a document called 'BB 100 Design for fire safety in schools', originally made by the last Labour government in 2007 and which required sprinklers to be installed in all new school buildings. What had read "It is now our expectation that all new schools will have sprinklers fitted" was replaced with a statement declaring: "BB 100 no longer includes an expectation that most new school buildings will be fitted with them [sprinklers]".

In November 2016 FBU representatives along with NUT representatives, met with officials from the Education Funding Agency to press the FBU/NUT position on sprinklers in schools.

D15 WAREHOUSE FIREFIGHTING PROJECT

During 2016 the FBU participated in a project on warehouse firefighting. The aim of the project is to improve the safety of firefighters when performing rescues at warehouse fires by identifying a maximum unsprinklered compartment size, above which firefighters cannot perform search and rescue operations effectively or safely.

In June 2016 a meeting between the FBU, officers from Greater Manchester Fire and Rescue Service and experts from the University of Central Lancashire met to begin the process of establishing a steering group. The first steering group meeting for this project took place on 3 November. It was followed by a visit to Rotherham fire station. The project has also received data on nearly 200 warehouse fires, which will be analysed alongside attendance times.

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

The leadership of the Westminster government changed as a result of the European Union referendum on 23 June 2016. Theresa May became prime minister after David Cameron's resignation, but continued with the attacks on the fire and rescue service.

These included:

- drastic cuts in central government funding to the fire and rescue service over the next four years
- efforts to allow police and crime commissioners to take over the running of local fire authorities
- new anti-trade union laws designed to restrict the voice of firefighters and other workers, both in the workplace and in wider politics.

During 2016 the FBU deployed considerable resources into political work. This included submissions to governments at Westminster, Holyrood, Stormont and Cardiff, lobbies by FBU members, meetings with ministers and civil servants and the production of briefings and bulletins, as well as campaigning.

FBU conference in 2016 included a number of resolutions on government policy. These were:

- defending the Human Rights Act
- fire and rescue cuts
- flooding – a statutory duty
- MTFA.

These issues were progressed in the course of 2016 and into the following year.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

On 5 January 2016 responsibility for the fire and rescue service in England transferred to the Home Office, with Theresa May MP as the secretary of state and Mike Penning MP under secretary of state with responsibility for fire. The Brexit referendum on 23 June and the vote to leave resulted in significant changes at Westminster. Theresa May became prime minister. She appointed Amber Rudd MP as home secretary with Brandon Lewis MP becoming the under secretary of state with responsibility for fire. FBU officials held several meetings with ministers during 2016.

E3 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – NORTHERN IRELAND

The fire and rescue service in Northern Ireland is a devolved matter and is the responsibility of the Department of Health. At the beginning of 2016, the minister responsible for the Department of Health, Social Services and Public Safety (DHSSPS) was Simon Hamilton MLA. On 9 May 2016, the DHSSPS was renamed Department of Health, with a new minister, Michelle O'Neill. FBU officials held numerous meetings with ministers and MLAs during 2016.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The fire and rescue service in Scotland is a devolved matter and is the responsibility of the Scottish government. During 2016, Michael Matheson MSP was cabinet secretary for justice and Annabelle Ewing MSP was the minister for community safety and legal affairs, with responsibility for the fire and rescue service in Scotland. FBU officials held meetings with numerous ministers and MSPs during 2016.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and is the responsibility of the Welsh government. During 2015 Leighton Andrews AM was responsible for public services, including the fire and rescue service in Wales. FBU officials held meetings with AMs and Welsh government fire branch civil servants during 2015. The FBU represents firefighters on the Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives.

The fire and rescue service in Wales is a devolved matter and is the responsibility of the Welsh government. During 2016, Carl Sargeant AM was responsible for public services, including the fire and rescue service in Wales. FBU officials held meetings with AMs and Welsh government fire branch civil servants during 2016.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

In February 2016 the Westminster government announced swingeing cuts to fire and rescue services across England in its final local government finance settlement. The government confirmed cuts of over 20% for central funding allocated to fire and rescue authorities in England over the next five years.

For England as a whole, fire and rescue service funding from Westminster will be cut from £1.09bn in 2015-16 to £864m in 2019-20. The main source of funding for the service is the revenue support grant. This will be cut by almost half over the next five years. Some money will be clawed back by the business rate retention, but not enough to compensate for the reduction in the revenue support grant.

E7 NORTHERN IRELAND ASSEMBLY

Throughout 2016 FBU officials and members met politicians from all parties involved in the Northern Ireland assembly: DUP, Sinn Féin, Ulster Unionists, SDLP and the Alliance Party. Key issues raised included pensions, recruitment and provision of fire cover. After intense political lobbying by FBU officials, a motion was unanimously agreed in the assembly on 18 January 2016 in relation to budgets and the threat to the Northern Ireland Fire and Rescue Service.

E8 SCOTTISH PARLIAMENT

During 2016 Scottish FBU regional officials engaged regularly with government, including Her Majesty's Chief Inspector Fire Services for Scotland, senior civil servants within the fire and rescue division at St Andrew's House and ministers at parliament. Lobbying and discussions largely revolved around the budget for the service. FBU officials also met with the leaders of the main opposition parties at Holyrood and attended the autumn and spring party conferences.

E9 WALES FIRE AND RESCUE CONSULTATIVE FORUM

The FBU represents firefighters on the Wales Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives. During 2016 the forum met quarterly and discussed issues such as pensions, NHS support, medical response trial progress and the national framework. A key breakthrough was made on flooding, with the Welsh government consultation on statutory duty (see below – paragraph E12).

E10 POLICE AND CRIME COMMISSIONERS IN ENGLAND

In January 2016 the Westminster government announced that it would legislate to allow police and crime commissioners (PCCs) to take over local fire and rescue services in England. The government said it would impose a new statutory duty on all three emergency services to collaborate to make 'efficiencies', allowing PCCs to take control over fire services, including as a single employer.

The FBU opposed the move, arguing that it would compromise fire and rescue as an independent, humanitarian service. The union underlined the reduction in democracy and the likely attack on firefighters' pay and conditions that would result from any takeover.

The FBU strongly opposed the Policing and Crime Bill at every stage of the legislative process. The union provided briefings to MPs. On 15 March Matt Wrack, FBU general secretary, explained the union's opposition at the parliamentary committee set up to scrutinise the Bill, and on 22 March the union's briefing was used by the committee to question the fire minister (2016HOC0169DG).

Head office briefed brigade secretaries ahead of local and PCC elections in May (2016HOC0176DG). When the Bill reached the report stage in the House of Commons on 26 April the FBU provided support for amendments on funding, local consultation and flooding, as well as lobbying MPs (2016HOC0200DG). At the second day of the report stage on 13 June the government brought forward an amendment to establish a fire inspectorate, a longstanding demand made by the FBU (2016HOC0300DG).

The Bill proceeded to the House of Lords, receiving its first reading on 14 June and second reading on 18 July. Head office ensured that the appropriate briefings were available and also met with key members of the shadow Lords front bench (2016HOC0429DG). The FBU also provided information ahead of the Lords committee stage, which began in September (2016HOC0508DG).

The House of Lords debated the Policing and Crime Bill at the report stage for a first time on 30 November. Labour amendments to introduce safeguards if PCCs try to take over the running of local fire and rescue services were moved by Richard Rosser, a former trade union general secretary. The amendments were opposed by the Home Office minister, Baroness Williams of Trafford. The FBU was referred to in the debate and a transcript circulated to members (2016HOC0641DG).

E11 TRADE UNION BILL

The FBU continued to campaign against the Trade Union Bill during 2016. On 11 February Matt Wrack was invited to attend the House of Lords select committee on trade union political funds and political party funding and spoke alongside other trade union leaders against the provisions in the Bill (2016HOC0150MW). The committee agreed that the changes would diminish the Labour Party's political funds from trade unions, but the government ploughed on regardless.

On 16 March the Trade Union Bill reached the report stage in the House of Lords. The FBU supported an 'after work' demonstration on the day, organised by the Trade Union Co-ordinating Group (TUCG) in conjunction with other unions. On 30 March the FBU proposed that the TUC renew its campaign against the Bill, including a conference to coordinate union action (2016HOC0333MW).

In April, as a result of trade union lobbying, the government was defeated on a number of key areas within the Bill, notably on electronic balloting, political funds and a facility time cap (2016HOC0172MW). The government also dropped plans to outlaw 'check-off' arrangements by which trade union members pay contributions direct from wages.

On 4 May 2016 the Trade Union Act received royal assent, although some of its provisions did not come into force immediately. In August the FBU responded to the Department for Business, Energy and Industrial Strategy consultations on two specific areas of the Act: the transition period for the political funds opt-in and codes of practice and guidance (2016HOC0418DG). Head office officials attended TUC seminars and corresponded with the certification officer to ensure that the union complies with the new rules against trade unions (2016HOC0657DG).

FBU officials in Wales supported efforts by the Wales TUC to ensure the Welsh government repeal the devolved aspects of the Westminster Trade Union Act. The Trade Union (Wales) Bill was introduced in the National Assembly for Wales on 16 January 2017 and will repeal the Trade Union Act 2016 as it applies to public services devolved to Wales, including firefighters.

E12 FLOODING RESOURCES AND STATUTORY DUTY

During 2016 FBU Welsh region again raised the issue of flood response with the Welsh government, and the requirement for a statutory duty on Welsh fire and rescue authorities to respond to such incidents, in line with the union's long running national campaign. FBU officials succeeded in encouraging Welsh Labour to include this issue within its manifesto for the May 2016 elections.

Subsequently, the Welsh government promised to consult on the issue of a statutory duty in relation to flood response in the latter part of 2016. Welsh region in conjunction with head office drafted a response and this was submitted in line with the consultation requirements in December 2016. The consultation strongly supported Welsh government plans to introduce statutory duty. The results of the consultation were expected in 2017.

In March 2016 FBU head office published an analysis of the December 2015 floods, focusing on the tremendous rescue work carried out by firefighters across the UK during that period (2016HOC0175DG). The report was circulated to MPs, devolved assemblies and fire authorities.

The FBU submitted written evidence to the House of Commons environment, food and rural affairs (EFRA) committee enquiry on flood prevention and response. The union also briefed MPs ahead of a Westminster Hall debate on flooding and statutory duties on 8 June, secured by Labour MP Jim Fitzpatrick (2016HOC0327DG).

On 20 July Matt Wrack, FBU general secretary, gave evidence on behalf of the FBU to the EFRA committee and made the case for a statutory duty on fire and rescue services to respond to major flooding

(2016HOC0415DG). In September the committee published its report, adding its weight to the case for statutory duty. However, the Westminster government again refused to advance any proposals or to consult on the matter for England, unlike the other devolved administrations.

E13 FBU PARLIAMENTARY GROUP

The FBU organises a parliamentary group to advance firefighters' interests at Westminster, where many key decisions are made that affect the fire and rescue service. The group, drawn exclusively from Labour MPs, is chaired by Kate Hoey MP with Ian Lavery MP as vice-chair.

The aim of the group is to inform MPs of firefighter issues and influence the direction of government policy. The FBU parliamentary group is a campaigning group. It is not comprised of MPs who have any financial relationship with the union because of their membership, but rather of MPs who wish to work with the union and in the interests of FBU members.

The group meets regularly every six to eight weeks whilst the House of Commons is sitting, so the union can brief MPs on its current campaigns. The union provides a written report to all group meetings.

During 2016, a wide range of issues were raised with MPs, including:

- the impact of cuts on the fire and rescue service
- the threat of police and crime commissioners taking over fire authorities
- flooding and the need for regulation and resources for the fire and rescue service
- the Thomas review of firefighters' conditions of service, and
- the Trade Union Bill.

More than two-thirds of the FBU parliamentary group now hold shadow frontbench positions and group meetings are regularly attended by a significant number of the frontbench team, including both the leader of the opposition and the shadow chancellor.

FBU parliamentary group membership, December 2016
David Anderson, Blaydon
Roberta Blackman-Woods, City of Durham
Tom Blenkinsop, Middlesbrough South and East Cleveland
Richard Burgon, Leeds East
Jenny Chapman, Darlington
Rosie Cooper, West Lancashire
Jeremy Corbyn, Islington North
Jon Cruddas, Dagenham and Rainham
John Cryer, Leyton and Wanstead
Alex Cunningham, Stockton North
Nic Dakin, Scunthorpe
Peter Dowd, Bootle
Robert Ffello, Stoke-on-Trent South
Paul Flynn, Newport West
Gill Furniss, Sheffield Brightside and Hillsborough
Mary Glendon, North Tyneside
Nia Griffith, Llanelli
Louise Haigh, Sheffield Heeley
Kate Hoey, Vauxhall
Kelvin Hopkins, Luton North
Imran Hussein, Bradford East
Ian Lavery, Wansbeck
Clive Lewis, Norwich South
Rebecca Long-Bailey, Salford and Eccles
Rachel Maskell, York Central
Kerry McCarthy, Bristol East
Andy McDonald, Middlesbrough
John McDonnell, Hayes and Harlington
Liz McInnes, Heywood and Middleton
Jim McMahon, Oldham West and Royton
Ian Mearns, Gateshead
Grahame Morris, Eastington
Kate Osamor, Edmonton
Paula Sherriff, Dewsbury
Dennis Skinner, Bolsover
Ruth Smeeth, Stoke-on-Trent North
Cat Smith, Lancaster and Fleetwood
Jo Stevens, Cardiff Central
Karl Turner, Kingston upon Hull East

E14 TRADE UNION CO-ORDINATING GROUP (TUCG)

The FBU is a founder member of the Trade Union Co-ordinating Group (TUCG), established in 2008 to coordinate campaigning activities at Westminster on issues of common concern to member unions. The TUCG currently comprises 10 trade unions: Bakers, Food and Allied Workers Union (BFAWU), Fire Brigades Union, Napo – the probation and family court staff union, National Union of Journalists (NUJ), National Union of Rail, Maritime and Transport Workers (RMT), National Union of Teachers (NUT), Public and Commercial Services Union (PCS), Prison Officers' Association (POA), United Road Transport Union (URTU) and University and College Union (UCU). John McDonnell MP is the TUCG parliamentary convenor. The TUCG executive council met every two months during 2016 and organised events at TUC congress and around Westminster.

E15 CAMPAIGNING AND LOBBYING

The FBU produced four issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. These were on cuts, floods, jobs and rescues.

The FBU organised two national lobbying events during 2016. A small delegation of FBU members and officials lobbied MPs at the House of Commons on 26 April about the government's imposed power to allow police and crime commissioners to take over the running of fire authorities.

On 29 November the FBU organised a rally and parliamentary lobby about professional standards and safety in the fire and rescue service, with around 200 firefighters speaking to MPs inside the Houses of Parliament. Head office officials provided resources and other assistance to these events.

During 2016 FBU officials organised local mobilisations, including:

- Northumberland FBU week of action in January to highlight cuts to the local fire service
- Essex FBU campaign against the cuts, Chelmsford, 23 April
- Warwickshire FBU lobby of the county council, 22 September
- Avon FBU's two successful campaign days on 10 and 17 December highlighting the cuts there.

E16 EUROPEAN UNION REFERENDUM

Conference 2016 debated the union's attitude towards the European Union (EU) referendum called by the Westminster government on 23 June. The executive council policy statement advocating a vote to remain was carried. It stated that the likely consequences of withdrawal from the EU would be worse for workers than to remain. The statement argued that the FBU should take an independent approach and not join official or government platforms. Both sides of the debate were aired in *Firefighter* magazine. The union's approach after the Brexit decision was explained in an all-members' circular (2016HOC0329MW).

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

The FBU has a strong reputation for solidarity and intervention in the wider labour movement, both within the UK and internationally. During 2016 the union sent delegations to a range of important trade union and labour movement conferences to put forward the views of firefighters and to seek support for our campaigns.

The FBU has also cemented links with firefighter unions across Europe during 2016. The union continues to affiliate to a wide range of labour movement-backed campaigns.

FBU conference in 2016 debated a number of resolutions on the trade union and labour movement, including:

- Labour councillors
- affiliation to Unite the Resistance
- abortion rights
- Palestine solidarity.

These were implemented in the course of 2016.

F2 TUC CONGRESS 2016

The annual Trades Union Congress (TUC) took place on 11-14 September 2016 in Brighton. The theme of the conference was 'Jobs, rights, investment'. The FBU delegation consisted of Matt Wrack, Alan McLean, Ian Murray, Andy Noble, Tam McFarlane, Danni Armstrong, Sally Harper, Sam Rye, Michael Nicholas and Kevin Brown.

The FBU moved two resolutions at the conference, which were both carried:

- a composite on protecting workers as the UK leaves the European Union
- Protecting our fire and rescue service.

