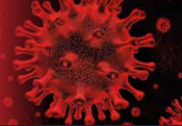


CORONAVIRUS KNOW WHAT TO DO AND WHEN TO DO IT: SEE P20



FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | APRIL/MAY 2020



COVID-19

FIREFIGHTERS ANSWER THE CALL

SEE P7

**SCOTLAND PAY
OFFER REJECTED**

SEE P4

**ON THE FLOOD
FRONTLINE**

SEE P8

**ATTACK ON OUR RIGHT
TO NEGOTIATE PAY**

SEE P13





MATT WRACK

OUR MEMBERS WILL RESPOND, BUT THEY MUST BE PROTECTED

CORONAVIRUS

The UK is in the grip of its worst public health emergency for over a century. Coronavirus, an illness that affects the lungs and airways, had already killed more than 35,000 people at the time of writing this. And now the UK is in lockdown, with people's movements strictly curtailed.

As the NHS creaked under the pressure of the outbreak, firefighters made clear that they wanted to do their bit.

Your union, fire chiefs and employers were then able to negotiate an agreement that made clear what additional activities firefighters would be able to do in response to the crisis.

We have been clear that our members must be protected, and so must their core duties. I know as this crisis rumbles on that you will continue to do our profession proud as you pull together with colleagues from across the public sector.

FLOODS

February also saw more devastating floods deluge large parts of England and Wales. As usual, despite lacking the necessary statutory duty in England, or the proper resources required, fire and rescue services led the response, rescuing people, animals, and safeguarding homes and businesses.

In one weekend alone, Wales Joint Fire Control handled 1,300 calls during Storm Dennis. Meanwhile in Hereford and Worcester, firefighters rescued dozens from a care home in an operation that took several hours.



South Wales firefighters take a resident through floodwaters in Monmouth in February after Storm Dennis caused flooding across large areas of Britain

As ever, our members are stepping up to save lives whilst Boris Johnson and his government fail to fund the primary service responding to flooding.

GRENfell

Owing to the coronavirus crisis, the second phase of the inquiry has been postponed. However, I must remind members of the disgusting actions of the developers, who – after lobbying hard – persuaded the government into making sure none of their oral evidence can be used in a criminal prosecution against them.

Our members did their duty to the public and

gave evidence honestly and unreservedly. But, as usual, it's one rule for us and another for them.

FBU OPERATIONS THROUGH COVID-19

With strict social distancing guidelines in place, all gatherings of more than one household must be cancelled.

There are not that many similarities between FBU conference and Glastonbury, but neither are feasible under the current rules. It is with a heavy heart that we have postponed our annual conference and have cancelled all education courses up until July. We hope members understand

that this is for their own safety, as well as the safety of FBU staff and officials.

We are working as hard as ever to help members through this difficult period and are still here for you nationally, regionally, and locally. If you have any questions during the outbreak, brigade officials should be your first point of call.

To support you further, we are looking for watch officials, a new watch-level FBU representative position. We're looking for firefighters and control staff on every shift in every station to speak up for the issues affecting their watch. Contact your branch official to find out more.



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GEOFF CADDOCK/ALAMY

FIREFIGHTER

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Big Community
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NEWS

ANSWERING THE CALL

Unprecedented agreement on role for firefighters and control staff in coronavirus emergency

p7



FIREFIGHTERS REJECT SCOTTISH PAY OFFER

SCOTLAND

Firefighters in Scotland have rejected a pay offer that would have led to them taking on significant areas of health and social care work.

FBU members voted in February to reject the offer by a margin of 60% to 40% on an 81% turnout.

The Scottish Fire and Rescue Service (SFRS) had offered firefighters and control staff a pay rise in return for taking on new areas of work, including co-responding with health and social care partners to “slips, trips and falls” and increased responsibility for out-of-hospital cardiac arrest (OHCA Plus), which could have seen firefighters co-responding to increasing numbers of life-threatening cases.

The FBU recommended that firefighters reject the proposal in its current form over concerns about the

impact it would have on core responsibilities, the capability of SFRS to provide adequate training for the new areas of work, and the ability for the Scottish Ambulance Service and health and social care partners to effectively carry out their duties when co-responding.

Denise Christie, FBU Scotland regional secretary, said: “Our members turned out in their masses at meetings across Scotland to vote in the ballot and the consensus is clear; we want and deserve a pay increase, but the offer in its current form is unacceptable.

‘THE SFRS NEED TO LISTEN TO THE CONCERNS OF THEIR STAFF AND GET BACK TO THE NEGOTIATING TABLE’

“We’ve been consistent throughout negotiations: real progress has been made since the last offer was rejected in July, but some serious changes are needed to make this acceptable to our members. The SFRS need to listen to the concerns of their staff and get back around the negotiating table.”

The union has written to members of the Justice Committee of the Scottish Parliament to request that funding for negotiations between the SFRS and the FBU remains on the table.

First Minister Nicola Sturgeon has confirmed that she hopes negotiations will continue and that it is for the fire service to decide how they move forward.

The FBU said that, once this funding is confirmed by the Scottish government, it will reopen negotiations to find a deal that is acceptable for firefighters and control staff in Scotland.



FBU WARNS OVER LIFE AND DEATH IT FAILURES

CONTROL

Failings in IT equipment in emergency fire control rooms could endanger lives, the FBU has warned.

The latest dangerous delays to emergency responses came as control staff handled a massive influx of calls due to Storms Dennis, Ciara and Jorge.

The FBU issued five safety-critical notices to North West Fire Control and the East Coast and Hertfordshire Consortium (ECC) demanding that problems be addressed urgently.

Staff reported that mobilising systems failed to document and record addresses, requiring staff to log off and on again before mobilising resources. The system also slows down to “unusable” levels during incidents on motorways.

“We have repeatedly warned that these IT failings are dangerous, but have been ignored,” said Lynda Rowan-O’Neill, FBU control national secretary. “Our control rooms are

desperately under-staffed and conditions have become completely untenable.”

Staff at the ECC, which covers Humberside, Lincolnshire, Norfolk and Hertfordshire have recorded more than 4,000 slowdowns and failures since their Capita Vision 4 system went live in November 2017. The system went down entirely for 90 minutes at the end of January.

North West Fire Control, which covers 5.5m residents in Cheshire, Cumbria, Lancashire and Greater Manchester, experienced similar failings. Its Hexagon i/Dispatcher systems went down for 15 hours in early February, forcing staff to handle critical information using pen and paper.

“We cannot keep allowing outdated, malfunctioning IT systems to delay emergency response,” said Rowan-O’Neill. “In an emergency, a matter of seconds could be the difference between life and death. These failings could genuinely endanger lives.”



ACTION PAUSED TO HELP FIGHT VIRUS

SURREY

Firefighters and control staff in Surrey have suspended their six-month long industrial action campaign to support their community through the coronavirus outbreak.

Surrey FBU members voted for industrial action short-of-strike, including an overtime ban and a

refusal to “work up” to more senior roles, in December 2019.

The action was the culmination of a lengthy campaign to stop dangerous cuts to their service, which would axe 70 firefighter jobs and remove seven fire engines at night.