The FBU submitted an emergency resolution on the Health and Safety Executive board, opposing the appointment of the former chief executive of Durham and Darlington Fire and Rescue Service to one of the seats reserved for workers' representatives. A composited motion was carried, seconded by the FBU.

The FBU also amended motions on the Trade Union Act and on public sector pay. FBU delegates also spoke in debates on safety, climate change, challenging the politics of hate, and trades councils. Matt

Wrack was re-elected to the TUC general council and executive committee, while Michael Nicholas was re-elected to the general council to represent black workers. The FBU's stand won first prize in the best stand competition at the TUC congress.

Full details of congress, including the verbatim report of delegates' contributions, can be found at www.tuc.org.uk

F3 TUC BLACK WORKERS' CONFERENCE 2016

TUC black workers' conference 2016 took place on 15-17 April at Congress House, London. The FBU delegation consisted of Michael Nicholas, Tony Edwards and Enrico Temple. The FBU moved a resolution on police and crime commissioners, which was agreed by conference. Michael Nicholas was elected to the TUC race relations committee for 2016-17.

F4 TUC LGBT CONFERENCE 2016

TUC LGBT Conference 2016 took place 23-24 June at Congress House, London. The FBU delegation consisted of Yannick Dubois, Pat Carberry, Karen McDowell and Lucy Masoud. The FBU submitted a motion on the issue of employer monitoring of social media, respecting the right of privacy. The TUC committee asked that the motion be remitted owing to concerns around achieving the necessary legislative changes that the motion called for. The delegation moved the motion as the opportunity to debate allowed for the concerns about employer monitoring to be highlighted but remitted the motion immediately prior to moving to the vote.

On the morning of opening conference Pat Carberry was called to take over chairing the first session, and was re-elected to serve on the TUC LGBT committee for 2016-17.

F5 TUC WOMEN'S CONFERENCE 2016

TUC women's conference 2016 took place on 9-11 March at Congress House, London. The conference theme was 'Inspiring Women, Transforming Working Lives'. The conference focused on the effects of continuing austerity measures disproportionately affecting women, getting women's voices heard running up to the Brexit referendum and continuing work on campaigning and organising women.

The FBU delegation consisted of Louise Connell, Sarah Gartland, Sam Rye and Helen Tooley. The FBU moved two resolutions at the conference: updating the Abortion Rights Act 1967 to give women the right to make this decision with the support of one doctor only – as with any medical procedure; and women and pensions, focusing on the impact of government-imposed changes on firefighters. Both resolutions were carried unanimously. Sam Rye was elected to TUC women's committee for 2016-17.

F6 ICTU (NORTHERN IRELAND) BIENNIAL CONFERENCE 2016

The Northern Ireland committee of the Irish Congress of Trade Unions (ICTU) held its conference on 12-13 April 2016 in Derry/Londonderry. The conference was attended and addressed by a number of high-profile politicians and trade unions from across the North. The FBU delegation, which comprised Stephen Boyd and David Nichol, moved a resolution on peace. The conference also debated motions on the economy, equality and welfare reform. Jim Quinn, FBU Northern Ireland executive council member, was elected to the Northern Ireland committee of ICTU for 2016-2018.

F7 STUC CONGRESS 2016

The annual Scottish Trade Union Congress (STUC) took place on 18-20 April 2016 in Dundee. The FBU delegation consisted of Matt Wrack, Chris McGlone, Denise Christie, Stephen Thomson and Gordon McQuade. The FBU moved three resolutions on fire service budget cuts, Scottish Fire and Rescue Service control rooms, and personal protective equipment (PPE) for Palestine.

F8 STUC WOMEN'S CONFERENCE 2016

The STUC women's conference 2016 took place on 28-29 October in Perth. The FBU delegation consisted of Colleen Murray, Denise Christie, Sandra Brown and Rebecca Smith. The FBU moved resolutions on women in male dominated professions and Community HEART (health, education and reconstruction training). Colleen Murray was elected onto the STUC women's committee.

F9 WALES TUC CONFERENCE 2016

The biennial Wales Trade Union Congress (WTUC) conference took place on 24-26 May 2016 in Llandudno. The FBU delegation consisted of Cerith Griffiths, Alex Psaila and Arwel Roberts. Motions submitted to the conference must be within the devolved responsibility of the Wales TUC. 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.

F10 LABOUR PARTY

For the first time in a decade the FBU attended the annual Labour Party conference as an affiliated organisation. Labour Party conference 2016 took place on 25-28 September in Liverpool. The union's delegation consisted of Matt Wrack, Alan McLean and Grant Mayos.

During the economic debate, Matt Wrack spoke in favour of a motion to defend and promote the nation's public services against Tory attacks. Wrack said the fire and rescue service had seen a third of its funding from central government slashed and 10,000 frontline firefighter jobs cut since 2010. He also warned against plans to allow police and crime commissioners to take over fire and rescue services.

Labour leader Jeremy Corbyn thanked the FBU for re-affiliating to the party in his keynote conference speech, saying it was proof that the Labour family was "re-uniting". Corbyn praised "all of the firefighters and indeed all of the public sector workers who worked so hard to save people during the floods last winter". Rachael Maskell, the shadow secretary of state for the environment, promised that a future Labour government would make flooding a statutory duty for fire and rescue services.

FBU officials used the conference as an opportunity to lobby politicians about the Section 188 notices issued against Greater Manchester firefighters, helping to get the threat rescinded. The FBU came second in the competition for best conference stand.

F11 PARTY CONFERENCES

During 2016, FBU officials attended conferences organised by a range political parties to influence their fire and rescue service policies. This generally involves running a stall, distributing FBU literature and speaking to individuals.

FBU members in Northern Ireland attended the conferences of the five major political parties represented in the Northern Ireland Assembly: the Democratic Unionist Party (DUP), Sinn Féin, the Ulster Unionist Party (UUP), the Social Democratic and Labour Party (SDLP) and the Alliance Party.

During 2016 FBU officials attended the Scottish Labour Party, Scottish National Party (SNP) and Scottish Green Party conferences to lobby politicians about the ongoing cuts to the Scottish Fire and Rescue Service budget and other matters concerning the Scottish government.

F12 INTERNATIONAL SOLIDARITY

The FBU has a strong tradition of international solidarity, with strong links with firefighters across the globe and support for global labour movement campaigns.

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which groups together most of the firefighter unions across Europe. Unfortunately the planned meeting for October 2016 was postponed by EPSU until the following year.

On 12 October 2016 FBU head office hosted a visit by Stephane Poyau and Yaël Lecras from the SNSPP-PATS FO, one of the firefighter unions in France. The meeting discussed common problems on a range of matters, including safety, civil protection and medical response. The delegation also visited Battersea fire station during their visit.

On 25 November FBU hosted a visit by Mürsel Turbay, president of the Bem Bir Sen union in Turkey, which has firefighter members. The visit took place at the behest of the London region.

The FBU also expressed our solidarity with Belgian firefighters in light of the Brussels terrorist attacks that took place in April 2016, and with Turkish firefighters after the Istanbul airport bombings in June 2016. The FBU also wrote to Italian firefighters following the earthquake in September 2016.

F13 AFFILIATIONS

During 2016, the FBU maintained or established affiliations to the following organisations:

UNION ORGANISATIONS

European Federation of Public Service Unions (EPSU)	Public Services International (PSI)
International Centre for Trade Union Rights (ICTUR)	Scottish Trades Union Congress (STUC)
Irish Congress of Trade Unions (ICTU)	Trade Union and Labour Party Organisation (TULO)
Labour Party	Trade Union Co-ordinating Group (TUCG)
Momentum	Trades Union Congress (TUC)

FIRE ORGANISATIONS

Fire Protection Association (FPA)	The Firefighters Memorial Trust
Fire Sector Federation (FSF)	National Fire Sprinkler Network

NATIONAL CAMPAIGNS

Abortion Rights	Maternity Action
British Pensioners and Trade Union Action Association	Marx Memorial Library
Campaign against Climate Change	Mechanics Centre Trust
Campaign for Nuclear Disarmament (CND)	National Assembly of Women
Campaign for Press and Broadcasting Freedom	National Pensioners Convention
Campaign for Trade Union Freedom	National Shop Stewards Network
Comprehensive Future	People's Assembly
Defend Council Housing	Protect Our NHS
End Child Poverty	Stand Up to Racism
Fabian Society	Stop the War Coalition
Greenpeace	Trade Union Friends of Searchlight
Institute of Employment Rights	Unite Against Fascism
International Brigade Memorial Trust	Unite the Resistance
Labour Research Department (LRD)	Woodcraft Folk
Liberty	Working Class Movement Library
Local Government Information Unit (LGIU)	

INTERNATIONAL CAMPAIGNS

Action for Southern Africa (ACTSA)	Hands off Venezuela
Amnesty International	Justice for Colombia
Burma Campaign UK	Nicaragua Solidarity Campaign
Campaign for Human Rights in the Philippines	Palestine Solidarity Campaign
Committee for the Defence of Iranian Peoples Rights (CODIR)	Venezuela Solidarity Campaign
Cuba Solidarity Campaign	War on Want
Greece Solidarity Campaign	Western Sahara Campaign

F14 BLACKLISTING AND POLICE SPYING ON UNIONS

The Pitchford inquiry into undercover policing made no progress in revealing more evidence of police spying on FBU officials during 2016. Lawyers for the police operated a 'neither confirm nor deny' defence to allegations and did not disclose any of the documents collected on trade unionists and other campaigners in the course of forty years of spying activity.

F15 WIDER LABOUR MOVEMENT CAMPAIGNING

FBU mobilisations for trade union marches or events included:

- Chainmakers Festival – region 7, 2 July
- Durham Miners' Gala – region 3, 9 July
- Tolpuddle Martyrs Festival – region 12, 15-17 July
- Burston Strike School Rally - region 9, 4 September
- London Pride – LGBT committee and region 9, 25 June
- TUC lobby of the Conservative Party conference – head office and region 7, 2 October

- People's Assembly demo (London) – head office 16 April
- People's Assembly demo (London) – head office 16 July

Additional support was provided by head office, mainly in the form of lending the FBU's fire engine, to various events organised by other trade union/community campaigns as well as events organised to support Jeremy Corbyn's campaign to be re-elected as the leader of the Labour Party.

SECTION G

EDUCATION

61 INTRODUCTION

The executive council considers FBU education to be fundamentally important and central to supporting officials and servicing members. To that end the EC has continued to support and develop a programme of nationally organised courses during the year. In 2016 the trial continued with head office organising all regional education. During the year hundreds of FBU officials completed accredited courses, while FBU reps were also well represented on other TUC courses. Several hundred members also completed FBU unionlearn courses in 2016.

62 FBU EDUCATION STRATEGY

In 2016 the FBU's education programme consisted of three interlinked parts: an introductory programme for branch and brigade officials – the 'Branch and brigade officials' introductory pathway'; a follow-on programme for branch and brigade officials – the 'Branch and brigade officials' follow-on pathway'; and a follow-on programme for brigade and regional officials – the 'Brigade and regional officials' follow-on pathway'. Several new courses were developed in support of the programme. All courses in the programme were delivered by head office at venues across the UK. To support this, an annual programme including details of venues and dates was published, giving regions advance notice to assist with recruitment of branch and brigade officials onto the programme. All costs, including subsistence and travel, were paid through head office. The content of courses continued to be updated to ensure relevance to officials in the current environment.

In October 2016 head office invited regions to complete a questionnaire designed to help identify education priorities for 2017. The results, collated in November, helped inform recommendations to the executive council. Courses in the branch and brigade officials' introductory pathway have again been identified as priorities and will be offered to encourage officials into union education where gaps in organisation are identified.

63 PATHWAYS AND COURSES

During 2016 a total of 432 learners successfully completed 19 FBU TUC-accredited courses, including three section schools within the education programme. Feedback from learners, tutors and officials has been generally positive.

Courses from all the pathways were arranged as follows:

Branch and brigade officials' introductory pathway

- introductory branch officials and handling members' problems
- preparing discipline casework and representation at hearings
- introduction to fairness at work and tackling bullying and harassment
- handling internal investigations (ADAE) and tackling bullying and harassment
- introduction to health, safety and welfare at work.

All courses in the introductory pathway were offered and it is positive to note that this is the first year for some time that we successfully recruited and delivered both the introductory fairness at work and follow-on ADAE courses in addition to the introductory branch officials and preparing discipline casework courses. A new course, 'Introduction to health, safety and welfare at work', was added and piloted in the autumn.

Branch and brigade officials' follow-on pathway

- developing effective bargaining skills
- engaging with politics and developing campaign skills
- promoting union learning and organising in the UKFRS
- national school.

Brigade and regional officials' follow-on pathway

- developing effective bargaining skills
- national school
- promoting union learning and organising in the UKFRS
- understanding and handling pension and medical appeals
- understanding mental health issues, promoting awareness and representing members in the UKFRS
- building union membership and organising in the UKFRS.

Follow-on courses for branch, brigade and regional officials delivered in 2016 were:

- bargaining skills for union officials – a course for brigade and regional officials
- promoting union learning and organising in the UKFRS
- understanding and handling pension and medical appeals
- national school.

A new course has been added and successfully piloted in the autumn:

- understanding mental health issues, promoting awareness and representing members in the UKFRS.

The introductory one-day taster course intended for potential and new branch officials is also available as a valuable introduction to the union and its education programme. The course can be delivered within regions independently or with some assistance from head office. Head office assisted a number of regions making use of these materials during the year.

Courses were arranged with section officials during the year, as follows:

- Women's school 2016
- LGBT school 2016
- B&EMM school 2016.

64 ROLE OF THE REGIONAL EDUCATION AND LEARNING ORGANISER (RELO)

In October regional education and learning organisers (RELOs) attended a meeting at head office to report on progress in regions and for an update on the union's course programme and pathways. Following that RELOs were invited to complete a survey intended to identify specific demand for future courses and the results collated at the end of November were a key factor for the executive council when identifying priorities and drafting the future programme.

An important aspect of the role of the RELO is to work with the regional officials to ensure that individuals are signposted onto the relevant course. Head office now makes use of an identification system (TRAX) that records an individual's education record of attendance, completion and success, which can be used to assist the RELO in this task. Each region now receives notification of each student's completion for their own records.

65 NATIONAL SCHOOL

During 2016 the content of the national school was revised to make it more inclusive and relevant to new officials and active members. The programme took into account the political and industrial consequences of the 2015 general election, the Conservative government, changes in the leadership and direction of the Labour Party and the union's re-affiliation. The course content was designed and developed by Trevor Cave, director of education and Julie Heselwood, TUC tutor, Leeds City College.

Some 40 officials and active members attended national school, held from Monday 7 November to Friday 11 November at Wortley Hall, Sheffield. TUC tutors Katherine Fry and Julie Heselwood supported the course groups. The school was opened by Alan McLean. Class chairs were Ian Murray, and Grant Mayos and Les Skarratts. Head office speakers included Matt Wrack, Dave Green and Sean Starbuck.

Topics and presentations at the school included:

- challenges for the FBU and the fire and rescue service
- challenges facing the NJC
- achieving equality in the workplace and wider society
- equality and representation in UK politics
- key health, safety and welfare issues in the UKFRS
- developing union learning to support members
- international politics – the US presidential election
- economics for trade unionists
- the importance of a political voice
- get political – if you could change one thing
- how and why the FBU does politics
- organising for the future – priorities and action points.

External speakers included former Labour MP Chris Williamson, who spoke about 'Organising in the Labour Party'; Shane Ewen, senior lecturer, Leeds Beckett University, who spoke on 'Developing the modern fire service: lessons from the past'; and Deanne Ferguson, GMB organiser, who spoke on the struggle for trade union recognition at online fashion retailer ASOS's warehouse in South Yorkshire.

66 B&EMM SCHOOL

The B&EMM school was held at Wortley Hall on 7-9 October 2016, with 32 students attending. Guest speakers were Janet Hills, National Black Police Association chair, and Matilda MacAttram, founder of Black Mental Health UK.

67 LGBT SCHOOL

The LGBT committee held its annual school at Wortley Hall, Sheffield on 20-22 April 2016.

68 WOMEN'S SCHOOL

The annual women's school was held at Wortley Hall on 8-10 April 2016. Some 40 women attended and feedback from the school was very positive.

69 TUC DAY RELEASE COURSES

During 2016 FBU officials and members throughout the regions attended a range of day release and online e-learning courses organised by TUC Education and delivered by TUC providers. These included:

- Union representatives stage 1
- Union representatives stage 2
- Health and safety representatives stage 1
- Health and safety representatives stage 2
- Union learning representatives
- Diploma in employment law
- Diploma in occupational health and safety
- Diploma in equalities
- Tackling cancer in the workplace.

The most recent (2015) TUC Education annual report shows that the FBU, which then represented 0.66% of TUC membership, was responsible for 1.30% of the take-up on TUC 10-day release courses and 1.77% of the take-up on short courses.

As reported last year, the situation regarding future public funding for TUC Education courses remains uncertain. However, the 2016 programme was successfully delivered with full support from TUC tutors employed by TUC college partner providers. In England college providers now have access to only half of the funding previously available to support TUC/NOCN accredited courses. These restrictions do not apply in Scotland, or Wales. The colleges we have worked with during the year have been prepared to continue on this basis on the understanding that courses meet minimum recruitment numbers. The executive council is grateful for the efforts of the TUC providers and tutors who continue to support us on this basis. The executive council will continue to monitor the situation closely and take steps to ensure the continued provision of courses.

610 TUTORS

The executive council thanked all tutors and officials who assisted in the union's education provision throughout 2016. The following colleges and tutors have provided an excellent service during 2016:

- Leeds City College Faculty of Trade Union Studies: Julie Heselwood, Catharyn Lawrence, Katherine Fry, Dave Limer
- City of Glasgow College Department of Trade Union Studies: Mark Pollitt
- College of North East London Department of Trade Union Studies: Sally-Ann Spring, Samantha Ward-Crossley
- Huntingdonshire Regional College Department of Trade Union Studies: Julie Weekes.

611 UNION LEARNING FUND

For 2016-17 the FBU's union learning fund (ULF) secured another year of government funding through the annual bidding application process. We are one of only 25 trade unions that were successful through the bidding round.

The FBU remains the only union that successfully maintains its own national learning centre and delivers courses and qualifications direct to its members, family and friends. We have increased our delivery and provision to include adult apprenticeships and are delivering a Level 3 physical training apprenticeship in 21 fire and rescue services with more FBU members keen to enrol onto this apprenticeship when funding allows. This partnership approach to the FBU learning centre delivering the Level 3 apprenticeships includes Local Government Association and individual fire and rescue services contributing to its delivery and success.

The team has new project support organisers, Brian Hurst and Ian Dick, and new learning centre staff. Claire Wealleans is the centre manager, Lara Scott and Kelseigh Marshall organise administration of information systems and FBU learner support, while Lorna Gray provides financial support and Helen Gagliasso apprenticeship administration. The team is a mix of Northumberland County Council seconded employees and FBU employees. The FBU learning centre is also fully accredited through City and Guilds, British Computer Society, NCFE, Ascentis and Active IQ.

In 2016 the centre achieved a green rating on a unionlearn audit and, once again, passed due diligence, maintained national matrix accreditation and successfully passed scrutiny and inspection from Leeds City College.

In the last 12 months our most popular courses FBU members enrolled on were: mental health awareness, team leading, nutrition and health, and autism awareness. In 2016, including our physical training apprenticeships, the FBU learning centre and ULF project has enrolled, supported and helped over one thousand FBU members, family and friends achieve accredited qualifications.

Courses available from the learning centre are:

- Dyslexia awareness course Level 2, delivered locally in your brigades by qualified FBU tutors
- Level 2 autism awareness
- Level 2 Certificate in common health conditions
- Level 2 Certificate in equality and diversity
- ECDL extra (only in selected regions)
- Level 2 Certificate in customer service
- Level 2 Certificate in understanding nutrition and health
- Level 2 Certificate in awareness of mental health problems
- Level 2 Certificate in team leading
- Level 2 Certificate in information, advice and guidance
- Level 2 Certificate in principles of dementia care
- Level 2 Certificate in maths and English (only in selected regions)
- Level 2 Certificate in working with individuals with learning disabilities
- Level 3 physical training adult apprenticeship.

The FBU ULF has its own dedicated website www.fbueducation.org and its own Twitter feed @FBULearn and we encourage everyone visit our website and give us a follow.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

During 2016 the National Joint Council (NJC)-led Inclusive Fire Service Group (IFSG) continued its work on reviewing equalities in the fire and rescue service and developing improvement. The group produced social media guidance, which was published during the year and circulated to all fire and rescue services.

FBU conference discussed a range of equality matters, including LGBT activity, B&EMM women, equality education, mental health and positive action days.

The union's equality sections continued to organise during 2016, representing members facing discrimination, bullying, harassment or victimisation at work, as well as campaigning in the fire and rescue service and in the wider world for justice.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

Section 2 of the Grey Book expects fire authorities to have "set out and communicated the principles and strategies that are fundamental to developing an organisation which values all". The NJC has agreed matters such as maternity, paternity, adoption, ante-natal appointments, flexible working and time off for dependents.

The NJC set up the IFSG to assess the situation and identify guidance for further improvement. During 2016 the group gathered evidence of the current position and identified some recurring themes. This included a survey of fire and rescue authorities about wider equality measures, discipline and grievance issues. The comprehensive report was published in circular NJC/6/16.

As well as producing policy guidance on social media (see below) the IFSG began an extensive consultation exercise directly with fire and rescue service managers, staff and under-represented groups to take forward a range of equality and diversity issues.

H3 SOCIAL MEDIA GUIDANCE

In August 2016 the NJC published policy guidance on the personal use of social media by firefighters (Circular NJC/9/16). The policy was written after a number of high profile disciplinary cases against

members. It was designed to balance employer concerns about reputation with the right to privacy and freedom of expression. The guidance explained that a social media policy should contain:

- definition
- scope
- responsibilities
- personal use of social media rules
- monitoring of social media use
- discipline and grievance, and
- bullying and harassment.

The FBU was centrally involved in producing the guidance, which should help reps level up local arrangements (2016HOC0392JM).

H4 B&EMM SECTION REPORT

During 2016, the FBU's black and ethnic minority members (B&EMM) tackled a range of incidents of alleged race discrimination, unfair treatment and harassment. This included a member refused transfer by five brigades, another retained member who required representation to get a full-time post and other members facing dismissal or high level disciplinary hearings. B&EMM officials also supported a member who was assaulted and arrested by the Metropolitan Police and who subsequently received compensation and an apology.

B&EMM supported a number of wider labour movement and campaign events during 2016. In December 2016 the FBU circulated a new TUC guide on protecting migrant and black and minority ethnic workers from violence, harassment and abuse (2016HOC0668JM). FBU delegates attended TUC black workers' conference and Michael Nicholas was re-elected to the TUC race committee and to the TUC general council to represent black workers.

The B&EMM school was held at Wortley Hall, Sheffield on the 7-9 October 2016. The B&EMM national committee met three times in 2016:

- 22-23 February in London
- 28-29 September in Birmingham
- 14-15 December in London.

There were three B&EMM executive meetings and one B&EMM school sub-committee meeting. B&EMM officials also attended two equality sections meetings with the general secretary in 2016.

The national committee AGM agreed three motions for the 2017 conference preliminary agenda and one resolution to be forwarded to head office for the TUC black workers' conference 2017 agenda.

A list of B&EMM regional reps is found in Section L. Reports of B&EMM participation at labour movement conferences are in Section F. The report of B&EMM school is in Section G.

H5 LGBT SECTION REPORT

Throughout 2016 the FBU's lesbian, gay, bisexual and transgendered (LGBT) committee continued to provide support to LGBT members by undertaking case work and assisting with improving workplace policies. Members of the committee executive have worked closely with the executives of the other equality sections in producing a submission for the NJC Inclusive Fire Service Group (IFSG) and now sit on the IFSG in an advisory capacity. Since the Brexit referendum there has been a rise in intolerance towards minorities and the first three months witnessed an increase in reporting of homophobic hate crime by 147%. With this comes a whole new raft of challenges for LGBT rights and our LGBT committee will remain at the forefront of these campaigns.

LGBT committee members continue to support Pride events. As a committee they attended Manchester Pride and also attended in sizeable numbers London Pride. This year's London Pride was the largest attendance as consequence of the attack two weeks earlier at the Pulse nightclub in Orlando, Florida in which 49 people were killed and 53 wounded. Officials, members and families from region 9 also joined with LGBT officials and members to march in solidarity at the Pride event.

Throughout the year the LGBT secretary and chair joined other equality section executives for two meetings with the general secretary and one meeting with the executive council.

The LGBT committee held its annual school at Wortley Hall, Sheffield on 20-22 April 2016. The LGBT committee also met three times in 2016:

- 22 March at head office
- 26 August in Manchester
- 29 November at head office.

A scheduled meeting for 3 June had to be cancelled owing to restrictions on granting of trade union leave to committee members.

FBU conference 2016 passed three LGBT section resolutions which were: 'Same sex survivor pensions', 'Protecting workers rights, defending the Human Rights Act', and 'Accessing LGBT membership support'. The LGBT section AGM was held on the 29 November 2016 at head office and three resolutions were endorsed for consideration for the order of business for conference 2017.

A list of LGBT regional reps is found in Section L. Reports of LGBT participation at labour movement conferences are in Section F. The report of LGBT school is in Section G.

H6 WOMEN'S SECTION REPORT

The FBU's national women's committee (NWC) reps and officials continued to represent women members throughout 2016. Many issues still remain in the workplace for women and reps are dealing with issues ranging from maternity (especially working arrangements whilst pregnant), through to serious capability, discrimination, bullying and harassment cases. The NWC also saw the rise in menopause-related cases and concern around fitness, capability and the pension changes. The rise in menopause-related cases led numerous reps to negotiate best practice guidance within services.

The NWC has experienced a number of changes throughout the last couple of years within its executive, with experienced members stepping into senior roles and other newer members taking regional positions. The NWC was authorised to produce one edition of *Siren* magazine during 2016, which was well received by members.

The annual women's school was held at Wortley Hall, Sheffield on 8-10 April 2016. The NWC met on four occasions in 2016:

- 25 February
- 26 May
- 15 September (not quorate)
- 28/29 November (AGM).

During 2016 NWC officials met with the general secretary twice in order to raise concerns. Issues discussed were around communication, inclusion and support. Sam Rye, NWC national secretary, also attended and made a presentation to the executive council on issues relating to women members.

A list of NWC regional reps is found in Section L. Reports of NWC participation at labour movement conferences are in Section F. The report of NWC school is in Section G.

H7 ADAE REPRESENTATION REQUESTS

The table shows the number of ADAE requests for representation received by regional secretaries.

2016	Requests for representation	Granted	Not granted	Appeals	Appeals rejected	Appeals upheld
Region 1	0					
Region 2	0					
Region 3	1	1				
Region 4	1*					
Region 5	7**	4	1	1	1	
Region 6	NIL RETURN					
Region 7	2	2				
Region 8	1	0	1	1	1	
Region 9	5***	2				
Region 10	6****	5				
Region 11	0					
Region 12	0					

Region 4	*	Case heard before ADAE completed
Region 5	**	Two cases ongoing
Region 9	***	Two cases ongoing, one found to be no case to answer before ADAE process concluded
Region 10	****	One case ongoing

SECTION I

ACCIDENT AND INJURY FUND (AIF)

I1 INTRODUCTION

The management committee of the accident and injury fund (AIF) is chaired by the vice-president and administrated by a national officer.

In 2016 executive council members on the committee were:

Barry Downey

Grant Mayos

Jamie Wyatt.

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 the time limits required for submitting claims.

Accident and injury fund									
Summary for the year ended 31 December 2016									
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	1	1	5			19	£94,713.74
	Amount paid	£8,827.92	£1,712.52	£14,672.50	£69,500.80				
2	No. of payments	108	51		3		2	164	£223,473.76
	Amount paid	£103,654.28	£66,998.48		£41,083.00		£11,738.00		
3	No. of payments				4			4	£46,952.00
	Amount paid				£46,952.00				
4	No. of payments	24	10			1		35	£39,019.40
	Amount paid	£20,953.80	£13,065.60			£5,000.00			
5	No. of payments	9	8		2	1	1	21	£90,086.90
	Amount paid	£6,247.08	£7,112.82		£70,428.00	£430.00	£5,869.00		
6	No. of payments				2			2	£43,986.40
	Amount paid				£43,986.40				
7	No. of payments	1	6		3	1	3	14	£83,508.72
	Amount paid	£530.64	£4,317.48		£58,111.00	£3,000.00	£17,549.60		
8	No. of payments	12	6	1	3		2	24	£120,671.98
	Amount paid	£10,751.76	£7,212.72	£14,672.50	£76,297.00		£11,738.00		
9	No. of payments	11	2		1		2	16	£37,333.88
	Amount paid	£18,318.24	£2,219.04		£5,000.00		£11,796.60		
10	No. of payments	10	14		4		2	30	£90,428.92
	Amount paid	£7,346.88	£20,261.04		£51,083.00		£11,738.00		
11	No. of payments	7	5	1	6		2	21	£125,884.78
	Amount paid	£4,957.24	£7,699.44	£14,672.50	£86,759.00		£11,796.60		
12	No. of payments	21			3		2	26	£96,623.20
	Amount paid	£31,486.20			£53,399.00		£11,738.00		
TOTAL NO. OF PAYMENTS		215	103	3	36	3	16	376	
Total amount		£213,074.04	£130,599.14	£44,017.50	£602,599.20	£8,430.00	£93,963.80		£1,092,683.68

SECTION J

LEGAL REPORT

J1 INTRODUCTION

In 2016, the FBU legal scheme, working with Thompsons Solicitors, secured nearly £3.5m in compensation for members and their families, at work and away from work. Some of the most significant cases of the year are summarised below.

J2 EMPLOYMENT RIGHTS

UPDATE ON THE SOUTH YORKSHIRE CLOSE PROXIMITY CREWING SHIFT PATTERNS

In the 2015 Legal Report we highlighted the FBU's success in pursuing tribunal claims for members who were forced to transfer stations when they refused to volunteer for the South Yorkshire Fire and Rescue Service (SYFRS) close proximity crewing (CPC) shift system.

The tribunal found that when the firefighters who did not want to work under CPC were forced to move to another station, the detriment they suffered as a result of this was ruled to be unlawful. The claims will now return to the tribunal for a decision on the compensation payable to each member. The tribunal will be asked to award compensation for, amongst other things, injury to feelings and financial losses that have been suffered by our members as a consequence of the forced transfers.

The tribunal will conduct individual assessments of the compensation to be paid to each member by SYFRS. The process to determine the compensation paid to the members is likely to be concluded during the summer of 2017.

MEMBER RETAINS ANNUAL LEAVE ALLOWANCE WITH UNION'S HELP

A member who suffered more than one pregnancy-related illness within a year was at risk of losing her accrued, but untaken, annual leave.

The London Fire Brigade set a deadline for the member to take the leave, which she was unable to meet due to her second pregnancy and related illnesses. She protested to her employer, but was ignored.

The FBU instructed Thompsons to assist her in submitting an internal grievance and ACAS early conciliation was commenced, with a potential claim for detriment due to pregnancy and/or sex discrimination.

Having outlined the legal arguments, the member received a written response from the employer, confirming that she would not lose any of her annual leave entitlement and would be able to use it on her return from maternity leave.

MEMBER COMPENSATED AFTER UNFAIR DISMISSAL OVER STRIKE ACTION

An FBU executive council member was dismissed in November 2014 for alleged unlawful strike action.

The FBU instructed Thompsons and the member submitted an appeal, commenced ACAS conciliation and explored a possible settlement. A potential claim for automatic unfair dismissal was considered, arguing that the strike action was lawful and that the member was still within the period of protected industrial action given he had been on release for trade union duties from the employer during the previous periods of industrial action.

A claim was submitted and a case for a preliminary hearing to determine the lawfulness of the strike action was prepared. The claim supported the settlement negotiations and the union was able to negotiate an agreement with the employer for the member's benefit.

MEMBER AWARDED COMPENSATION AFTER BEING SACKED OVER SOCIAL MEDIA COMMENTS

The member was a Muslim firefighter who commented on social media on the conflict in Gaza, the political position of Israel, the USA, the actions of Israel's military and the actions of the state of Israel.

A member of the public was able to identify from the FBU member's social media profile that he was a firefighter and made a formal complaint to his employer. The member was dismissed for what the employer decided were racist and offensive comments made on social media.

The FBU instructed Thompsons to investigate a claim for compensation. A tribunal claim for unfair dismissal and religious discrimination was issued and, after a preliminary hearing, a settlement was offered and accepted by the member.

J3 PERSONAL INJURIES

MEMBER AWARDED COMPENSATION AFTER SERIOUS NECK INJURY

A crew manager was awarded £115,000 for injuries he sustained at work. He had been asked to do an out-duty shift and visited the fire station to collect his things from his locker before attending the site.

He was walking down a flight of stairs from the first floor locker room to the ground floor when he tripped on matting, which had been left by building contractors on the landing. He fell down seven steps, seriously injuring his left shoulder and neck.

He contacted the union who instructed Thompsons to make a claim. His solicitor successfully argued that the defendant was liable for failing to ensure a safe working environment and the case was settled before trial.

COMPENSATION AWARDED AFTER MAN DEVELOPS BRAIN INJURIES FOLLOWING ATTACK AT BAR

A member, who was diagnosed with brain injuries caused by a violent attack, was awarded a £70,000 settlement.