The first phase of these cuts, removing four fire engines at night, will

still be implemented on 1 April, but the service has provisionally agreed to suspend the second phase, which will see a further three fire engines cut at night, until at least April 2021.

The FBU said that firefighters are desperate to do their bit to beat coronavirus but added that the council’s cuts are endangering lives.

SOUNDING OFF

Union reps are stepping up to the mark, says Shelley Asquith, health, safety and wellbeing officer at the TUC

PROTECTION NOT INFECTION

“Clean is the new tough,” as the FBU’s Jim Quinn once said. That could not be more true as workers on the frontline battle the coronavirus pandemic.

Wash your hands, clean your surfaces and cough into your elbow: sensible advice, but that alone will not save lives.

Firefighters know well the importance of PPE – whether it be risk of injury or exposure, the union has made representations to government over the years over fears of inadequacy.

Now there is a shortage in supply of masks, goggles and other equipment reaching our frontline NHS workers as they deal with COVID-19 patients.

Testing is not being rolled out quick enough to the key workers most at risk of contamination, and risk assessments and guidance from many bosses are not up to scratch. More will die if this is not addressed fast.

Despite these failures, union reps are stepping up to the mark to protect colleagues. Whether in securing full pay, shielding sick or pregnant colleagues or negotiating steps to keep workplaces at lower risk of contamination.

Measures to protect workers have been won on a national and local level – many we must ensure we maintain.

It is clear that our world, and our working lives, will not be the same once this is over. We must mourn, but we must be ready to mobilise.

We are fast approaching International Workers’ Memorial Day on 28 April. Together as trade unionists may we remember all those working at risk amidst this crisis in their many varied roles, those who have lost their lives in service; and may we renew our fight to protect our brothers and sisters in demanding not another life is lost to work.



FBU: GOVERNMENT NOT FACING UP TO THE ISSUES RAISED BY GRENFELL

FIRE SAFETY

The government is still underestimating what is needed to deal with the risks to life exposed by the Grenfell Tower disaster, the FBU has warned.

Chancellor Rishi Sunak announced in March a new £1bn fund to tackle dangerous cladding on high-rise buildings, after pressure to tackle the cladding crisis increased. Experts say this may be only a tenth or less of what is needed.

The fund will be available for all private and social sector buildings taller than 18 metres. It will cover not only aluminium composite material (ACM) cladding like that used on Grenfell Tower, but also timber, high-pressure laminate (HPL) and other cladding materials with a Euroclass fire rating of “C” or below.

A recent private fire test saw flames reach the top of a 9-metre HPL cladding test wall in seven minutes and 45 seconds with temperatures approaching 700C, almost as fast as Grenfell’s ACM cladding.

Matt Wrack, FBU general secretary, said

that buildings “could and should have been made safer with a comprehensive testing regime immediately after Grenfell, but the Government failed to act.”

With people spending more time at home under the lockdown, he warned the flammable cladding is “a ticking time bomb”.

Until now, the government had allocated only £400m for social housing tower blocks with ACM in 2018 and £200m for the private sector in 2019. These funds did not cover buildings clad in materials other than ACM.

More than 500,000 leaseholders are living in private towers covered in other types of combustible cladding, including HPL and wood, according to Labour Party estimates.

Industry sources and leaseholders believe the total funding costs for removal work may be more than £10bn in the social housing sector alone.

The FBU has raised concerns about combustible cladding on buildings below 18 metres and has called for clarity on whether the fund would cover work on faulty fire doors and fire breaks.

IN BRIEF

MILLIONS WASTED ON ABANDONED CONTROL ROOM

An abandoned purpose-built control room in Cambridgeshire has its first tenant after sitting empty for a decade, costing millions in public money which could have been invested in the local fire service.

The control centre in Waterbeach was built in 2009 at a cost of £24m, but the project was dropped in 2010.

It has sat empty since, costing £1.7m a year to maintain. Wyzework, a technical services company, took over the premises in December 2019.

“We’ve had a government that has been cutting our lifesaving service to the bone in the name of efficiency,” said Riccardo La Torre, FBU national officer and former Eastern region secretary.

“Yet, in the background, we’ve had this absolute haemorrhaging of public money that could have funded struggling control rooms around the region. It’s political hypocrisy at its worst.”

FBU LGBT NATIONAL SECRETARY PAT CARBERRY UP FOR AWARD

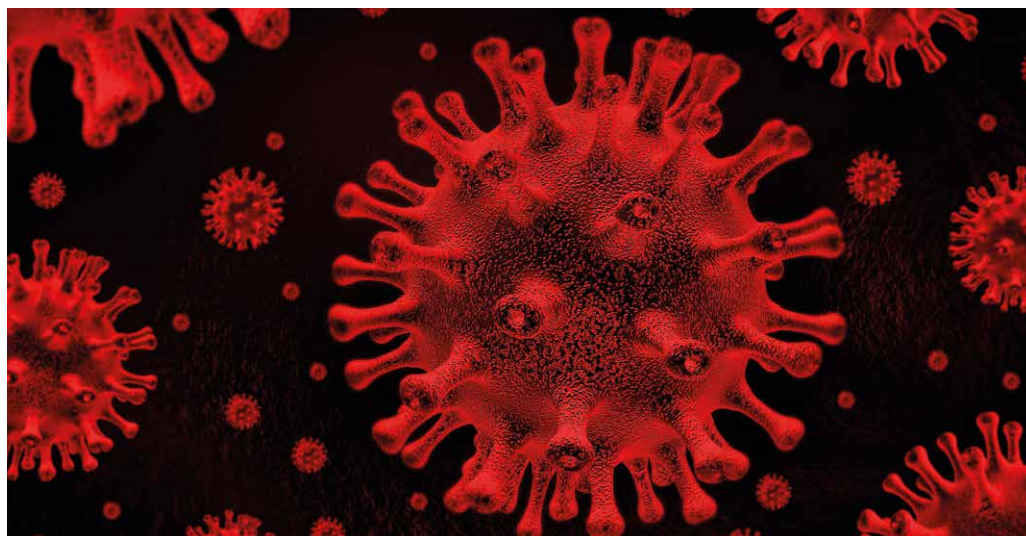
Show support for FBU LGBT national secretary Pat Carberry, who has been nominated for a lifetime achievement award by National Diversity Awards 2020 in association with ITV News. Voting closes on Monday 18 May. Go to: nationaldiversityawards.co.uk/nominate/28628

Award winners will be announced on 25 September in Liverpool.

Pat was selected to be a Labour candidate in the postponed election for the town council in Leighton Linlade, Bedfordshire.

FIREFIGHTER

Apologies for quality issues with the previous issue of *Firefighter*. It was caused by teething problems with new printing premises.



FBU GUIDANCE FOR ORGANISING DURING CRISIS

COVID-19

With normal FBU branch meetings suspended during the COVID-19 crisis, the FBU has put together guidance for members to ensure that they can continue to fully participate in the union.

The FBU is recommending that members undertaking shift work, for instance on wholetime fire stations and

control rooms, elect a “watch rep” to liaise with their FBU branch officials and share information and concerns from watches relating to COVID-19.

RDS members should make sure they have an elected branch rep to cover their station.

Officer members should organise as a specific section in their brigade or division

and make sure they have an elected rep that they can send their views and questions to.