Having been asked to leave a bar by bouncers, the member did so without refusing or showing any resistance. However, the bouncers then proceeded to remove him forcibly and to attack him violently, landing severe blows to his head, which caused minor brain injuries.

Following the member's initial recovery, he returned to work but struggled to resume his job as before. Due to his brain injuries, some aspects of his personality had changed – he struggled with work and his relationships with colleagues and family became strained.

As a result of the extent and lasting impact of his injuries, the member contacted the union and instructed Thompsons to investigate. Following a lengthy legal process, he was awarded compensation for the effects the attack left him with in the short and long term.

DAMAGES WON FOR MEMBER INJURED IN ATTACK TRAINING EXERCISE

A member who was injured in a training exercise has been awarded over £18,000 in damages for his injuries.

He was participating in an 'Attack 3' exercise. He had been told the conditions of the fire and the temperature of the container would be set at the 'Attack 3' settings. When he entered the container, he could feel that the conditions inside were hotter than anticipated and believed them to be of at least of 'Attack 2' intensity.

The conditions of the fire and the temperature should usually be carefully controlled and adjusted depending on the level of protection provided for the person taking part. The helmet he was wearing at the time of the exercise was provided by the fire school and was not of the same standard as his service-issue uniform.

When he emerged from the container and removed his PPE, it was obvious that he had been injured. His access to essential and immediate first aid was delayed whilst paperwork for the incident was completed.

The member, through the legal service, instructed Thompsons to investigate his claim for compensation. He was awarded nearly £20,000 for his injuries, due to the lack of appropriate equipment and the delay in receiving urgent first aid.

J4 FATAL INJURIES

DEATH OF MANCHESTER FIREFIGHTER RULED UNLAWFUL

The FBU called for lessons to be learnt after a jury at the Civil Justice Centre in Manchester concluded that a Greater Manchester Fire and Rescue Service (GMFRS) firefighter died as a result of unlawful killing.

Safety measures that should have been in place during the handover from the day shift to the night shift, when the member and his partner took over fighting the fire in Manchester in July 2013, were absent due to failures in communication and procedures.

On 13 July 2013, the hottest day of that year, two girls started a fire at the rear fire doors of a hairdresser in Manchester's Northern Quarter.

At 3pm, GMFRS attended the incident and after five hours of continuous work by many firefighters, two firefighters were committed into the building to fight the fire.

Safety measures, to ensure firefighters did not go any further than the top of six stairs and to limit them to 20 minutes under air, had been in place for most of the afternoon due to the intense heat and changing conditions inside the building.

Opportunities to get the members out of the building were missed and they both became overwhelmed by the heat and collapsed. One of the firefighters, close to death, was rescued near to a decommissioned fire door at 8.35pm but it was too late for the other who was brought out of the same door six minutes later and died of his injuries.

The union undertook a comprehensive review of the processes that should have prevented the death. There have been 14 firefighter fatalities from 2004 to 2013, more than double the number of firefighter fatalities during the previous decade.

It was argued that a culture change at the highest levels of national and local government was needed to ensure that sufficient resources be made available to allow firefighters to put into practice the required safety control measures at every incident.

Following the result of the inquest which found the death to be unlawful, Thompsons is investigating a compensation claim for his family.

J5 ASBESTOS-RELATED DISEASE

FORMER FIREFIGHTER AWARDED DAMAGES FOR MESOTHELIOMA

A firefighter retired from a career of 30 years was awarded compensation after developing the asbestos-related disease, mesothelioma.

The 80-year-old man worked as a firefighter for two councils between 1959 and 1989, where he would attend to fires in schools, factories and offices. While some of the buildings he worked in contained asbestos, over the course of his career he was only occasionally provided with breathing equipment to protect him from smoke and asbestos.

Once a fire had been put out, he would sometimes be required to pull down unsafe sections of the building and check through the debris to make sure nothing was burning, causing asbestos dust to be inhaled.

During his retirement, it was during a game of golf when the member experienced pain in his chest and had difficulty breathing. His GP sent him for an x-ray which showed fluid on his lungs and he was later diagnosed with mesothelioma. As his health further deteriorated he suffered fatigue even while doing everyday things such as washing up, getting dressed and walking short distances.

He contacted his union and instructed Thompsons Solicitors to investigate a case for compensation against his former employers. He was awarded the maximum amount of compensation through the legal services available with his union membership.

COMPENSATION AWARDED TO RETIRED NI MEMBER AFTER ASBESTOS FIBRE INHALATION

A retired member secured damages after being diagnosed with an asbestos-related disease. Throughout his career, which included working at the scene of house and car fires as well as in buildings damaged by bombs during the Troubles in Northern Ireland, he was exposed to asbestos fibres and developed asbestos-related pleural plaques as a result.

In the early years of his employment, he and his colleagues were not made aware of the presence of asbestos or the risks it held, nor were they encouraged to wear breathing apparatus or protective masks which might have reduced the risk of harm.

They were not given information when attending fires where there was known to be asbestos and there were no adequate measures to prevent exposure to air borne asbestos fibres that could be easily inhaled.

After being contacted through the legal scheme, Thompsons pursued the member's case by considering the fact that he had not been alerted to the dangers of asbestos exposure at any point in his career.

Although the defendant initially denied liability, they decided to make a settlement offer after Thompsons commissioned an extensive report from an expert industrial hygienist to support the member's case. He went on to secure £7,500 in damages.

Please note that in England and Wales, compensation, regrettably, will not be paid in pleural plaques cases.

J6 ACCIDENTS ON THE ROAD

MEMBER FORCED TO RETIRE AFTER BEING INJURED IN SERIOUS ROAD TRAFFIC ACCIDENT

A member who sustained a serious head injury in a collision on his way home from a shift secured significant compensation through the FBU legal scheme.

He was driving home after a night shift with the Cambridgeshire Fire and Rescue Service when the crash happened. As he approached a sharp bend on Tunbridge Lane in Bottisham, a 4x4 vehicle came across the road and hit his car head-on.

The member was knocked unconscious and came to with blood covering his face and the airbag pinning him in his seat. As the car filled with smoke, and afraid it would catch fire, he managed to escape but had suffered a serious neck injury which stopped him from working for nearly three months.

As well as his physical injury, his experience also induced post-traumatic stress disorder (PTSD), meaning he struggled to resume his job as a firefighter. He had returned to work initially but found dealing with emergency calls and visiting accident sites extremely distressing.

He was transferred to the fire brigade's training department for two years but his PTSD did not improve. He was unable to return to operational duty and, as a result, was medically retired from the fire service after 20 years of service.

Prior to the incident the member was a watch commander, but his mental and physical injuries meant he was ruled to not be fully fit for operational duties. Even though he wasn't usually required to attend any emergencies, there was always a chance that need could arise but his physiological injury meant he would not be able to do so if required.

After the accident, he contacted his union who instructed Thompsons to investigate a claim for damages against the driver of the 4x4.

One of the biggest challenges in the case was the difference of opinion between the two psychiatrists involved in judging his psychological injury. The expert instructed by Thompsons determined that the PTSD was due to the accident and the traumatic, immediate aftermath. However, the psychiatrist instructed by the defendant's insurance company claimed that it was less severe and due to other factors.

The claim was eventually settled and included damages on the basis that his psychological injury was a direct result of the crash and clearly led to his eventual retirement. This shows the importance of quality medical experts in personal injury cases.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

Membership services remain of paramount importance for the executive council. During 2016 the FBU initiated a process to refresh our membership engagement. We also took the opportunity to strengthen the payment of membership subscriptions by direct debit.

During the year FBU members in South Yorkshire, the West Midlands and North Yorkshire were balloted for action short of a strike (ASOS). The main efforts on organising and recruitment centred on responding to the Westminster government's attack on the check-off system of collecting membership dues by continuing with the transfer to direct debit. Work was also carried out on retired and out of trade (ROOT) and non-Grey Book members.

FBU industrial sections – control, officers and retained – continued to meet and organise during 2016 (equality section reports are in Section H). The FBU continues to add further services to help members.

FBU membership fell by almost two thousand members during 2016. This reflected ongoing cuts to firefighter jobs. Wholetime, retained and control were all reduced, which affected all parts of the UK fire and rescue service. In addition, a recruitment freeze in many brigades meant retirees were not replaced.

K2 INDUSTRIAL DISPUTES

During 2016 FBU in a number of brigades were balloted and then took action short of a strike in a range of disputes.

SOUTH YORKSHIRE

In January 2016 FBU members in South Yorkshire were balloted for industrial action short of a strike over the imposition of change, job reductions, disregard of agreed procedures and dictatorial management in South Yorkshire. The trade dispute letter and notice of ballot setting out our concerns was sent to South Yorkshire Fire Authority on 25 January (2016HOC0018MW).

The ballot result was announced on 15 February (2016HOC0109MW):

Number of votes cast in the ballot:	357
Number of individuals answering "yes":	301
Number of individuals answering "no"	56
Number of spoiled voting papers:	0

On 24 February South Yorkshire FBU members began industrial action short of a strike. This involved:

- a refusal to populate the web portal with the data the fire service requires in order to comply with the imposed localised availability policy
- a refusal to take part in any fitness testing relating to the imposed fitness testing policy
- a refusal to undertake any variation to members' usual contracted hours of work. For example, members should refuse to swap a night shift for a day shift in order to undertake training etc (2016HOC0115MW).

On 7 March this continuous industrial action also included:

- a refusal to participate in exhibition or competition drills or events
- a refusal to use members' own vehicles for transporting PPE or travelling on detached duties
- a refusal to take part in any new trials of working practices that have not been the subject of formal consultation/negotiation with the FBU in accordance with the Grey Book (2016HOC0144MW).

On 4 April this continuous industrial action also included a refusal to go to detached duties prior to their normal shift commencement time. Members attended their home station for their normal shift commencement time prior to going to detached duties at another station and ensured that they returned to their home station prior to the normal shift finishing time (2016HOC0173MW).

On 25 July 2016, after some progress the continuous industrial action was limited to:

- a refusal to use their own vehicles for transporting PPE or travelling on detached duties
- a refusal to take part in any new trials of working practices that had not been the subject of formal consultation/negotiation with the FBU in accordance with the Grey Book
- a refusal to go to detached duties prior to their normal shift commencement time. Members would attend their home station for their normal shift commencement time prior to going to detached duties at another station and would ensure that they returned to their home station prior to the normal shift finishing time
- a refusal to take part in any fitness testing relating to the imposed fitness testing policy (2016HOC0375MW).

On 1 October after further progress, the action was changed to the refusal to take part in any new trials of working practices that had not been the subject of formal consultation/negotiation with the FBU in accordance with the Grey Book (2016HOC0496MW).

WEST MIDLANDS

In February 2016 FBU members in the West Midlands were balloted for industrial action short of a strike over the imposition of change, job reductions, disregard of agreed procedures and dictatorial management. The trade dispute letter and notice of ballot setting out our concerns was sent to West Midlands Fire Authority on 1 February (2016HOC0050MW).

The ballot result was announced on 22 February (2016HOC0125MW):

Number of votes cast in the ballot:	631
Number of individuals answering "yes":	551
Number of individuals answering "no":	78
Number of spoiled voting papers:	2

On 3 March West Midlands FBU members except control began industrial action short of a strike. This involved a refusal to undertake any additional shifts over and above members' normal contracted hours of work (2016HOC0133MW). On 19-20 March FBU control members took discontinuous industrial action short of a strike (2016HOC0151MW).

Although the dispute was not resolved, sufficient progress was made for the industrial action short of a strike to cease on 25 May (2016HOC0237MW).

NORTH YORKSHIRE

In November 2016 FBU members in North Yorkshire were balloted for industrial action short of a strike over the introduction of tactical response vehicles with reduced crewing, unsafe changes to standard operating procedures at operational incidents, imposing additional duties on members without agreement and disregard of agreed procedures. The trade dispute letter and notice of ballot setting out our concerns was sent to North Yorkshire County Council on 15 November (2016HOC0575MW).

The ballot result was announced on 12 December (2016HOC0664MW):

Number of votes cast in the ballot:	196
Number of individuals answering "yes":	176
Number of individuals answering "no":	20
Number of spoiled voting papers:	0

On 15 December North Yorkshire FBU members began industrial action short of a strike. This involved:

- a refusal to undertake any variation to members' usual contracted hours of work. For example, members refused to swap a night shift for a day shift or a rota day in order to undertake training etc
- a refusal to work any pre-arranged overtime
- a refusal to work any additional hours other than that laid down in a members' primary contract – for clarity, this involved providing additional hours of work over and above the usual retained or wholetime duty contract, for example additional voluntary hours in the Operational Staffing Reserve (OSR). It did not include those whose primary contract involves being in the OSR (2016HOC0669MW).

This action continued into 2017.

K3 ORGANISING AND RECRUITMENT

After strong union campaigning, the Tory government decided in 2016 to make some concessions before the Trade Union Act came into force (see Section E). For organising and recruitment, the government decided not to continue with denying the ability of unions, including the FBU, to collect membership fees through deduction at source (known as check-off).

Given the continued threat of anti-union activity on the part of the Westminster government, the FBU decided to continue with the change to direct debit, which began in 2015 and continued into 2016. The exercise of transferring members to direct debit was a focus for all officials of the union and will continue until the work is completed. To successfully transfer all members has required a considerable amount of work by staff and officials at all levels of the union.

During 2016 the executive council carried out further work on expanding the membership of the FBU to non-Grey Book roles. The executive council also discussed further steps to organise our retired and out-of-trade (ROOT) members, who have considerable experience and continue to benefit from FBU activities, legal cases and campaigns.

K4 CSNC SECTION REPORT

In 2016 the FBU's control staff national committee (CSNC) was active in taking up a range of issues in relation to emergency fire controls. One of the biggest problems facing control staff is the introduction of new systems before they are fully tested and staff are fully trained. Some of these faults – for example, freezing of screens and failure to validate addresses – led to slower mobilisations and could have endangered the lives of both public and firefighters. Other problems led to incorrect appliances and stations proposed and mobilised, again leading to critical delays.

Despite the Rule 43 coroner's letter following the fatal Shirley Towers incident recommending "adequate supervision" in controls, supervisory levels were reduced. Controls are merging and staff numbers are being reduced, leading to additional workload, increased sickness and high stress levels. During 2016 the CSNC worked with head office on a detailed report highlighting these issues. The report is expected to be published in 2017.

Within the structures of the FBU, the CSNC took an active part in lobbies and rallies, as part of the union's campaigns. CSNC officials visited branches and explained how the section can assist brigade officials with control specific issues. CSNC officials represented control members in grievance and discipline cases. CSNC members took part in wider FBU health and safety meetings as well as provided material for *Firefighter* magazine.

Conference May 2016 saw three resolutions from the CSNC passed on the introduction of new mobilising systems, supervisory levels in controls and the representation of control members in the FBU. The CSNC met four times in 2016:

- 18-19 January in Birmingham
- 24 February at Wortley Hall
- 18-19 April in London
- 24-25 November at Wortley Hall.

The CSNC AGM was held at the November meeting and heard reports from regional representatives. A list of control regional reps is found in Section L. Reports of control participation at labour movement conferences are in Section F. The report of the control seminar is in Section G.

K5 RETAINED SECTION REPORT

During 2016 the FBU's national retained committee (NRC) continued to meet to discuss crucial issues affecting retained members as well as wider union matters.

In particular the NRC discussed our attitude towards the proposed Hertfordshire retained pay bands, the Devon and Somerset retained payments trial and the tax implications of pensions changes. It was reported that some retained members had received payments, but other cases were still ongoing. The FBU was represented by Paul Revill at the CFOA retained conference on 3-4 March 2016. The NC continued to participate in CFOA's retained working group in order to represent FBU members' interests.

For the first time in many years the NRC was able to produce an issue of its magazine *Alerter*. This was distributed to retained members and fire stations with the October-November issue of *Firefighter*. *Alerter* reported on the crises facing the retained duty system across the UK, FBU campaigns to save retained fire stations in Cumbria, the pensions settlement and campaigning to save retained jobs in the South West of England.

Conference May 2016 saw three resolutions from the NRC passed on protecting Grey Book retained fees, minimum safe crewing and rebuilding the FBU's retained section. The NRC met four times in 2016:

- 24 January in Warwickshire
- 9 April in Birmingham
- 19 June in London
- 26 November in Birmingham.

The NRC AGM was held at the November meeting. A list of retained regional reps is found in Section L. Reports of retained participation at labour movement conferences are in Section F. The report of retained seminar is in Section G.

K6 OFFICERS' SECTION REPORT

In 2016 the FBU's officers' national committee (ONC) gave advice and assistance to officer members in regions on role maps, pension disputes and car schemes, as well as advice for brigade secretaries and other individuals on officer issues and work. There have been successes in maintaining and increasing membership in some regions.

The Fire Officers' Association and the engineers' and managers' union Prospect held recruitment drives among officers during 2016. In some instances, area managers came away from Grey Book terms and conditions without thought of the direct consequences for those FBU members coming through the ranks in the future.

The most difficult issue facing the FBU is the retention of officer members. Officer members are simply not there above the rank of watch manager in many brigades. Improvements to the membership database that reflects the rank/role of members will go a long way to keep officers within the FBU.

The ONC has direct access to members across all roles in the fire and rescue service. Officers have all been firefighters, crew and watch managers and many are now senior officers with a wealth of knowledge, not just firefighting but also in specialist roles. Officer members should be fully integrated into this union. Work is ongoing to ensure ONC representation in regions where the role is currently vacant.

Conference May 2016 saw three resolutions from the ONC passed on recruitment, support for officer members and reporting of the union's work. The ONC met four times in 2016:

- 9 February in London
- 1 June in London
- 4-5 October in London
- 12 December in Peterborough.

The ONC AGM was held at the December meeting. A list of officers' regional reps is found in Section L. Reports of officers' participation at labour movement conferences are in Section F. The report of the officers' seminar is in Section G.

K7 MEMBERSHIP SERVICES

The Fire Brigades Union has negotiated some benefits that are exclusive to our members. These include:

- home insurance from UIA Mutual
- travel insurance from UIA Mutual
- car insurance from UIA Mutual
- pet insurance from UIA Mutual
- a health cash plan from BHSF
- up to 30% off brand new cars
- union Prepaid Plus Mastercard
- UnionRewards.com for online shopping
- financial planning advice from Lighthouse.

Membership services continue to grow and reports suggest a high level of satisfaction with the products. The union advertised these to members through our email update service *Roll Call*, *Firefighter* magazine and on our website. These services provide a small commission to the FBU, which is invested in the wider campaigning work.

K8 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2016

Region	Brigade name	Wholetime	Retained	Control	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	5	–	–	5	3	2	–	5	5	–	5	5	–	5
Total		5	–	–	5	3	2	–	5	5	–	5	5	–	5
1	Scottish	3,229	1,180	163	4,572	3,902	22	648	4,572	4,456	116	4,572	4,231	341	4,572
Total		3,229	1,180	163	4,572	3,902	22	648	4,572	4,456	116	4,572	4,231	341	4,572
2	Northern Ireland	807	783	54	1,644	109	645	890	1,644	1,614	30	1,644	1,557	87	1,644
Total		807	783	54	1,644	109	645	890	1,644	1,614	30	1,644	1,557	87	1,644
3	Cleveland	317	56	21	394	39	263	92	394	361	33	394	356	38	394
3	Durham	266	101	24	391	177	169	45	391	359	32	391	355	36	319
3	Northumberland	109	137	16	262	67	193	2	262	261	1	262	229	33	262
3	Tyne and Wear	597	9	27	633	73	370	190	633	613	20	633	579	54	633
Total		1,289	303	88	1,680	356	995	329	1,680	1,594	86	1,680	1,519	161	1,680
4	Humberside	414	173	19	606	361	195	50	606	549	57	606	566	40	606
4	North Yorkshire	239	121	8	368	162	99	107	368	336	32	368	343	25	368
4	South Yorkshire	528	44	12	584	66	447	71	584	554	30	584	542	42	584
4	West Yorkshire	879	39	20	938	338	262	338	938	859	79	938	879	59	938
Total		2,060	377	59	2,496	927	1,003	566	2,496	2,298	198	2,496	2,330	166	2,496
5	Cheshire	333	111	26	470	438	26	6	470	452	18	470	429	41	470
5	Cumbria	144	133	–	277	162	58	57	277	244	33	277	258	19	277
5	GMC	1,163	7	–	1,170	726	364	80	1,170	1,136	34	1,170	1,139	31	1,170
5	Isle of Man	9	53	–	62	39	2	21	62	56	6	62	60	2	62
5	Lancashire	535	269	–	804	518	284	2	804	794	10	804	765	39	804
5	Merseyside	544	2	21	567	326	216	25	567	513	54	567	515	52	567
Total		2,728	575	47	3,350	2,209	950	191	3,350	3,195	155	3,350	3,166	184	3,350
6	Derbyshire	339	198	13	550	299	187	64	550	522	28	550	515	35	550
6	Leicestershire	322	105	10	437	213	147	77	437	422	15	437	414	23	437
6	Lincolnshire	166	260	15	441	330	86	25	441	420	21	441	397	44	441
6	Northamptonshire	185	59	7	251	37	174	40	251	242	9	251	233	18	251
6	Nottinghamshire	456	167	20	643	278	302	63	643	614	29	643	602	41	643
Total		1,468	789	65	2,322	1,157	896	269	2,322	2,220	102	2,322	2,161	161	2,322
7	Hereford and Worcester	183	88	12	283	186	35	62	283	271	12	283	258	25	283
7	Staffordshire	247	175	–	422	203	184	35	422	395	27	422	393	29	422
7	Shropshire	136	65	12	213	83	55	75	213	201	12	213	200	13	213
7	Warwickshire	170	38	8	216	44	59	113	216	199	17	216	196	20	216
7	West Midlands	1,171	–	45	1,216	546	543	127	1,216	1,114	102	1,216	1,113	103	1,216
Total		1,907	366	77	2,350	1,062	876	412	2,350	2,180	170	2,350	2,160	190	2,350
8	Mid and West Wales	332	319	27	678	343	299	36	678	647	31	678	629	49	678
8	North Wales	202	331	23	556	303	218	35	556	547	9	556	507	49	556
8	South Wales	726	329	33	1,088	610	392	86	1,088	960	128	1,088	1,034	54	1,088
Total		1,260	979	83	2,322	1,256	909	157	2,322	2,154	168	2,322	2,170	152	2,322
9	Bedfordshire	220	44	16	280	108	128	44	280	262	18	280	252	28	280
9	Cambridgeshire	220	61	11	292	130	80	82	292	278	14	292	265	27	292
9	Essex	612	134	18	764	434	272	58	764	732	32	764	721	43	764
9	Hertfordshire	370	65	9	444	238	175	31	444	427	17	444	423	21	444
9	Norfolk	225	151	17	393	189	203	1	393	389	4	393	369	24	393
9	Suffolk	152	113	–	265	147	102	16	265	242	23	265	250	15	265
Total		1,799	568	71	2,438	1,246	960	232	2,438	2,330	108	2,438	2,280	158	2,438
10	London	4,479	–	13	4,492	2,616	1,633	243	4,492	4,205	287	4,492	4,173	319	4,492
Total		4,479	–	13	4,492	2,616	1,633	243	4,492	4,205	287	4,492	4,173	319	4,492

STATISTICS AS AT 31 DECEMBER 2016

Region	Brigade name	Wholetime	Retained	Control	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
11	Berkshire	324	44	17	385	240	111	34	385	375	10	385	360	25	385
11	Buckinghamshire	185	42	3	230	169	–	61	230	221	9	230	223	7	230
11	Hampshire	466	109	22	597	146	198	253	597	532	65	597	558	39	597
11	Isle of Wight	65	70	–	135	60	49	26	135	135	–	135	131	4	135
11	Kent	610	252	14	876	354	144	378	876	831	45	876	822	54	876
11	Oxfordshire	176	113	2	291	188	4	99	291	263	28	291	271	20	291
11	Surrey	426	46	18	490	364	124	2	490	485	5	490	457	33	490
11	East Sussex	304	74	22	400	102	52	246	400	367	33	400	365	35	400
11	West Sussex	246	60	–	306	194	75	37	306	299	7	306	289	17	306
Total		2,802	810	98	3,710	1,817	757	1,136	3,710	3,508	202	3,710	3,476	234	3,710
12	Avon	433	100	33	566	240	227	99	566	500	66	566	521	45	566
12	Cornwall	171	162	14	347	70	160	117	347	337	10	347	330	17	347
13	Dorset and Wiltshire	352	178	20	550	180	241	129	550	523	27	550	505	45	550
13	Devon and Somerset	476	303	25	804	262	153	389	804	720	84	804	759	45	804
13	Gloucestershire	129	54	11	194	79	37	78	194	183	11	194	164	30	194
Total		1,561	797	103	2,461	831	818	812	2,461	2,263	198	2,461	2,279	182	2,461
Grand Total		25,394	7,527	921	33,842	17,491	10,466	5,885	33,842	32,022	1,820	33,842	31,507	2,335	33,842

Section H of the FBU's rulebook governs the union's political fund. This is a part of the FBU membership contribution, which is used to further the FBU's political objectives. These include producing materials for members on voting in elections for particular candidates (and against other candidates), meetings with political parties and payments to political parties. As politicians make crucial decisions about the funding and governance of the fire and rescue service, the FBU believes it is right to pursue political objectives on behalf of our members.

FBU members can choose whether to pay into the union's political fund or not. Members who do contribute to the political fund may also state that they do not wish any subscriptions to be used for affiliation to political parties. Any member of the FBU may at any time give notice that they object to contributing to the political fund or that they wish their contribution not to be used for the purpose of a party affiliation.

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

FBU devoted significant time and resources to internal administration during 2016. The executive council met 24 times during 2015.

The finance and administration committee (FAC) continued to monitor the finances of the union and to propose practical measures to balance the books.

The FBU organised a large number of elections during 2016, as part of the democratic renewal of the organisation. The executive council puts on record our thanks to those who have served and welcomes those elected to represent our members.

FBU conference in 2016 included a number of resolutions on internal administration, including:

- FBU online shop
 - reporting of resolutions
 - *Firefighter* magazine
 - FBU carbon footprint
 - officer and control organisation.
- These were implemented during 2016.

The executive council made extensive plans during the year for the FBU's centenary in 2018. The union also launched the Firefighters 100 Lottery aimed at supporting firefighters.

L2 EXECUTIVE COUNCIL MEETINGS

25 January 2016	10 May 2016	13 July 2016	6 December 2016
2 February 2016	11 May 2016	10 August 2016	7 December 2016
3 February 2016	12 May 2016	6 September 2016	8 December 2016
4 February 2016	2 June 2016	7 September 2016	
10 February 2016	7 June 2016	8 September 2016	
2 March 2016	8 June 2016	22 September 2016	
26 April 2016	9 June 2016	6 October 2016	

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Alan McLean (President)	24	24	
Mat Wrack (General secretary)	24	23	1 – Sick leave
Andy Dark (Assistant general secretary)	24	18	1 – Annual leave 1 – Other union business 4 – Sick leave
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	24	23	1 – Annual leave
Jim Quinn	24	23	1 – Other union business
Andy Noble	24	20	1 – Annual leave 3 – Family leave
Ian Murray	24	23	1 – Annual leave
Kevin Brown	24	21	1 – Annual leave 2 – Other union business
Phil Coates	24	23	1 – Annual leave
Barry Downey	24	21	1 – Annual leave 2 – Family leave
Grant Mayos	24	24	
Jamie Wyatt	24	23	1 – Annual leave
Ian Leahair	24	23	1 – Annual leave
Danni Armstrong	24	24	
Tam McFarlane	24	20	2 – Other union business 1 – Annual leave 1 – Compassionate leave
NATIONAL OFFICERS			
Dave Green	24	22	1 – Other union business 1 – Sick leave
John McGhee	24	21	3 – Other union business
Sean Starbuck	24	22	1 – Other union business 1 – Annual leave

L4 FINANCE AND ADMINISTRATION COMMITTEE

The finance and administration committee (FAC) continued to review all current structures and practices of the union, including 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.

In 2016, the FAC met on the following occasions:

27 January
13 April
28 July
30 November.

Membership of the FAC in 2016 comprised the following officials:

Matt Wrack	Ian Leahair
Andy Dark	Tam McFarlane
Alan McLean	Andy Noble
Ian Murray	

National officer Dave Green is secretary to the FAC.

L5 ELECTIONS

ELECTION OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member (elect) North West region (region 5)

Les Skarratts elected to office 14 October 2016

Term of office commenced on 1 January 2017

Election of executive council member South Eastern region (region 11 – formerly 11 and 12)

Danni Armstrong elected to office 20 June 2016

ELECTION OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary (elect) North East region (region 3)

Tony Curry elected to office 12 July 2016

Term of office commenced on 31 October 2016

Election of regional secretary North West region (region 5)

Mark Rowe elected to office 24 November 2016

Term of office commenced on 1 January 2017

Election of regional secretary South East region (region 11 – formerly 11 and 12)

Richard Jones elected to office 4 August 2016

Election of control staff national committee (CSNC) secretary

Jo Byrne elected to office 11 January 2016

Election of control staff national committee (CSNC) secretary

Lynda Rowan-O'Neill elected to office 16 March 2016

Election of black & ethnic minority members (B&EMM) national secretary

Michael Nicholas elected to office 14 October 2016

ELECTION OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair (elect) Yorkshire and Humberside region (region 4)

David Williams elected to office 14 October 2016

Term of office commenced on 15 December 2016

Election of regional chair Wales region (region 8)

Number of voting papers returned451

Number of voting papers found to be invalid (blank/spoilt)0

Result (one to elect)
 Barry Davies132
 Alex Psaila319
 Certified by Popularis Ltd 25 January 2016
Alex Psaila elected to office 25 January 2016

Election of regional chair Eastern region (region 9)
Brian Hooper re-elected to office 11 January 2016

Election of regional chair (elect) London region (region 10)
Gareth Beeton elected to office 11 January 2016
Term of office commenced on 1 April 2016

Election of regional chair South East region (region 11)
Mark Simmons elected to office 15 September 2016

Election of regional chair (elect) South West region (region 12)
Brent Thorley elected to office 13 July 2016

Election of national women's committee (NWC) chair
Sarah Gartland elected to office 16 March 2016

Election of control staff national committee (CSNC) chair
Amelia Diallo elected to office 1 June 2016

Election of national retained committee (NRC) chair
 Number of voting papers returned932
 Number of voting papers found to be invalid (blank/spoilt)1
 Result (one to elect)
 John Catherwood495
 Paul Revill436
 Certified by Popularis Ltd 14 March 2016
John Catherwood elected to office 14 March 2016

Election of officers' national committee (ONC) chair
Craig Drinkald elected to office on 1 November 2016
Term of office commenced on 1 December 2016

ELECTION OF REGIONAL TREASURERS

Election of regional treasurer (elect) Yorkshire and Humberside region (region 4)
Neil Carbutt elected to office 12 July 2016
Term of office commenced on 13 September 2016

Election of regional treasurer Wales region (region 8)
Arwel Roberts elected to office 16 March 2016

Election of regional treasurer Eastern region (region 9)
Mav Langdon elected to office 14 October 2016

L6 REGIONAL OFFICES AND OFFICIALS

REGION 1 – SCOTLAND

FBU Regional Office
4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309

Executive council member

Chris McGlone

Regional secretary

Stephen Thomson

Regional chair

Gordon McQuade

Regional official

John McFadden

Regional treasurer

Denise Christie

REGION 2 – NORTHERN IRELAND

FBU Regional Office
14 Bachelors Walk
Lisburn
County Antrim
BT28 1XJ
Tel: 028 9266 4622

Executive council member

Jim Quinn

Regional secretary

Stephen Boyd

Regional chair

Dermot Rooney

Regional treasurer

David Nichol

REGION 3 – NORTH EAST

FBU Regional Office
1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142

Executive council member

Andy Noble

Regional secretary

Pete Wilcox

Tony Curry

Regional chair

Dave Howe

Regional treasurer

Tony Curry

Brigades

Cleveland
Durham

Northumberland
Tyne and Wear

Brigade secretary

Dave Howe

Tony Curry

Jimmy Bittlestone

Guy Tiffin

Russ King

Brigade chair

Brian Gibson

Jimmy Bittlestone
(Jan-Nov)

Paul Dawson

Steve Walker

Brian Harris

REGION 4 – YORKSHIRE AND HUMBERSIDE

FBU Regional Office
9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000

Executive council member

Ian Murray

Regional secretary

Pete Smith

Regional chair

Richard Walker

Dave Williams

Regional treasurer

Graham Wilkinson

Neil Carbutt

Brigades

Humberside

North Yorkshire

South Yorkshire

West Yorkshire

Brigade secretary

Richard Walker (Jan-Nov)

Gavin Marshall

Steve Howley

Neil Carbutt

Dave Williams

Brigade chair

Rob Vaux

Simon Wall

Nicky Brown

Paul Drinkwater

REGION 5 – NORTH WEST

FBU Regional Office
The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400

Executive council member

Kevin Brown

Regional secretary

Les Skarratts

Regional chair

Ian McGill

Regional treasurer

Steve Shelton

Brigades

Cheshire

Cumbria

GMC

Isle of Man

Lancashire

Merseyside

Brigade secretary

Dave Williams

Andrew Fox-Hewitt

Graeme Higgins

Dave Burn

Gary Keary

Peter Cain

Ian McGill

Mark Rowe

Brigade chair

Stuart Hammond

Dave Burn

Stuart Forrester

Simon Yaffa

Richard Harvey

Kevin Wilkie

Kevin Hughes

REGION 6 – EAST MIDLANDS

FBU Regional Office
19-21 Musters Road
West Bridgford
Nottingham
NG2 7PP
Tel: 0115 981 4935