Tam McFarlane, FBU national official, said:

“During this crisis, it’s vital that we continue to hear from members. Electing a ‘watch rep’ will help keep members engaged during a time when we’re ‘social distancing’.”

■ See FBU guidance at bit.ly/CoronavirusOrganising



COVID-19 – FIREFIGHTERS ANSWER THE CALL WITH UNPRECEDENTED AGREEMENT

With the UK under quarantine, the FBU has demanded priority COVID-19 testing for fire and rescue personnel, as firefighters and control staff step in to the national coronavirus emergency response.

An unprecedented joint agreement between the FBU, the National Fire Chiefs Council (NFCC), and the fire and rescue service permits firefighters to drive ambulances, deliver food and medicines to vulnerable people and, should the UK experience mass casualties, assist in the movement of bodies.

The national agreement provides clear guidance around the additional activities that can be undertaken by firefighters and will be used by brigade officials, fire and rescue service management and agencies on the ground, to support the delivery of services to those affected by COVID-19.

The agreed measures will be in place for an initial two months, but can be extended or shortened if agreed by the union, chiefs and employers. The agreement explicitly forbids any service from taking the

temporary coronavirus response measures as a permanent change to employment terms and conditions.

Requests for further firefighter assistance from local emergency planners will be discussed at weekly meetings between all sides. Any activities considered will be risk assessed with fire and rescue personnel being given any necessary additional training and the appropriate personal protective equipment (PPE).

Matt Wrack, FBU general secretary, said: “Firefighters and control staff have always stepped in when the public has been in danger and this crisis is no different. The strain on all emergency

services will be great, but we can and will get through it together.”

While the UK government scrambles for coronavirus testing kits, the FBU has called for firefighters and control staff to be prioritised for testing, after their colleagues in the NHS, to prevent staff numbers plummeting to dangerously low levels.

To help minimise COVID-19 infections in the service, firefighters will stop most home fire safety checks and avoid hospitals, care homes, and residences with vulnerable people.

Fire service employers agreed to the cessation after the FBU called for an end to non-essential non-emergency interactions between firefighters and the public, except for where there is an immediate safety imperative.

It came as services at the heart of the coronavirus outbreak lost nearly 10 per cent of their staff to self-isolation within the first week of the nationwide lockdown.

In just three days, the number of London Fire Brigade personnel in self-isolation jumped from 280 to 460.

IN JUST THREE DAYS, THE NUMBER OF LONDON FIRE BRIGADE PERSONNEL IN SELF-ISOLATION JUMPED FROM 280 TO 460



Firefighters and control staff, despite underfunding and job cuts, once again coped with the immense pressure of winter floods, while the Westminster government continued its refusal to give firefighters in England a statutory duty to deal with them and ruled out a full independent inquiry into the latest floods

BRITAIN UN

A firefighter checks
an abandoned
car on a flooded
road in Rotherham
after flash flooding
last November
OLI SCARFF/AFP/GETTY



DER WATER



The nation was once again brought to its knees by major flooding in the wettest February since records began. Firefighters and control staff led the response, as homes were evacuated, flood defences overcome, and rivers burst their banks

Three storms, Dennis, Ciara, and Jorge, delivered the second bout of major flooding this winter, as what the Environment Agency said was “a once in 60 years weather event” submerged swathes of the country under water.

“We keep getting told that these are ‘once in a generation’ or ‘once in a century’ events,” said Matt Wrack, FBU general secretary. “Well, we were told that just three months ago when floods hit in November.”

Despite the immense pressure on firefighters and control staff, the government again ignored the FBU’s calls to give firefighters a statutory duty to respond to

flooding in England, as they have in Scotland, Wales, and Northern Ireland.

Matt Lamb, executive council member for the West Midlands, said: “There’s no standardised training, no standardised approach, no standardised procedure.”

“Every brigade is doing something different,” he said, calling out the “lack of coordination at a national level”.

Flood defences were front and centre in the UK government budget. But the Chancellor gave no mention to reversing the cuts to the fire and rescue services responding to the floods, despite the UK having 11,000 fewer firefighters than during the 2011 floods and 1,500 fewer than the 2015 floods.

With climate scientists, the United Nations and the Environment Agency all warning that major flooding is going to become more likely due to climate change, we spoke to the firefighters and control staff on the front line.



Firefighters evacuate residents from flooded houses after the River Taff burst its banks in Nantgarw, south of Pontypridd in South Wales in February



Firefighters carry a resident through floodwaters in Monmouth, South Wales, in February



BEN STANSALL/AP/GETTY



GEOFF CADDICK/AP/GETTY

SOUTH WALES

With storms bringing heavy rainfall, a critical incident was declared by the fire and rescue service in South Wales, which became one of the worst-flooded areas in the country.

“As flooding levels subsided, the look on people’s faces and the devastation they experienced was clear to see,” said Spencer Gray, South Wales brigade secretary.

Major roads were closed and the Rivers Taff and Wye burst their banks. Entire cars were submerged in certain areas, leaving residents stranded on their vehicles, while homes and businesses were left underwater.

Sources on the ground reported that crews were not mobilised at night as they did not have the equipment to safely carry out search and rescue in darkness. One resident was stranded atop her car for 12 hours.

WALES JOINT FIRE CONTROL

Staff in Joint Fire Control, which covers South and Mid and West Wales, handled an unprecedented 1,300 calls over the

weekend of Storm Dennis. Gemma Thomas, FBU control representative, said: “It was just absolutely bonkers ... we were taking a hammering; call after call.”

While the influx was similar in call volume to the region’s busy grassfire season, resources were more limited. Grassfires tend to result in multiple calls for the same incident, whereas most flooding calls were for individual properties.

The two services covered by the control room had different policies for flood intervention. Mid and West Wales would attend external flooding, but South Wales would only respond in many cases when flooding had entered the property.

“You’re having to tell people on the phone, ‘sorry, the water’s not inside your property yet, ring us back when it is,’” she said. “You can come across quite a bit of animosity.”

HUMBERSIDE

Humberside firefighters and control staff were left unable to provide an independent emergency response after the River Aire over-topped. Large parts of the area were flooded, creating a pool of water in East

“YOU’RE HAVING TO TELL PEOPLE ‘SORRY, THE WATER’S NOT INSIDE YOUR PROPERTY, RING US BACK WHEN IT IS’ – YOU CAN COME ACROSS QUITE A BIT OF ANIMOSITY”

'SEWAGE, CHEMICALS, LEPTOSPIROSIS – THE DISEASE CAUGHT FROM RATS – ALL OF THOSE THINGS COULD BE IN THE WATER'

Yorkshire wetlands that was 80% of the size of Lake Windermere, the largest lake in England.

"We were calling on five high-volume pumps from other brigades," said Gavin Marshall, Humberside brigade secretary. "It clearly shows that we don't have the resources to deal with these situations."

It was only due to a lack of fires and road traffic collisions at the time of the floods that firefighters had the availability necessary to respond.

While national resilience planning assumes that flooding is not going to happen simultaneously in all of England, neighbouring West Yorkshire, North Yorkshire and South Yorkshire have all been hit by flooding this winter. We cannot, Gavin Marshall warns, rely on the "what ifs".