Executive council member

Phil Coates

Regional secretary

Karl McKee

Regional chair

Marc Redford

Regional treasurer

Chris Hides

Brigades

Derbyshire
Leicestershire
Lincolnshire

Northamptonshire

Nottinghamshire

Brigade secretary

Chris Tapp

Adam Taylor

Dan Taylor (Jan-Jun)

Ben Selby

Sheldon Fenning (Jan-Aug)

Ben Muddle

Steve Bull

John Muggleton

Brigade chair

Ben Keiller

Graham Vaux

Ben Selby

Chris Hides

Chris Kemp (Jan-Sept)

Mark Jones

Alan Coates

Dean Gillen

REGION 7 – WEST MIDLANDS

FBU Regional Office
195-7 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633

Executive council member

Barry Downey

Regional secretary

Pete Goulden

Regional chair

Richard Williams

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester

Shropshire
Staffordshire
Warwickshire

West Midlands

Brigade secretary

Steve Gould

Matt Lamb

Richard Williams

Marcus Giles (Jan-Nov)

Stephen Rule

Steve Price-Hunt

Brigade chair

Julian Jenkins (Jan-Jun)

Trevor Connolly

Stephen Morris

Mark Tattum

Wayne Vaughan

Andrew Scattergood

REGION 8 – WALES

FBU Regional Office
2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel 029 2049 6474

Brigades

Mid and West Wales
North Wales
South Wales

Executive council member

Grant Mayos

Regional secretary

Cerith Griffiths

Regional chair

Alex Psaila

Regional official

Arwel Roberts

Brigade secretary

Barrie Davies
Shane Price
Alex Psaila

Brigade chair

Jeremy Oliver
Sandra Williams
Steve Saunders

REGION 9 – EASTERN

FBU Regional Office
28 Atlantic Square
Station Road
Witham
Essex
CM8 2TL
Tel: 01376 521521

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Executive council member

Jamie Wyatt

Regional secretary

Riccardo La Torre

Regional chair

Brian Hooper

Regional treasurer

Del Godfrey-Shaw (Jan-Sept)
Mav Langdon

Brigade secretary

Pat Carberry
Cameron Matthews
Alan Chinn-Shaw
Darren Scotchford
Kevin Game
Roy Humphries

Brigade chair

Jason Hollamby
Martin Harding
Gary Critch
Tony Smith
Peter Greeves
Phil Johnston

REGION 10 – LONDON

FBU Regional Office
John Horner Mews
Frome Street
Islington
London
N1 8PB
Tel: 020 7359 3638

Executive council member

Ian Leahair

Regional secretary

Paul Embery

Regional chair

Gordon Fielden (Jan-Mar)
Gareth Beeton

Regional official

Gareth Beeton (Jan-Mar)

Regional treasurer

Lucy Masoud

REGION 11 – SOUTH EAST

FBU Regional Office
Unit 11
Hunns Mere Way
Woodingdean
Brighton
BN2 6AH
Tel: 01273 309762

Executive council member

Danni Armstrong

Regional secretary

Richard Jones

Regional chair

Mark Simmons

Regional treasurer

Bill Woodfine

Paul Watts

Brigades

Berkshire

Buckinghamshire
East Sussex
Hampshire
Isle of Wight
Kent

Oxfordshire
Surrey
West Sussex

Brigade secretary

Steve Collins

Greg O'Neill
Mark Brown
Gary Jackson
Spencer Cave
Mark Simmons

Mark Ames
Lee Belsten
Francis Bishop

Brigade chair

Matt Clark
Paul Mortimer

Simon Herbert
Nigel McCullen
Peter Mawhood
Jenny Impey (Jan-Mar)
Rob Sherwood
Josie Fullerton
Asif Aziz
Mick Cambers

NB. Merger of previous regions 11 (South Eastern) and 12 (Southern) took place in 2016. South West region (previously 13) became region 12.

REGION 12 – SOUTH WEST

FBU Regional Office
158 Muller Road
Horfield
Bristol
BS7 9RE
Tel: 0117 935 5132

Executive council member

Tam McFarlane

Regional secretary

Trevor French

Regional chair

Kevin Herniman

Brent Thorley

Regional treasurer

Val Hampshire

Brigades

Avon
Cornwall
Devon and Somerset

Dorset and Wiltshire

Gloucestershire

Brigade secretary

Chris Taylor
Stuart Pulley
Trevor French
James Leslie
Karen Adams
Brent Thorley (Jan-Apr)

Scott Turner

Brigade chair

Gary Spindler
Guy Herrington
Bob Walker
Scott Young
David Gale (Jan-Apr)
Tony Littler (Jan-Apr)
Hamish Daya
David Huggins

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT	NWC
Secretary	Michael Nicholas	Pat Carberry	Sam Rye
Chair	Otis Graham	Yannick Dubois	Sarah Gartland
Region 1	Joseph Mendy	Vacant	Stacey Hodge
Region 2	Joe Doherty	Karen McDowell	Lynda Rowan-O'Neill
Region 3	Gavin Meisuria	Vacant	Sarah Gartland
Region 4	Delroy Galloway	Maggie Meszaros	Louise Connell
Region 5	Uche Ihiekwe	Lorraine Lowe	Helen Tooley
Region 6	Ronnie Stanley	Carina Peel	Clare Hudson
Region 7	Rod Barrett	Stephen Riddell	Vacant
Region 8	Brian Amos	Vacant	Vacant
Region 9	Vacant	Vacant	Vacant
Region 10	Anthony Edwards	Lucy Masoud	Sally Harper
Region 11	Vacant	Alli Burrows	Vacant
Region 12	Enrico Temple	Vacant	Diane Critchlow

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Jo Byrne Lynda Rowan-O'Neill	Peter Preston	Simon Amos
Chair	Lynda Rowan-O'Neill Amelia Diallo	John Catherwood	Mick Higgins Craig Drinkald
Region 1	Sandra Brown	Tam Mitchell	Alex Smart
Region 2	Lynda Rowan-O'Neill	John Catherwood Seamus McMahon	John Denvir
Region 3	Caroline Saunderson	Andy Stubbings	Ian McLean
Region 4	Maggie Meszaros	Vacant	Vacant
Region 5	Vacant	Vacant	Craig Drinkald
Region 6	Amelia Diallo	Paul Revill	Andy Mitchell
Region 7	Jane Gummery	Simon Poole	Neil Johnson
Region 8	George Fisher	Lyndon Jones	Ian Buckley
Region 9	Sharon Thorndyke	Vacant	Matt Hughes
Region 10	Stephanie Winter	---	Simon Amos Greg Ashman
Region 11	Vacant	Vacant	Mark Ames
Region 12	Vacant	Richard McGhee Chris Starkey	Steve Underhill

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Ian Bryden	Denise Christie	Dave Bennett Dave Hart
Region 2	Lynda Rowan-O'Neill	Rod O'Hare	Brian Cunningham David Nichol
Region 3	Russ King	Sarah Gartland	Brian Gibson
Region 4	Graham Wilkinson Mick Thompson	Dave Gillian	Carl Matthews
Region 5	Stuart Guy	Steve Wiswell	Gary Bennett
Region 6	Mick Chilton John Muggleton	Carina Peel	Adam Taylor Leigh Street
Region 7	Jane Gummery	Jayne Mason	Pete Goulden Richard Greensill
Region 8	Mike Davies	Andrew Hearne	Simon Fleming
Region 9	Martin Harding	Cameron Matthews	Steve Kerridge
Region 10	Lucy Masoud	Lucy Masoud	Gordon Fielden Gareth Beeton
Region 11	Richard Jones Joe Weir	Vacant	Richard Jones Martin Hyndman
Region 12	Trevor French	Paul Lawler	Kevin Herniman John Maggs
B&EMM	Michael Nicholas	Uche Ihiekwe	Ronnie Stanley
CSNC	Jo Byrne Lynda Rowan-O'Neill	Amelia Diallo	Lynda Rowan-O'Neill
LGBT	Yannick Dubois	Alli Burrows	Pat Carberry
NRC	Lyndon Jones	John Catherwood	Lyndon Jones Tam Mitchell
NWC	Vacant	Sam Rye	Sally Harper Clare Hudson
ONC	Vacant	Neil Johnson	Mick Higgins Greg Ashman

L7 RETIRED OFFICIALS

The executive council thanked the following senior officials for their contribution to the union over many years:

Kevin Brown	Executive council member region 5
John McFadden	Regional official region 1
Pete Wilcox	Regional secretary region 3
Richard Walker	Regional chair region 4
Graham Wilkinson	Regional treasurer and regional education officer region 4
Mick Chilton	Regional education officer region 6
Del Godfrey-Shaw	Regional treasurer region 9
Gordon Fielden	Regional chair and regional health and safety representative region 10
Steve Allen	Regional chair region 11 and brigade secretary Oxfordshire
Kevin Herniman	Regional chair and regional health and safety representative region 12
Dave Williams	Brigade secretary Cheshire
Marcus Giles	Brigade secretary Warwickshire
Kevin Deacon	Brigade chair Lancashire
Julian Jenkins	Brigade chair Hereford and Worcester

L8 FINAL APPEALS COMMITTEE

Region	Nominee
1	Stephen Thomson
2	Stephen Boyd
3	Pete Wilcox
4	Pete Smith
5	Les Skarratts
6	Chris Hides
7	Richard Williams
8	Cerith Griffiths
9	Riccardo la Torre
10	Lucy Masoud
11	Mark Simmons
12	Trevor French
B&EMM	Otis Graham
ONC	Craig Drinkald
NRC	John Catherwood
CSNC	Lynda Rowan-O'Neill
NWC	Samantha Rye
LGBT	Pat Carberry

L9 UNION TRUSTEES

The executive council wishes to place on record its appreciation to Stan Fitzsimmons and 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.

L10 POLITICAL FUND

The FBU's 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.

During 2016 head office took steps to address the threat to the political fund posed by the Trade Union Act, which imposed a compulsory 'opt-in' for individuals into the political fund every five years, affecting all union campaigning funds, including political donations.

L11 COMMUNICATIONS REPORT

The communications department is responsible for all of the union's external and internal communications and campaigning work, which means we engage with the wider audience of the general public alongside our internal audience of our members, activists, fire and rescue service personnel, the TUC, MPs and a host of other bodies and agencies. The department's work is 'reactive', when we are responding to existing events, announcements or research and 'proactive', when we actively promote our campaigns, victories, successes and other work. The department is responsible for the union's website, its bi-monthly *Firefighter* magazine, sectional publications and all social media communications.

The union attracted a significant amount of media coverage over the past 12 months, with much of it linked to our support of the re-election of Jeremy Corbyn in September 2016. The general secretary was featured on national television and radio regularly throughout the year, and was a guest for the first time on BBC Radio 4's *Any Questions*.

The threatened mass sackings of firefighters in Greater Manchester in the autumn and the union's response generated a mass of media coverage which attracted widespread public support up and down the country. Regional media showed solid support for the issues facing firefighters in the current climate, with stories about the impact of cuts and public safety risks running in papers and on radio and TV throughout the year. A highlight for the communication department was a 50-minute feature in late December on BBC Radio 5 *Live Investigates* devoted exclusively to the dangers posed by ongoing, decimating cuts to the fire and rescue service, covering response times and deaths believed to be directly linked to cuts. The union generated coverage on a number of other important issues, including the Stephen Hunt inquest, the final pay outs to the bereaved Marlie Farm families and the good causes behind the launch of the new Firefighters 100 Lottery.

The last quarter of the year saw 603 articles and mentions in national and regional media, which includes everything from a mention of the FBU to whole articles featuring stories we generated about issues facing firefighters. Taking this as an average, the FBU generated almost 2,500 printed and online mentions/articles throughout 2016. We achieved a good, solid online presence for the period which is significant because online carries more kudos now that it is no longer regarded as the poor cousin of print media. The union achieved an average of 68 national broadcast mentions/features during the year, alongside 1,600 regionally. FBU blogs did well too, with one particular piece on the removal of sprinklers in schools attracting more than 3,000 views on Facebook. We performed exceptionally well on Facebook generally, increasing our number of likes by over 50%, while we continued to steadily grow on Twitter, reaching 18,500 followers by the end of 2016.

Our first ever firefighters' photography competition did well, attracting a very high standard of entries. Many arresting, powerful images were assessed by the judges, with the 12 best shots making it onto the FBU's first ever calendar.

The department organised several events throughout 2016, including a special screening in Soho of the film *Operator*, a short dramatic piece about the challenges facing control operators. The FBU advised on the

film and part funded it, and we were thrilled when it won a Bafta for the best British short film of the year. The union also ran a history seminar at the TUC to generate interest in and prepare for our centenary in 2018, with another planned for 2017.

Two animation films – the first depicting cuts to the service and threats to public safety, the second highlighting all the additional work of the modern professional firefighter – attracted a lot of attention on social media during the year. The FBU published 68 videos in total on YouTube during the calendar year, including the above mentioned animations.

In February 2016 the FBU worked with outside designers and launched a new logo and branding including colours, type fonts and photography. Work carried on throughout the year to ensure that the new branding is visible and uniform across the union's communications and is accessible to officials.

L12 RESEARCH REPORT

The research department has continued to contribute to the work of head office under the direction of the general secretary and national officers. Its aim is to provide original, high-quality, robust evidence that will assist FBU members when making coherent policy.

During 2016 the department provided materials for executive council papers, as well as statements to annual conference on matters such as the EU referendum, emergency medical response, internal finance and political strategy. Research drafted publications such as the *Inundated* report on flooding and the spending review publication. The department produced four issues of *Fire and rescue service matters*, a political briefing aimed at MPs and other senior politicians. These were on cuts, floods, firefighter jobs and rescues. It also drafted parliamentary group briefing papers.

A significant part of the department's work in 2016 was drafting submissions to Westminster government consultations and Westminster legislation. The most high-profile examples were submissions on the Trade Union Bill, the PCCs consultation and the environment, farming and rural affairs committee on flooding.

During 2016 the research department commissioned external academics and consultants to produce reports on firefighters' pay and the FBU's centenary book. It commissioned YouGov to survey Greater Manchester FBU members' views on proposed shift changes.

The department carried out a number of freedom of information requests, including on firefighter job cuts and rescues. Researchers also undertook projects on emergency medical response, firefighters' pay, firefighters' mental health, cancer and on control members' issues. The research department assisted the executive council with drafting and editing the 2016 annual report.

L13 FBU CENTENARY

During 2016 the executive council made extensive plans to celebrate the centenary of the FBU in 2018. The key aims for the centenary project are:

- to promote and celebrate the work of firefighters and the fire and rescue service
- to celebrate the union's hundred-year history of independent firefighter trades unionism
- to commemorate the bravery and sacrifice of those firefighters killed and injured in the line of duty
- to celebrate the FBU's role in the development of the firefighting profession, shaping the modern fire and rescue service and improving public safety
- to celebrate the union's work and achievements representing firefighters, campaigning for improvements, promoting fairness and equality and organising to defend our service, our jobs and working conditions
- to celebrate the union's contribution in the wider labour and trade union movement (2016HOC0616MW).

As part of the centenary project, the FBU held a seminar at the TUC on 16 June 2016, on 'A hundred years of firefighting and unity'. The speakers included:

- Dr Shane Ewen, on 'Developing the modern fire service, lessons from the past'
- Professor Sian Moore, one of the editors of a forthcoming history of the FBU, explained how it would be constructed
- Dr Tessa Wright, another of the editors, spoke on the fight for equality within the fire and rescue service and the FBU
- Dave Hill, watch manager, operational resilience, and Marianne Saabye, head of marketing, both from the London Fire Brigade, spoke about 'The LFB at 150' and how they had organised the anniversary commemoration.
- Helen Ford, archives manager, Modern Records Centre, University of Warwick, which holds the archive collection of the FBU going back to 1918.

The seminar gave an important flavour of the FBU's history and reinforced the need to use the centenary to restate the purpose and values of the union. Head office made plans for a further seminar in 2017.

The executive council has also commissioned a short, accessible history booklet covering the whole history of the union. The publication is aimed at all FBU members. The FBU made a public appeal for photographs, letters and other memorabilia in connection with the history of the service and the union (2016HOC0659MW).

The executive council also set in motion a comprehensive programme of work which was to carry on through 2017 and into the centenary year. This includes a dedicated website, a travelling display for museums and fire stations, centenary merchandise, materials for branches and further publications. The union is also planning to hold a service and reception in central London in late 2018.