HEREFORD AND WORCESTER

As the River Severn burst its banks, crews from Hereford and Worcester, which has undergone a £1.9m funding cut over the last four years, rushed to keep their community safe, providing advice to

residents and pumping out water from people's homes.

In the midst of Storm Dennis, firefighters were called to a care home in Whitchurch near Ross-on-Wye. Over the course of several hours, firefighters from three stations responded to aid the evacuation of 24 elderly residents and eight staff.

This winter's flooding exposed huge gaps in the UK's preparedness for extreme weather events. The evidence is clear – firefighters and control staff were left exposed by the underfunding of their service.

The government voted down a proposal to launch a full independent inquiry into the 2019/20 floods.

Instead, the backbench environment, food and rural affairs committee will conduct an inquiry – and the FBU will, as always, make sure MPs hear evidence from the frontline.

SHROPSHIRE

In Shropshire, emergency fire control handled more than 300 calls in 24 hours as Storm Dennis hit, mobilising two-thirds of their fire engines.

A fire engine was placed in temporary accommodation on the opposite side of the river from its station, after over-flooding of key roads and bridges in Shropshire threatened to drastically increase response times.

Firefighters coming on shift had to change into dirty personal protective equipment (PPE) at the incident ground, due to shortages, potentially exposing them to contamination from pollutants.

"There could be sewage, chemicals; leptospirosis is the common disease that can be caught from rats," said Matt Lamb. "All of those things could be in the water."

Elsewhere, firefighters reported fears that they did not have access to the inoculations needed to shield them from some of these risks.

Firefighters check the depth of water on a flooded road in the village of Hampton Bishop in Herefordshire in February



BEN STANSALL/AFP/GETTY



FBU DEFENDS FIREFIGHTERS' RIGHT TO COLLECTIVE BARGAINING

Matt Wrack explains why the English inspectorate's attack on firefighters' conditions is unacceptable

Firefighters were astounded by the attack on firefighters' pay and conditions – and the way they are negotiated – in the first annual inspectorate report on fire and rescue services in England, published earlier this year.

Chief Inspector Sir Thomas Winsor recommended that by June this year the government and relevant partners “should consider whether the current pay negotiation machinery requires fundamental

reform”. He went on: “This should include the need for an independent pay review body and the future of the ‘Grey Book’.”

The “pay machinery” Winsor refers to is the National Joint Council (NJC) – the official collective bargaining forum in which the FBU is able to negotiate directly with every fire employer across the UK.

The Grey Book is the official basis of terms and conditions negotiated between the FBU and employers at the NJC.

HM Inspector's recommendations on the NJC and the Grey Book are a political attack on firefighters and our union



THE NJC

The NJC allows firefighters to collectively bargain directly with those who employ them. These negotiations cover not only pay, but employment standards as well. The NJC gives firefighters a direct voice, through the FBU, into negotiations about pay and conditions, ensuring consistency across every brigade in the UK. As well as pay and working hours, this covers duty systems, safety, health and welfare matters, equalities and fairness – right up to grievance and disciplinary procedures.

The Grey Book, which Winsor also wants to see “reformed”, contains the terms and conditions for firefighters across the UK.

Ripping it up at the same time as disbanding the NJC where national negotiations take place would see a predictable race to the bottom with nothing written down in black and white to hold employers to account, or set the bar.

Without nationally

The loss of collective pay bargaining for nurses, police officers and teachers has led to massive problems with recruitment and retention

set pay, terms and conditions, there would be further fragmentation of pay, terms and conditions across the UK.

In the last few decades, both teachers and the police have lost their own versions of an NJC – a place to negotiate pay formally.

The pay of teachers, police, and now nurses, is subject to so-called independent pay review bodies which, in reality, generally recommend whatever the government tells them to. Organisations representing these workers deliver a written pay submission and that is often the end of that. It is a one-way street.

These sectors have massive problems with recruitment and retention.

Unions in those sectors want collective bargaining because they know pay review bodies worsen pay and conditions.

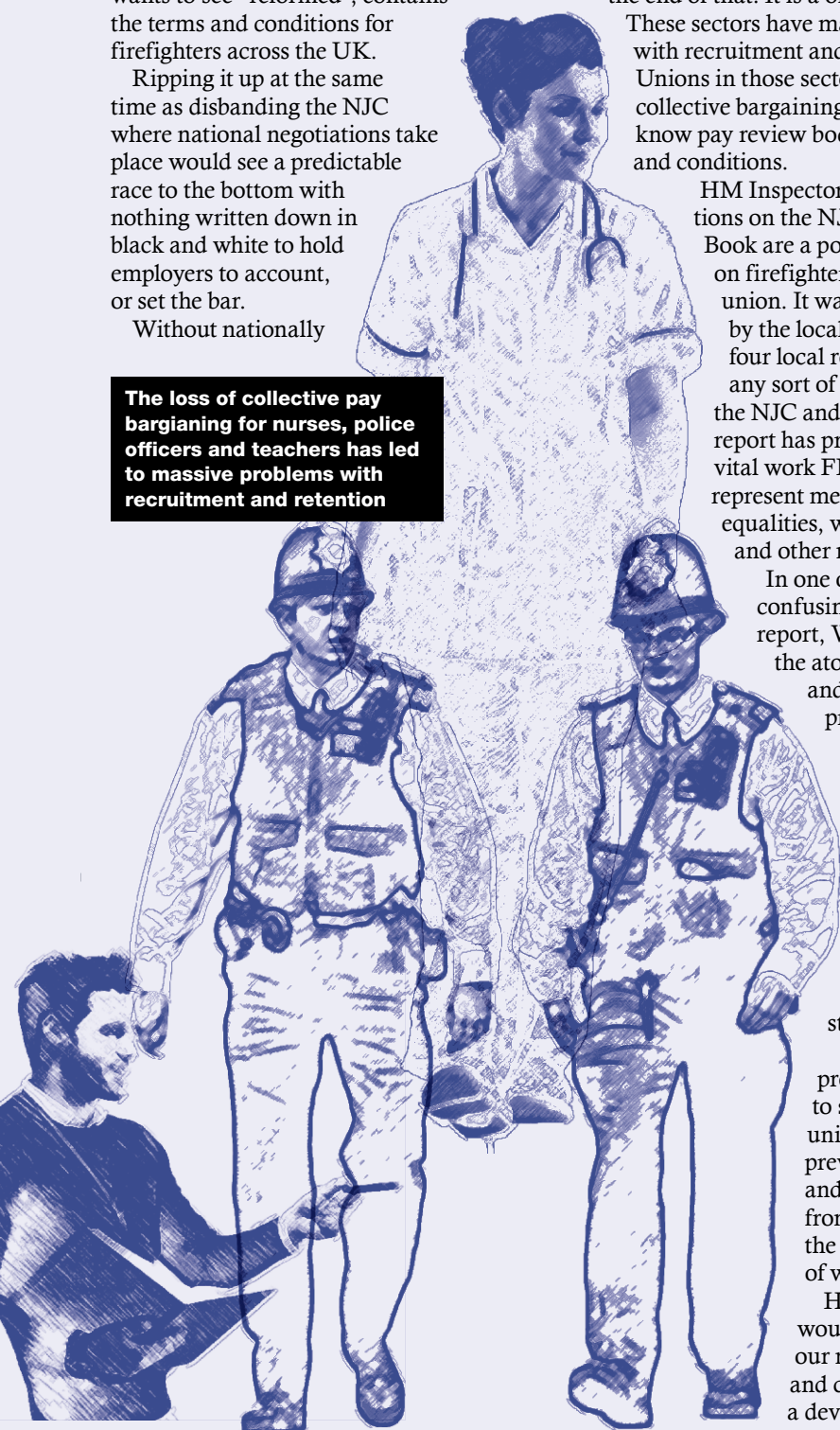
HM Inspector's recommendations on the NJC and the Grey Book are a political attack on firefighters and our union. It was not informed by the local reports. Only four local reports contain any sort of criticism of the NJC and almost every report has praise for the vital work FBU reps do to represent members on safety, equalities, with case work and other matters.

In one of the most confusing parts of his report, Winsor criticises the atomisation of fire and rescue service provision and funding across England.

But then, he fails to reach the logical conclusion by recommending any form of national standard.

Winsor's proposals aim to silence trade unions and prevent employers and the sector from hearing the demands of workers.

His review body would not improve our members' pay and conditions – it is a device to cut them.





THE WESTMINSTER GOVERNMENT APPEARS TO WANT FIREFIGHTERS TO UNDERTAKE ANY ADDITIONAL WORK THEY ARE ASKED TO DO AND NOT BE PAID FOR IT

BROADENING THE ROLE?

Winsor also demands that the Westminster government, employers and unions resolve the role of firefighters in the future.

Negotiations between the FBU, employers and the sector have been taking place on this very issue, and the NJC has adapted the Grey Book over the years as the job has evolved.

There have also been discussions about how the fire and rescue service responds to terrorist incidents, and most recently, prepares for and handles widespread flooding.

Winsor criticises the slow progress on negotiations about broadening the role. But he misses one vital element – it is central government intransigence that has put down road block after road block.

Time and time again the Westminster government has refused to clarify what new roles it expects fire and rescue services to undertake. Most significantly, it has refused to commit to the necessary funding and investment which both employers and employees agree is needed.

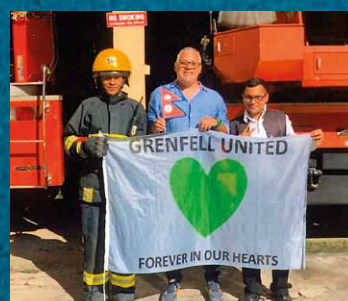
The Westminster government appears to want firefighters to undertake any additional work they are asked to do and not be paid for it. That is unacceptable to our members and unacceptable to the FBU.

Firefighters and control staff have suffered a decade of austerity when trying to negotiate their pay and terms and conditions. We have faced real-terms pay cuts and a fifth of firefighter jobs have been lost. Firefighters are already doing more work for less pay.

The Grey Book has not outgrown its use. It has evolved and introduced minimum standards on issues such as maternity leave, health and safety, and conditions of service that directly benefit firefighters. The FBU wants these standards levelled up.

Therefore it is vital FBU members defend the NJC and the Grey Book. They are crucial defences for our pay and conditions. The alternative to collective bargaining is a localised, individual free for all.

Firefighters deserve better than that.



FOREVER IN OUR HEARTS



Nicholas Burton, a Grenfell survivor whose wife died as a result of the fire, turned grief and anger into a worldwide campaign for safer buildings and housing reform, visiting more than 50 fire stations in 23 countries



A HOME SHOULD BE A HUMAN RIGHT, NOT A COMMODITY

Grenfell survivor Nicholas Burton has huge respect for firefighters who enter burning buildings to save lives. He believes firefighters around the world deserve great respect and admiration from those they serve. After all he has been through, he is well placed to judge.

Nicholas was rescued, along with his beloved late wife, by two firefighters from Soho station as flames embraced the building, acrid smoke filling the dark and treacherous stairwell. When he left the building at 02.33, riot shields protecting him from falling debris, he thought his wife was dead.

But Maria Del Pilar Burton, known as Pily, was to live for another seven months, when she became the 72nd person to lose their life as a result of the fire.

Firefighters from North Kensington provided a guard of honour as her funeral cortege passed the station.

The huge losses from that terrible night at Grenfell highlighted the human cost of “light touch” building regulation that could allow tower blocks to be swathed in flammable cladding.

GROWING CRISIS

But it also threw the spotlight on the growing crisis in social housing and affordable homes – and how global money is fracturing communities and pricing local people out of cities.

This is a theme explored in a new film *PUSH*, which features Leilani Farha, the UN’s special rapporteur on adequate housing. In the film, which explores the global housing crisis, Nicholas takes Leilani around what is left of Grenfell, and points out the huge new build housing in the area, bankrolled by global capital – way beyond the reach of the local community.

Working with Leilani has awakened in

Nicholas an urge to learn more about the global property market. He is reading his way through books on the housing crisis and his conversation is peppered with references to the outlandish excesses of corporate capital in the housing sector, the lack of affordable housing and the astonishing wealth of global corporations and hedge funds.

“A home should be a human right, not a commodity,” says Nicholas.

He was brought up in Ladbroke Grove. The dignified silent walk to remember the lives lost in the fire weaves through the neighbourhood on the 14th of every month, but Nicholas has seen the borough of Kensington and Chelsea transformed by “a property market on steroids”.

He worked as a catering manager before leaving in 2015 to become a full-time carer for Pily, who had

STEFANO CAGNONI



Nicholas Burton presenting his book to Dave Badillo and (l-r) Tom Abell, Oliver Desforges and Gary North



From left: Oliver Desforges, Gary North, Rhys Pugh-Evans, Nicholas Burton, Dave Badillo, Danny Bills and Lizzie Ward

NICHOLAS' CONVERSATION IS PEPPERED WITH REFERENCES TO THE OUTLANDISH EXCESSES OF CORPORATE CAPITAL IN THE HOUSING SECTOR



Given his close bond with North Kensington firefighters, forged since the fire, it seemed only fitting for Nicholas to present his new friends with a specially printed book of the fire station pictures. *Grenfell United Forever in Our Hearts* is a message he found had global resonance. But for the firefighters on the frontline that night, it is also a poignant personal reminder of both terrible loss – and the enduring need to remember those who died so needlessly.

developed dementia. The two bought their Grenfell Tower home under right to buy legislation in the 90s.

Sitting in his flat in North Kensington in a “Change the World” t-shirt, he acknowledges he is an unlikely activist and campaigner.

It is a role he has grown into since the fire, as a committee member of Grenfell United in its early days and as a survivor who felt able to share his personal story

to highlight the plight of those who lost family, friends, homes and possessions that night.

He has been attending the Grenfell inquiry, and spoke movingly of the loss of his wife when survivors gave their testimony.

He wants those responsible to be accountable for their decisions: “people deserve the truth,” he says.

But most important to him is to ensure that people no longer die because a “building wrapped in petrol” catches fire “because of negligence and indifference”.