L14 FIREFIGHTERS 100 LOTTERY

On 1 October 2016 the FBU starting selling tickets for the new Firefighters 100 Lottery. The lottery was set up to support firefighters, bereaved families and the firefighting profession. The union commissioned an external lottery management company, Gatherwell Ltd, to independently manage the sales of tickets, the weekly draws and the paying out of prizes.

Alongside Gatherwell, the FBU has ensured the lottery is compliant with the law and obtained a Gambling Commission licence. We have been accepted as a member of the Lotteries Council and through them contribute to the Responsible Gambling Trust (RGT), the leading charity in the UK committed to minimising gambling-related harm. The lottery has its own logo, website and social media pages.

Tickets cost just £1 and at least 50p from each ticket sold goes to support the five good causes. These are:

- family support and welfare
- memorials and remembrance
- promoting the lessons learnt from the deaths and serious injuries of firefighters
- research into the physical and mental health and wellbeing of firefighters
- humanitarian assistance.

There are three guaranteed cash prize winners each week. The size of the guaranteed prizes will depend upon the tickets sold that week. The jackpot prize wins 20% of the proceeds brought in that week, the second prize 6% and the third prize 3%.

The first draw took place on Saturday 5 November – the jackpot winner took home over £900. Eight subsequent draws took place in 2016. Throughout the course of the 2016 over £22,000 was raised for the good causes. At the close of the year the lottery had over 3,000 supporters with more than 5,000 weekly ticket sales.

L15 FBU ONLINE SHOP

In line with the 2016 conference resolution, the FBU launched an online shop on 27 October 2016. The shop is hosted on an online selling platform, Shopify, and linked directly from the FBU website. Through the shop we aim to deliver high quality, ethically sourced and value for money merchandise to members and supporters all year around.

The shop is run by the union's merchandise supplier Kymera Embroidery with the support of the head office communications department. Kymera runs the day to day management of the shop, including ordering supplies, distributing orders and managing the payments. The communications department assists Kymera with ideas for new products, the online site itself and communication with customers. The shop runs on very low margins to ensure members get the best value for money. The FBU then receives a commission on the sales from Kymera.

A wide range of materials are available from the shop, including t-shirts, hoodies, hip-flasks, mugs and hats. Meetings were held at the end of 2016 to discuss additional products lines that will be added throughout 2017, including retirement gifts, children's clothing and additional t-shirt designs. Most buyers access the shop through the FBU website, followed by Facebook and Twitter. Approximately 200 orders were completed and paid for by the close of the year.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2016

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

This year we have revised this section with the aim of providing members an easily understandable summary of the statutory accounts which are set out in the following section and by necessity contain much detail.

2016 ACCOUNTS

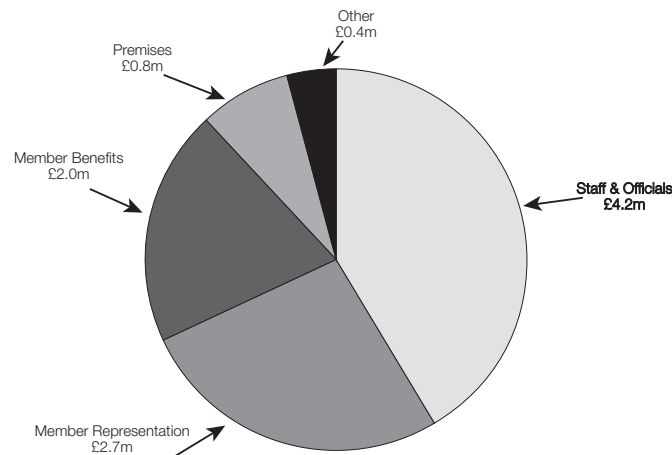
Unfortunately the actuarial adjustments to our pension liabilities have hit us hard this year with an additional cost of nearly £2m leaving us with an overall deficit of £1.1m. These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

In 2016 our membership levels fell by 1,968 (5.5%) to 33,842 and this meant that our income from contributions was lower in 2016 by £448k. However, the decisions we took in 2015 to reduce our costs resulted in a reduction in our expenditure of £498k and this enabled us to achieve an operating surplus.

2016			
Income	£'000	Expenditure	£'000
Contributions	9,890	Member benefits	1,957
ULF grants	979	Staff and officials	4,282
Other	137	Member representation	2,707
		Premises	829
		Other	358
	11,006		10,133
Surplus	873		
Pension deficit			1,959
Overall result (deficit)	(1,086)		

Set out below is a chart which shows a breakdown of our expenditure for 2016. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

Expenditure £10.1m

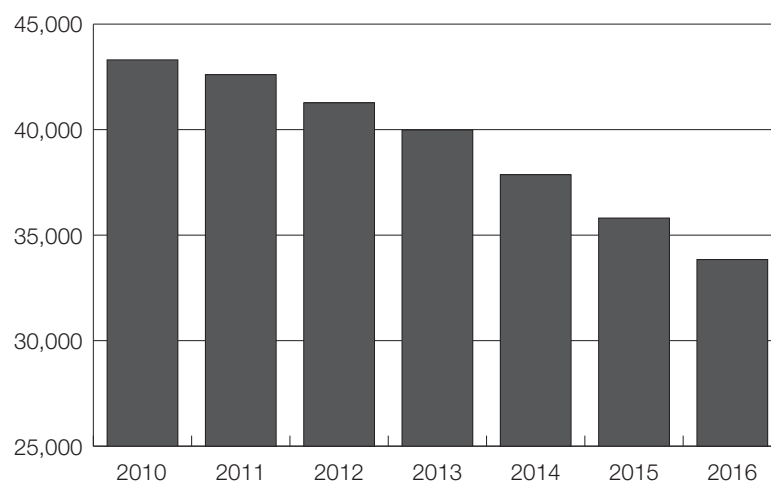


As a result of the overall deficit for 2016, our total funds have now reduced from £6.8m to £5.7m. This is made up of our accident and injury fund £5.2m, political fund £640k and our general fund which is now in deficit of £225k.

5 YEAR PICTURE

Particularly disappointing is that our general fund has slipped back into a deficit position and, as explained, this is directly as a result of the actuarial adjustments required on our pension funds. As you can see from the graph below, whilst we have now built up a surplus of £2.8m in the general fund, this has been more than absorbed by the pension deficits of over £3m.

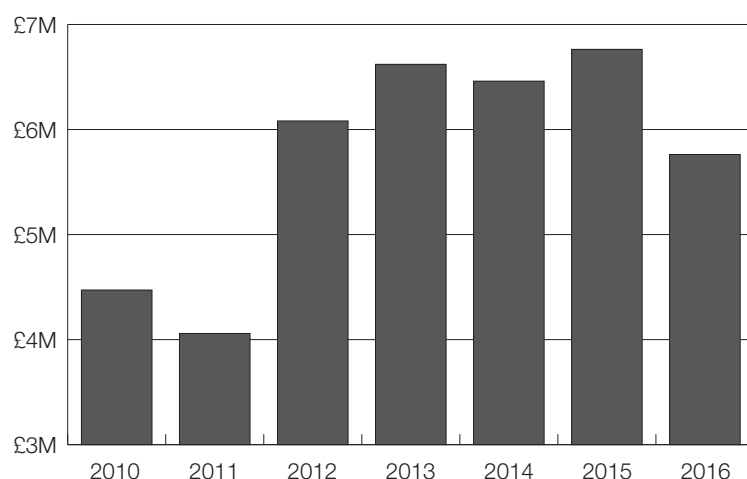
Number of members



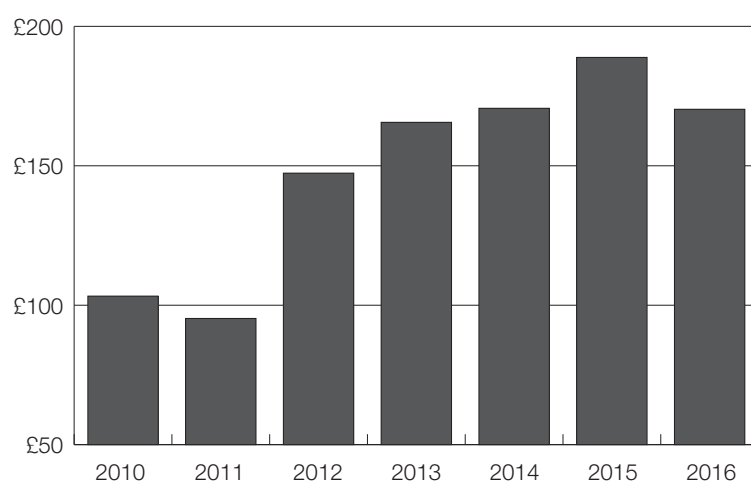
This means that we have to operate the union with a reduction in membership contributions each year. As a result we have had to make hard decisions and cut back in several areas whilst still providing the same level of service and benefits to members.

However, it should be said that our work over the last few years with careful budgeting, making savings and planning for a surplus each year has enabled us to cope with this and we still have total funds of £5.7m, even after the 2016 overall deficit.

Total funds

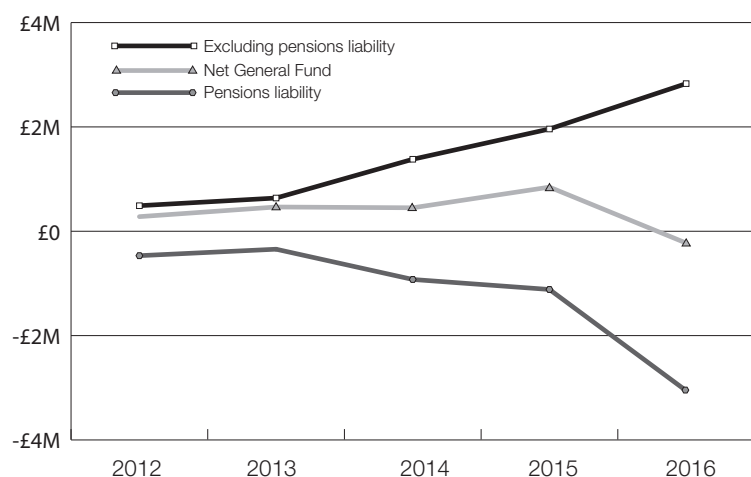


Funds per member



Particularly disappointing is that our general fund has slipped back into a deficit position and this is directly as a result of the actuarial adjustments required on our pension funds. As you can see from the graph below, whilst we have now built up a surplus of £2.8m in the general fund, this has been more than absorbed by the pension deficits of over £3m.

General Fund



CONCLUSION

The cuts in fire and rescue staff over the last few years have meant a substantial drop in our income. However, we have made over £3m savings in our overall costs and also had to absorb £3m on pension deficits but we are still providing the same level of service and benefits to members and we will continue to do so.

Summary of financial results of the last 5 years

	2016	2015	2014	2013	2012
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	9,890	10,338	10,809	11,207	11,516
ULF grants	979	764	790	659	880
Other	137	89	78	59	82
	11,006	11,191	11,677	11,925	12,478
Expenditure					
Members benefits (note 1)	1,957	1,826	1,983	1,889	2,009
Staff and officials	4,282	4,155	4,371	4,236	4,837
Member representation (note 2)	2,707	3,302	3,393	3,765	3,415
Premises	829	943	903	1,090	892
Other (note 3)	358	405	429	413	461
	10,133	10,631	11,079	11,393	11,614
Operating surplus	873	560	598	532	864
Pension adjustments	(1,959)	(257)	(758)	(165)	1,159
Overall result	(1,086)	303	(160)	367	2,023
General fund	(225)	846	452	465	28
Accident & injury fund	5,242	5,236	5,203	5,014	4,800
Political fund	640	681	805	1,142	1,254
Lottery	20	–	–	–	–
Total funds	5,677	6,763	6,460	6,621	6,082
Number of members	33,842	35,810	37,865	39,983	41,270
Fund value per member	£147	£166	£171	£189	£170

Notes:

1 Includes the cost of 'Firefighter'

2 Costs include conferences, affiliations, travel, mileage, hotels & subsistence, communications, print, ballots, donations, campaign costs, advertising.

3 Includes professional fees, bank charges, audit.



Matt Wrack
General Secretary



Andy Noble
National Treasurer

M2 ACCOUNTS AND FINANCIAL STATEMENTS

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 is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The executive council is 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). It is 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 AUDITOR'S 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 2016 which comprise the statement of comprehensive income, the statement of financial position, the statement of changes in equity, the statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the members of the union 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 of the union those matters we are required to state to them in an independent auditor's 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 members of the union as a body, for our work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF THE EXECUTIVE COUNCIL AND AUDITOR

As explained more fully in the statement of the executive council's responsibilities, the executive council is responsible for the preparation of the accounts, which have been prepared in accordance with applicable law and accounting standards.

We have been appointed as auditor and our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board (APB) Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE ACCOUNT

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, 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 made by the executive council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the national treasurer's and general secretary's foreword to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 of the state of the union's affairs as at 31 December 2016, and of its deficit for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you by, if in our opinion:

- The union has not kept proper accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- A satisfactory system of control over transactions has not been maintained;
- The accounts are not in agreement with accounting records;
- We have not received all the information and explanations we require for our audit.



Gareth Jones (Senior Statutory Auditor)

Moore Stephens LLP

150 Aldersgate Street
London EC1A 4AB
Date 5 April 2017

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2016

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2016 £	2015 £
Income								
Contributions	1(i)	8,318,849	1,333,390	237,527	–	–	9,889,766	10,337,609
Investment income		48,049	–	–	–	–	48,049	50,156
Grants		–	–	–	–	978,950	978,950	764,331
Sales of publications and merchandise		28	–	–	–	–	28	632
Other income		23,935	–	–	42,673	–	66,608	12,039
Commission received		15,226	–	–	–	–	15,226	15,510
VAT recoverable		7,500	–	–	–	–	7,500	10,273
		<u>8,413,587</u>	<u>1,333,390</u>	<u>237,527</u>	<u>42,673</u>	<u>978,950</u>	<u>11,006,127</u>	<u>11,190,550</u>
Expenditure								
Benefits	2	637,726	1,132,828	–	–	–	1,770,554	1,591,066
Conferences		225,352	–	15,720	–	–	241,072	328,975
Affiliations		156,463	–	34,740	–	–	191,203	194,179
'Firefighter'		186,545	–	–	–	–	186,545	234,540
Commissions		29,774	29,774	14,887	–	–	74,435	123,633
Union learning costs		–	–	–	–	769,163	769,163	524,331
Administration	3	6,232,803	165,000	213,003	22,196	209,787	6,842,789	7,579,481
Depreciation	1(b)	206,545	–	–	–	–	206,545	299,690
Surplus on disposal of fixed assets		(5,500)	–	–	–	–	(5,500)	(47,528)
(Surplus)/loss on disposal of investments		(112,199)	–	–	–	–	(112,199)	497
(Surplus)/loss on revaluation of quoted investments		(71,483)	–	–	–	–	(71,483)	9,940
Surplus on revaluation of unquoted investments		–	–	–	–	–	–	(240,000)
Defined benefit net interest cost	9	40,000	–	–	–	–	40,000	32,000
		<u>7,526,026</u>	<u>1,327,602</u>	<u>278,350</u>	<u>22,196</u>	<u>978,950</u>	<u>10,133,124</u>	<u>10,630,804</u>
Operating surplus/(deficit) for the year		887,561	5,788	(40,823)	20,477	–	873,003	559,746
Other comprehensive (expense)/income								
Actuarial (losses)/gains on post employment benefit obligations		(2,765,000)	–	–	–	–	(2,765,000)	438,000
Return on assets excluding amount included in net interest		1,033,000	–	–	–	–	1,033,000	(754,000)
Experience (losses)/gains		(227,000)	–	–	–	–	(227,000)	59,000
Total other comprehensive expense		(1,959,000)	–	–	–	–	(1,959,000)	(257,000)
Total comprehensive (expense)/income for the year		(1,071,439)	5,788	(40,823)	20,477	–	(1,085,997)	302,746

STATEMENT OF FINANCIAL POSITION

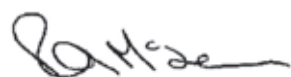
As at 31 December 2016

	Note	2016 £	2015 £
Fixed Assets	4	2,000,529	2,154,675
Investments	5	3,217,692	1,421,629
Long term loans	6	158,997	175,834
		5,377,218	3,752,138
Current assets			
Debtors	7	573,414	807,864
Cash at bank and in hand		4,331,198	4,584,605
Total current assets		4,904,612	5,392,469
Current liabilities	8	(1,548,533)	(1,265,313)
Net current assets		3,356,079	4,127,156
Total assets before pension liability		8,733,297	7,879,294
Defined benefit pension fund	9		
National officials' scheme asset		34,000	1,022,000
FBU pension scheme liability		(3,090,000)	(2,138,000)
Net defined benefit pension liability		(3,056,000)	(1,116,000)
Total assets after pension liability		5,677,297	6,763,294
Represented by:			
General fund (excluding defined benefit pension liability)		2,830,947	1,962,386
Defined benefit pension liability		(3,056,000)	(1,116,000)
General fund		(225,053)	846,386
Accident and injury fund		5,241,905	5,236,117
Political fund		639,968	680,791
Lottery		20,477	—
Total funds		5,677,297	6,763,294

Movement in the union's funds are shown on page 113.