After a year of many deep personal losses – his partner Pily, his mother, his much loved pet Beagle Louis Hamilton II who died in the fire, his home, his

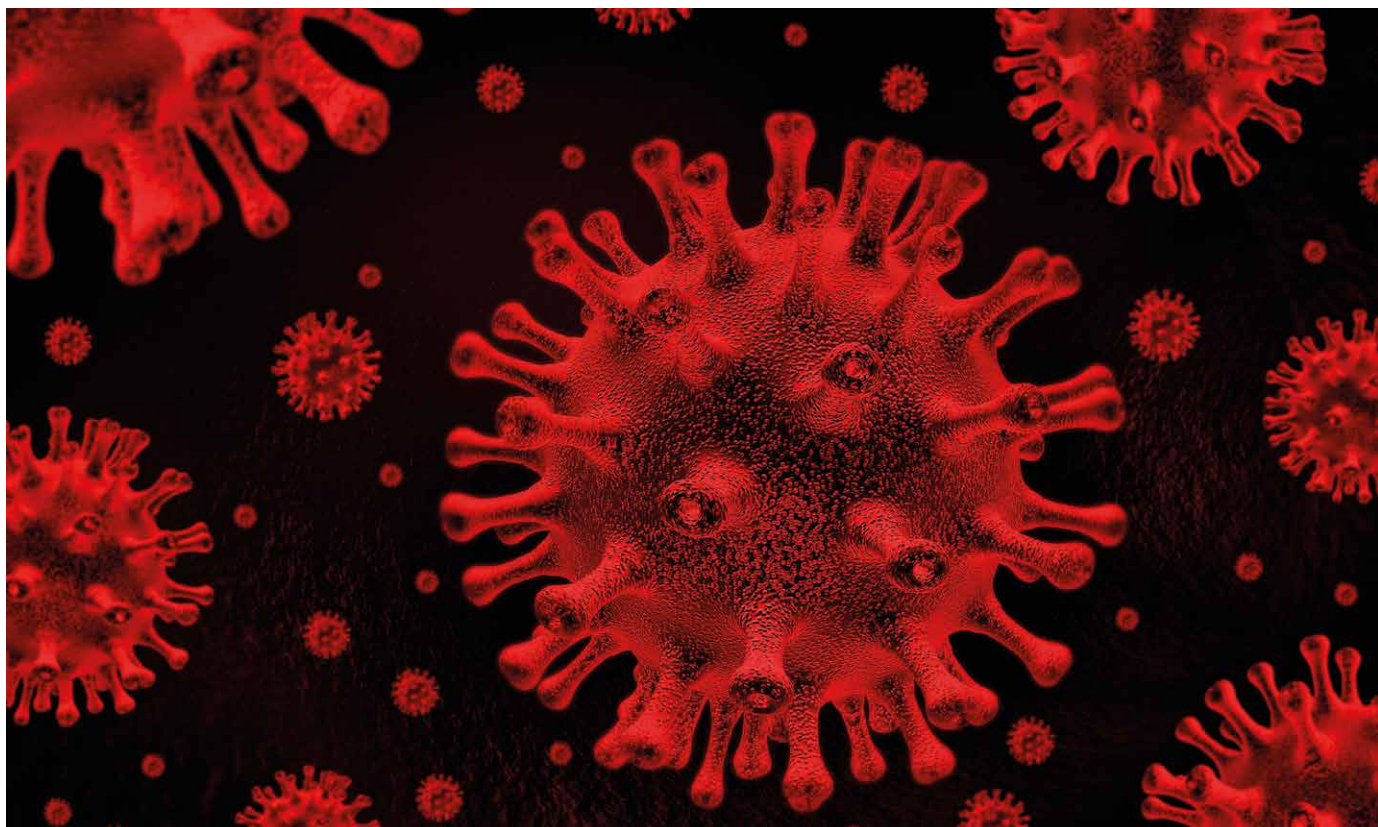
possessions – Nicholas felt he had to get away from the traumas he had lived through.

He decided to combine travel round the world with spreading the message about fire safety and remembrance post Grenfell, arriving, unannounced, at more than 50 fire stations across 23 countries. From Ho Chi Minh City – where firefighters were training to evacuate tower blocks – to Ground Zero in New York, from New Delhi to Melbourne, Nicholas found a warm welcome.

Firefighters from around the world were keen to be photographed alongside the flag Nicholas unfurled before each shot, with its message: Grenfell United – Forever In Our Hearts.



From left: Lizzie Ward, Oliver Desforges, Michael Dowden, Nicholas Burton, Dave Badillo, Rhys Pugh-Evans and Danny Bills



LIGHTSPRING/SHUTTERSTOCK

COVID-19 (CORONAVIRUS)

KNOW WHAT TO DO AND WHEN TO DO IT

Fire and rescue personnel are going to be doing their bit to help in the COVID-19 outbreak, but it is vital that they protect their own health in doing so.

IF YOU EXPERIENCE:

PERSISTENT COUGH

FEVER (HIGH TEMPERATURE)

HEADACHE

You must self-isolate for seven days.

If you have no symptoms but live with someone who does, you must self-isolate for 14 days.

You do not need to self-isolate if you just have a cough after seven days. A cough can last for several weeks after the infection has gone.

AFTER SEVEN DAYS:

- If you do not have a high temperature, you do not need to self-isolate
- If you still have a high temperature, keep self-isolating until your temperature returns to normal.

If you live with someone who has symptoms

- Self-isolate for 14 days from the day their symptoms started. This is because it can take 14 days for symptoms to appear.
- If more than one person at home has symptoms, self-isolate for 14 days from the day the first person started having symptoms.
- If you get symptoms, self-isolate for 7 days from when your symptoms start, even if it means you're self-isolating for longer than 14 days.
- If you do not get symptoms, you can stop self-isolating after 14 days.

AFTER SELF-ISOLATION

You still need to stay at home and follow government advice when you finish self-isolating, but you can go out for essential trips such as buying food

FBU members with queries should contact their local brigade officials at fbu.org.uk/contacts

For all up to date health advice search 'NHS coronavirus'

RIGHTS AT WORK

TRADE UNIONISTS AND VICTIMISATION

Rachel Halliday

examines the legal protection against victimisation available to FBU members in the UK

Membership of a trade union is a human right. If your employer seeks to target or discriminate against you simply because of your union membership, the law is there to protect you.

The Trade Union and Labour Relations (Consolidation) Act 1992 states it is unlawful for someone to refuse to employ a person because they are a trade union member.

The law says:

1 Workers have the right not to be subjected to a “detriment”, if the employer’s main purpose is an “unlawful purpose” A detriment means a disadvantage. Examples of detriments include being demoted, being asked to work extra or unsociable hours or having disciplinary action taken against you.

Subjecting a worker to a detriment is unlawful if the employer’s main purpose is unlawful. It would be unlawful if it was to prevent, deter or punish trade union membership, taking part in union activities or making use of trade union services.

2 It is automatically unfair to dismiss someone if the principal reason for the dismissal is an “unlawful reason” If the employer’s main reason

for the dismissal was that the employee either took part, or even just proposed to take part, in trade union activities or made use of trade union services, that would be unlawful.

3 It is automatically unfair to dismiss someone by reason of redundancy if the principal reason for selecting them for redundancy was an “improper purpose” For courts to find that a detriment or dismissal is

unlawful the employer has to have an improper purpose. In assessing this, tribunals look not only at the effect of an employer’s actions but also at the objective they were aiming to achieve.

Factors which might support a claim that the employer has an “improper purpose” include: evidence of anti-union bias, a failure by an employer to follow normal procedural steps, or if the employer is unable to give a credible explanation for their actions.



SATOSHI KAMBAYASHI

TRADE UNION ACTIVITIES: YOUR RIGHTS

To be protected, trade union activities must take place at “an appropriate time”. This usually means outside the worker’s working hours, or at a time during working hours when the employer has agreed to the employee taking part in trade union activities.

The tribunal, using its “industrial common sense”, will decide what constitutes a “trade union activity” but usually the following activities are protected:

- Participating in bargaining, consultation, grievance handling and disputes procedures
- Having discussions with full-time union officials
- Representing members and having discussions with them
- Engaging in the recruitment of new members
- Undergoing approved training
- Putting up union notices and distributing union literature
- Voting in a union election
- Attending branch meetings or national conferences.

CLAIMS THAT TRADE UNIONISTS CAN BRING

If you believe you have been treated unfairly at work due to your trade union status, you may be able to bring an employment tribunal claim. Normally, the deadline to start the employment tribunal claim process is three months less one day after the act you are complaining about.

If you were dismissed and a claim for dismissal is successful, tribunals have the power to award a minimum basic award and compensation for financial loss caused by the dismissal.

■ For more information, contact your local FBU representative.



**FBU FREEPHONE
LEGAL ADVICE
0800 100 6061
IN SCOTLAND
0800 089 1331**

[WWW.THOMPSONSTRADUNION.LAW/
TRADE-UNIONS/FBU](http://WWW.THOMPSONSTRADUNION.LAW/TRADE-UNIONS/FBU)



Last year's winners (clockwise from top)
David Franks, Kent;
Phil Musgrove,
Taunton;
Rodney Dorrington,
London;
Fraser Smith,
Lancashire



FIRE BRIGADES UNION PHOTO COMPETITION 2020

CAPTURE THE ESSENCE OF FIREFIGHTING IN A PHOTO

After receiving such high quality entries to last year's photo competition, we were encouraged to do it all again in 2020.

We are looking for well composed images that are striking, tell a story and illustrate one or more aspects of a firefighter's working life; the more dramatic, creative, personal or humorous, the better.

With the kind sponsorship again from College Hill printers, there will be one first prize of £500 and two runners up prizes of £100.

The judging panel will be made up of Matt Wrack, FBU general secretary, a representative from our sponsors

College Hill Press, Anna Zych from the FBU communications team as well as guest judges, editor and designer Alan Slingsby, and photographer Stefano Cagnoni.

Why not submit a photo and see if you could win – send your photos to firefighter@fbu.org.uk

The competition closes on 15 July 2020. For details on how to enter and full competition terms, please go to fbu.org.uk/news/2020/04/02/photo-competition-2020

■ Read the 2019 photo competition blog here <https://www.fbu.org.uk/blog/fbu-photo-competition-2019>

LETTER



THANK YOU TO FBU OFFICIALS

Dear Comrades

I retired from the fire service, effective 1 March 2020.

Thank you for the support and guidance over the span of my career, keep up the good work and the ongoing fight for our services future.

Proposals in the current and ongoing operational response review in East Sussex Fire and Rescue Service was a big factor in my calling it a day. I could not willingly support such drastic and savage reductions to my service.

It saddens me to see my brigade becoming unrecognisable from the service I joined in 1991, despite the risk to my colleagues being largely unchanged over three decades due to increased and changing demands, a reduced workforce, and a lack of investment, vision and long-term strategy, especially within training both locally and nationally.

If we must deliver more with less, high quality, suitable and sufficient training addressing the changing face of risk is essential for members' safety.

I loved my time in the job and would like to put on record my sincere thanks to the following ESFRS FBU officials who supported me over the course of my career: John Peck; Jim Parrot; Steve Huggins; Graham Geer; Max Gilbert; Mark Brown; Richard Hide; and Simon Herbert.

Lee Mephram
Station Manager (retired)
East Sussex FRS

STATION CAT GRATITUDE THE LATEST VICTIM OF TORY CUTS

Lancashire Fire and Rescue Service chief officer Justin Johnston (right) receives the iESE Fire & Rescue Service of the Year award from iESE Ltd chairman Paul Bettison. See A Tale of Two Services



EMERGENCY WORKERS' THANKLESS TASK

Your Cat has been hearing the noise of distant thunder caused by a political storm threatening to break over Humberside.

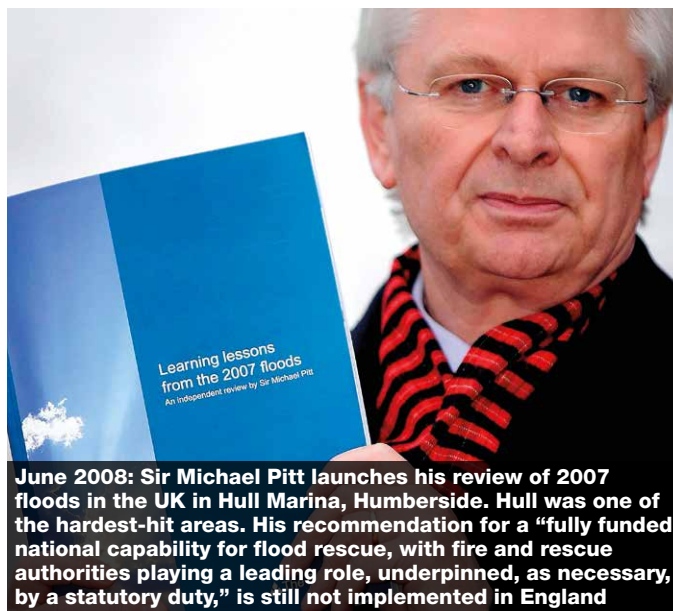
Following recent floods there, the Labour group of Humberside Fire Authority tabled a motion asking fellow members of the authority to write to the prime minister to express their grave concern that the government was not prepared to support an opposition motion put before parliament to thank emergency workers for their efforts during the recent floods. The group also asked for an independent review into the flooding in Humberside.

It was voted down by the Conservative-controlled authority.

The motion was put to the fire authority after Tory MPs in Westminster voted en masse against an opposition motion to pay official tribute to emergency workers.

Humberside Fire and Rescue Service, which covers Hull, the East Riding of Yorkshire, and North and North East Lincolnshire, responded to some of the worst flooding in the country, after the River Aire burst its banks. Firefighters assisted with sandbag defences, rescue and evacuation of homes, as well as providing advice for residents.

Choosing to back Boris Johnson over local emergency workers, the Conservative chair of the fire authority, John



June 2008: Sir Michael Pitt launches his review of 2007 floods in the UK in Hull Marina, Humberside. Hull was one of the hardest-hit areas. His recommendation for a "fully funded national capability for flood rescue, with fire and rescue authorities playing a leading role, underpinned, as necessary, by a statutory duty," is still not implemented in England

Briggs, ruled that challenging a debate in parliament was outside the authority's remit.