M. Wrack – General Secretary



A. McLean – President

Date 5 April 2017

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2016

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2014 (as restated)	452,404	5,203,281	804,863	–	6,460,548
Operating surplus/(deficit) for the year	650,982	32,836	(124,072)	–	559,746
Other comprehensive income/(expense) for the year					
Actuarial gains on post-employment benefit obligations	438,000	–	–	–	438,000
Change in assets not recoverable in the future	(754,000)	–	–	–	(754,000)
Experience gains	59,000	–	–	–	59,000
Total other comprehensive expense for the year	(257,000)	–	–	–	(257,000)
At 31 December 2015	846,386	5,236,117	680,791	–	6,763,294
Operating surplus/(deficit) for the year	887,561	5,788	(40,823)	20,477	873,003
Other comprehensive income/(expense) for the year					
Actuarial losses on post-employment benefit obligations	(2,765,000)	–	–	–	(2,765,000)
Change in assets not recoverable in the future	1,033,000	–	–	–	1,033,000
Experience gains	(227,000)	–	–	–	(227,000)
	(1,959,000)	–	–	–	(1,959,000)
At 31 December 2016	(225,053)	5,241,905	639,968	20,477	5,677,297

STATEMENT OF CASH FLOWS

For the year ended 31 December 2016

	2016 £	2015 £
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year (page 111)	873,003	559,746
Depreciation	206,545	299,690
Surplus on disposal of fixed assets	(5,500)	(47,528)
(Surplus)/loss on disposal of investments	(112,199)	497
(Surplus)/loss on revaluation of quoted investments	(71,483)	9,940
Surplus on revaluation of unquoted investments	–	(240,000)
Change in debtors	234,450	140,203
Change in creditors	283,220	(431,250)
Change in pension liability	(19,000)	(65,000)
Cash flows arising from operating activities	1,389,036	226,298
Cash flows from investment activities		
Purchase of fixed assets	(52,399)	(81,674)
Repayment of hire purchase creditors	–	(121,679)
Proceeds from the sale of fixed assets	5,500	132,528
Purchase of investments	(2,089,235)	(24,802)
Sale of investments	476,854	29,295
Repayment of mortgages	16,837	136,995
Net cash (used)/arising in investment activities	(1,642,443)	70,663
Net (decrease)/increase in cash and cash equivalents	(253,407)	296,961
Cash and cash equivalents at the beginning of the year	4,584,605	4,287,644
Cash and cash equivalents at the end of the year	4,331,198	4,584,605

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

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 in the balance sheet on the following basis:
Quoted investments – at market value.
Unquoted investments – at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).
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.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

- (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 2016

	2016 £	2015 £
2 Benefits		
Legal fees	496,770	278,259
Education	140,956	153,496
Accident and injury claims	1,132,828	1,156,751
Payments for support	–	2,560
	1,770,554	1,591,066

3 Administration		
Salaries and national insurance contributions	1,779,398	1,657,659
Pension contributions	495,198	585,223
FRS102 pension scheme adjustment (note 9)	(59,000)	(97,000)
Travel	214,894	339,026
Mileage	426,605	497,046
Hotels	172,036	196,532
Subsistence and evening meals	334,028	398,604
Officials' allowance	572,185	624,214
Motor expenses	14,192	12,467
PAYE agreement	5,693	4,637
Other organising expenses	24,900	29,843
Trade union leave	678,929	823,594
Reports, journals and subscriptions	74,029	75,307
Ballot expenses	28,417	37,416
Donations	123,096	114,599
Goods for presentations and campaigning	64,400	47,954
Repairs and renewals	63,781	33,975
Office expenses	527,357	578,601
Communications	453,460	619,337
Printing and stationery	238,511	266,086
Advertising	31,299	20,661
Insurance	32,107	30,926
Bank charges and interest payable	26,192	18,475
Audit, pension audit and accountancy	46,200	47,120
Professional fees	474,882	617,179
	6,842,789	7,579,481

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
4 Fixed assets				
Cost				
1 January 2016	2,805,501	1,333,298	144,931	4,283,730
Additions	–	21,350	31,049	52,399
Disposals	–	(386,032)	(41,931)	(427,963)
31 December 2016	2,805,501	968,616	134,049	3,908,166
Depreciation				
1 January 2016	1,013,337	976,602	139,116	2,129,055
Charge for the year	57,100	139,764	9,681	206,545
Disposals	–	(386,032)	(41,931)	(427,963)
31 December 2016	1,070,437	730,334	106,866	1,907,637
Net book value				
31 December 2016	1,735,064	238,282	27,183	2,000,529
Net book value				
31 December 2015	1,792,164	356,696	5,815	2,154,675

	2016 £	2015 £
5 Investments		
Quoted equities and unit trusts (note 5a)	2,737,162	941,099
Unquoted equities (note 5b)	480,530	480,530
Fair value of total investments	3,217,692	1,421,629
a) Quoted equities and unit trusts		
	2016 £	2015 £
Market value at 1 January	941,099	956,029
Additions at fair value	2,089,235	24,802
Disposal proceeds	(476,854)	(29,295)
Change in fair value of investments		
Realised surplus/(loss) on sale of investments	112,199	(497)
Surplus/(loss) on revaluation of financial assets to fair value	71,483	(9,940)
Market value at 31 December	2,737,162	941,099
Historical cost at 31 December	2,470,016	745,437

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

5 Investments (continued)

All investments related to quoted investments on readily accessible markets, primarily the London Stock Exchange. Investment are carried at fair value, being the market value at the year end. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The union manages these risks by retaining expert advisors.

b) Unquoted equities

Unquoted shares held by the union at the year end are broken down as follows:

240,000 Unity Trust Bank plc "A" and "C" shares.

530 Labour Education, Rec. And Holiday Homes Ltd shares held at cost of £1/share.

	2016 £	2015 £
Market value at 1 January	480,530	240,530
Surplus on revaluation of financial assets to fair value	–	240,000

Market value at 31 December

Historical cost at 31 December

480,530	480,530
240,530	240,530

No provision for permanent impairment in value of investments is considered.

6 Long-term loans

	2016 £	2015 £
Mortgages repayable	135,962	152,799
Loans – co-op societies		
CRS London Ltd.	35	35
People's Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	158,997	175,834

The mortgage loans to officials are secured by a charge on the property.

7 Debtors

	2016 £	2015 £
Trade debtors	122,630	399,114
Other debtors	216,841	108,407
Prepayments	233,943	300,343
	573,414	807,864

8 Current liabilities

	2016 £	2015 £
Trade creditors	590,285	343,442
Other creditors	26,375	208,065
Accruals	931,873	713,806
	1,548,533	1,265,313

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

9 Defined benefit pension fund

	2016 £'000	2015 £'000
FBU pension scheme		
Opening balance	(2,138)	(1,743)
Current service cost	(200)	(195)
Administration expenses	–	(17)
Contributions by the union	268	301
Gain on settlements	–	(2,139)
Loss on business combinations	–	2,139
Total service cost	68	89
Net interest cost	(79)	(61)
Actuarial loss	(941)	(423)
Closing balance	(3,090)	(2,138)
Officials' scheme		
Opening balance	1,022	819
Current service cost	(194)	(231)
Administration expenses	(20)	(21)
Contributions by the union	205	260
Total service cost	(9)	8
Net interest cost	39	29
Actuarial (loss)/gain	(1,018)	166
Closing balance	34	1,022
Both schemes		
Opening balance	(1,116)	(924)
Current service cost	(394)	(426)
Administration expenses	(20)	(38)
Contributions by the union	473	561
Gain on settlements	–	(2,139)
Loss on business combinations	–	2,139
Total service cost	59	97
Net interest cost	(40)	(32)
Actuarial loss	(1,959)	(257)
Closing balance	(3,056)	(1,116)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

9 Defined benefit pension fund (continued)

The major assumptions used by the actuary for the national officials' scheme.

	At 31.12.2016	At 31.12.2015
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.4%	2.2%
Allowance for pension in payment increases of RPI or 5% if less	3.4%	3.2%
Discount rate	2.7%	3.8%
Inflation rate (RPI)	3.4%	3.2%
Inflation rate (CPI)	2.4%	2.2%

The assets in the scheme and the expected rate of return for the national officials' scheme

	% of total Scheme assets	Value at 31.12.2016 £'000	% of total Scheme assets	Value at 31.12.2015 £'000
With profits fund	48%	4,702	48%	4,303
Secured annuities	52%	5,182	52%	4,612
Total market value of assets		<u>9,884</u>		<u>8,915</u>

The major assumptions used by the actuary for the FBU pension scheme.

	At 31.12.2016	At 31.12.2015
Rate of increase in salaries	1.5%	1.5%
Rate of increase for deferred pensioners	2.4%	2.2%
Rate of increase of pensions in payment	3.4%	3.2%

The mortality assumptions are in accordance with the S2PA CMI 2015 (1.25%)

The assets in the scheme and the expected rate of return for the FBU pension scheme

	% of total Scheme assets	Value at 31.12.2016 £'000	% of total Scheme assets	Value at 31.12.2015 £'000
Cash	1%	48	0%	—
Annuities	59%	3,347	60%	2,932
Cash accumulation policy	36%	2,005	40%	1,950
Newton real return	4%	242	0%	—
Total market value of assets		<u>5,642</u>		<u>4,882</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

9 Defined benefit pension fund (continued)

The amounts recognised in the statement of financial position are as follows:

	2016 National officials' scheme £'000	2016 FBU pension scheme £'000	2016 Total £'000	2015 National officials' scheme £'000	2015 FBU pension scheme £'000	2015 Total £'000
Present value of defined benefit obligation	(9,850)	(8,732)	(18,582)	(7,893)	(7,020)	(14,913)
Fair value of scheme assets	9,884	5,642	15,526	8,915	4,882	13,797
Net asset/(liability) recognised	34	(3,090)	(3,056)	1,022	(2,138)	(1,116)

The amounts recognised in the income and expenditure account are as follows:

Service costs	194	200	394	231	195	426
Administration expenses	20	–	20	21	17	38
Net interest (credit)/charge	(39)	79	40	(29)	61	32
Gain on settlements	–	–	–	–	(2,139)	(2,139)
Loss on business combinations	–	–	–	–	2,139	2,139
Total recognised	175	279	454	223	273	496
Actual return on scheme assets	960	601	1,561	256	(517)	(261)

The amounts recognised in other comprehensive income:

Actuarial (losses)/gains	(1,412)	(1,353)	(2,765)	153	285	438
Return on assets excluding amount included in net interest	621	412	1,033	(46)	(708)	(754)
Experience (losses)/gains arising on the plan liabilities	(227)	–	(227)	59	–	59
Total recognised	(1,018)	(941)	(1,959)	166	(423)	(257)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

9 Defined benefit pension fund (continued)

	2016 National officials' scheme £'000	2016 FBU pension scheme £'000	2016 Total £'000	2015 National officials' scheme £'000	2015 FBU pension scheme £'000	2015 Total £'000
Reconciliation of opening and closing balances of the present value of scheme liabilities:						
Scheme liabilities at 1 January	7,893	7,020	14,913	7,770	6,958	14,728
Current service cost	194	200	394	231	195	426
Expenses	20	–	20	21	–	21
Interest cost	300	268	568	273	252	525
Contributions by scheme participants	38	31	69	42	31	73
Settlements	–	–	–	–	(7,020)	(7,020)
Business combination	–	–	–	–	7,020	7,020
Actuarial loss/(gains)	1,639	1,353	2,992	(212)	(285)	(497)
Benefits paid	(234)	(140)	(374)	(232)	(131)	(363)
Scheme liabilities at 31 December	9,850	8,732	18,582	7,893	7,020	14,913

Reconciliation of opening and closing balances of the fair value of scheme assets

Fair value of scheme assets at 1 January	8,915	4,882	13,797	8,589	5,215	13,804
Expected return on scheme assets	339	189	528	302	191	493
Expenses	–	–	–	–	(17)	(17)
Actuarial gain/(loss)	621	412	1,033	(46)	(708)	(754)
Contributions by employer	205	268	473	260	301	561
Contributions by scheme participants	38	31	69	42	31	73
Settlements	–	–	–	–	(4,881)	(4,881)
Business combination	–	–	–	–	4,881	4,881
Benefits paid	(234)	(140)	(374)	(232)	(131)	(363)
Fair value of scheme assets at 31 December	9,884	5,642	15,526	8,915	4,882	13,797

NOTES TO THE ACCOUNTS

For the year ended 31 December 2016

9 Defined benefit pension fund (continued)

National Officials' Scheme

The most recently completed actuarial valuation as at 31 October 2014 showed a surplus of £168,000, hence no deficit contribution is required. However in accordance with the actuarial valuation, the union has agreed with the trustees that it will pay 57.50% of pensionable earnings in respect of the cost of accruing benefits. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the employer will pay amounts into the scheme equal to the levy payments made by the scheme to the Pension Protection Fund. Insurance premiums for death in service benefits and any fees other than standard policy charges are also payable in addition as and when they are due. Member contributions are payable in addition at the rate of 13.0% of pensionable pay.

FBU Pension Scheme

The last actuarial valuation of the FBU Pension Scheme was performed by the Actuary for the Trustees as at 30 June 2016 and showed a SFO deficit of £912,000. The union agreed to pay annual contributions of 30.00% of members' pensionable salaries, less the members' contributions, each year, plus payments to pay off the deficit of £106,000 pa for 7 years and 5 months. The scheme will now meet the cost of all expenses incurred in running the scheme, therefore the union has agreed to pay an additional £114,000 each year to meet the scheme expenses except for the PPF levy.

10 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.

11 Operating leases

As at 31 December 2016 the union has future commitments under non-cancellable operation leases as follows:

	2016 £	2015 £
Within one year	81,173	106,842
Between two and five years	11,953	93,126
In more than five years	—	—

12 Key management personnel

Key management personnel compensation of £654,514 (2015 - £647,533) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions and employer pension contributions. See analysis of officials' salaries and benefits for a further breakdown of the key management personnel compensation.

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2016

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	72,848	Area manager	Competent "B"
Andy Dark	Assistant general secretary	73,945	Area manager	Competent "A"
Sean Starbuck	National officer	68,655	Group manager	Competent "B"
John McGhee	National officer	68,655	Group manager	Competent "B"
David Green	National officer	68,655	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	9,009	46,598	6,366
Andy Dark	Assistant general secretary	9,129	44,310	6,392
Sean Starbuck	National officer	8,391	40,926	14,012
John McGhee	National officer	8,405	40,926	9,618
David Green	National officer	8,410	40,926	8,338

Note: Full-time officials currently pay 13% of salary in employee pension contributions. The executive council is currently reviewing the pension provision for full time officials.

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2016

Benefits

Name	Office held	Officials' allowance £
A. McLean	President	10,150
I. Murray	Executive council and vice-president	8,772
A. Noble	Executive council and national treasurer	8,772

The following executive council members were paid an officials' allowance at the rate of £7,395 per annum.

C. McGlone
J. Quinn
K. Brown
P. Coates
B. Downey
G. Mayos
J. Wyatt
I. Leahair
D. Armstrong
T. McFarlane

Note: The union made reimbursement to local authorities of £678,929 (2015 – £823,594) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

Irregularity statement

"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."

The above statement is taken from the certification officer website.

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2016:

Name	Region	Brigade
Paul Stephen Gow	1	Scotland
James John Fallon	1	Scotland
Alan John Willetts	1	Scotland
Andrew John Sizer	2	Northern Ireland
Mark Richard Leng	3	Cleveland
Paul Allan Myers	4	West Yorkshire
Dean Ogden	5	Greater Manchester
Richard William Metcalfe	5	Lancashire
Paul John Wilkens	6	Leicestershire
Roy Gary Astles	7	Warwickshire
Delroy Conway Bradley	7	Hereford & Worcester
Patrick John Walsh	8	South Wales
Sean Robert Kerr	8	South Wales
Malcolm James Bean	9	Cambridgeshire
Lee Jeffrey Vine	9	Essex
Mark William Julien	10	London
Lee Phillip Baker	10	London
Wayne Richards	10	London
Gary Ambidge	11	East Sussex
David Robert Bennett	11	West Sussex
Philip Kenneth Mustoe	12	Gloucestershire



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