Would it be imprudent of your Cat to suggest that it might have been the second part of the motion put forward by the Labour group that the Tories found to be unpalatable? It called for an independent review of lessons learned from these recent catastrophic events. Were Humberside Tories afraid of pointing the finger of accusation at their masters in Whitehall?

A TALE OF TWO SERVICES

Lancashire Fire and Rescue Service (LFRS) was named as the UK's best in transforming delivery of its services at the Improvement and Efficiency Social Enterprise awards.

Judges were impressed with the service's long-standing commitment to offer the best equipment and training

Chief officer Justin

Johnston accepted the title on behalf of LFRS. He said: "This is an award for the whole service, and I am thrilled and proud to have received this award on behalf of our employees."

Firefighters over the border in Greater Manchester are not feeling the same love. On the same day that Lancashire was receiving its accolade, the *Bolton News* reported that firefighters in the town have been recalled to duty 10 times in as many months due to a shortage of crews and officers.

Brigade bosses were forced to ask firefighters to report for duty on rest days for incidents including a huge fire at The Cube student complex in Bradshawgate and a scrapyard fire in Bury.

Is your Cat the only one wondering if Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services, bus stops, litter bins and loos, notice the disparity across the UK's fire and rescue services when they are out and about on their box-ticking exercises?

TAXPAYER vs TAXPAYER

A case of Conservatives not bothered about upsetting Conservatives has cost Cambridgeshire taxpayers almost £250,000.

In 2018 the right to run Cambridgeshire Fire and Rescue Service was granted to the then police and crime commissioner for Cambridgeshire, Conservative Jason Ablewhite, superseding the Conservative-run fire authority.

The fire authority had other ideas.

Your Cat understands the scores on the financial doors so far are that the fire authority has spent £83,545.95 on legal fees and The Office of the Police and Crime Commissioner has spent £98,677.60, plus a further £61,333 from a government grant, in the attempt to take over the service.

Of that, £139,000 was spent on external consultancy fees for developing a business case to assess governance options, and £19,000 has been spent on legal advice.

Your Cat cannot understand how taxpayer's money is being spent fighting taxpayers' money when the one guaranteed loser will be the err ... taxpayer!

In November last year Ablewhite abruptly resigned from his £85,000-a-year post.

He is now under investigation by the Independent Office for Police Conduct (IOPC) over a series of social media exchanges with someone who reported them to the IOPC.

The commissioner post had been due to come up for re-election in May this year.

25-YEAR BADGES



Graham Dudley (r), retained, Clun, Shropshire, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



John Bee (r), blue watch, Shrewsbury, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Mel Kapitanic (r), retained, Shrewsbury, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Grahame Kay (l), community safety, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Glenn Bowman (r), Sedbergh, Cumbria, receives his 25-year badge from branch chair Jayne Moorhouse



Ean Moorhouse (r), Sedbergh, Cumbria, receives his 25-year badge from branch chair Jayne Moorhouse



Aeden O'Neill (r), Merthyr Tydfil, South Wales, receives his 25-year badge from branch rep Mark Taylor



Christopher Morris (r), retained, Clun, Shropshire, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Matt Lamb (r), West Midlands EC member, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, brigade chair Simon Morris and brigade organiser Louise Fletcher



Alistair Martin (r), white watch, Telford, Shropshire, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Dom Fearnley (l), Croydon, London receives his 25-year badge from branch secretary Martin Thompson with Croydon red watch looking on



Paul Maddison (l), Greenwich, London, receives his 25-year badge from branch rep Paul Thomas



Tony Dover (c), Buckinghamshire, receives his 25-year badge from brigade secretary Greg O'Neill (l) and brigade chair Chris Wycherley



John Bell (r), Appleby, Cumbria, receives his 25-year badge from brigade secretary Ed Burrows



Greg Bishop (l), blue watch, Rewley Road, Oxfordshire, receives his 25-year badge from brigade chair Jimmy Harris



Trevor Williams (r), retained, Clun, Shropshire, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Craig Williams (r), Hastings, East Sussex, receives his 25-year badge from brigade organiser Eliot Parry with colleagues from blue watch looking on



Mike Bradshaw (r), Barrow, Cumbria, receives his 25-year badge from brigade organiser Ben Jones with (l-r) Steve Cummins, Simon Morgan, Gareth Brownson, Rachel Bradshaw, Paul Wight, John Pearson-Gee and Jon Helm



Steve Harrison (r), Barrow, Cumbria, receives his 25-year badge from brigade organiser Ben Jones with (l-r) Steve Cummins, Simon Morgan, Gareth Brownson, Rachel Bradshaw, Paul Wight, Mike Bradshaw, John Pearson-Gee and Jon Helm



John Pearson-Gee (r), Barrow, Cumbria, receives his 25-year badge from brigade organiser Ben Jones with (l-r) Steve Cummins, Simon Morgan, Gareth Brownson, Rachel Bradshaw, Paul Wright, Mike Bradshaw and Jon Helm



Steve Morris (r), green watch, Shrewsbury, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



John Robinson (r), blue watch, Shrewsbury, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Brain Welti (r), retained, Baschurch, Shropshire, receives his 25-year badge from general secretary Matt Wrack with (l-r) brigade secretary Kent Hallihan, West Midlands EC member Matt Lamb and brigade chair Simon Morris



Jason King (l), Croydon, London, receives his 25-year badge from branch secretary Martin Thompson with red watch looking on



Brian Kane (l), Maryhill, Glasgow, receives his 25-year badge from branch secretary Mark Gillies



Lisa Cushion (l), Twickenham, London, receives her 25-year badge from SW London area secretary Dave Young with festive colleagues looking on



Liam O'grady (l), branch rep Ely, South Wales, receives his 25-year badge from former South Wales brigade secretary Alex Psaila with members of blue watch



Richard Francis (r), Gillingham RDS station (100% FBU) Dorset and Wiltshire, receives his 25-year badge from membership organiser South Scott Blandford with station colleagues



Phil Statham (r), now retired, receives his 25-year badge from brigade organiser Jo Foot, joined by members of his former watch, red, High Wycombe, Buckinghamshire

25-YEAR BADGES



Andy Pogson (r), West Area, Northumberland, receives his 25-year badge from brigade secretary Guy Tiffin with Hexham blue watch looking on



Richard Morris (l), Richmond, London, receives his 25-badge from SW London area secretary Dave Young with colleagues looking on



Andy Mays (l), Kingston, London, receives his 25-year badge from SW London area secretary Dave Young



Adrian Rowlands (c), Pontypridd, South Wales, receives his 25-year badge from colleagues Mick Evans and Craig Woodford



Harvell Morgan (r), Mitcham, London, receives his 25-year badge from SW London area secretary Dave Young with colleagues looking on



Stephen Squires (l), white watch, Bexley, London, receives his 25-year badge from branch rep Tommy Lewis



Dave Friend (l), Wimbledon, London, receives his 25-year badge from South West London area secretary Dave Young with colleagues looking on



Mike Renshaw (r), RDS, Burnham-on-Sea, Devon & Somerset, receives his 25-year badge from brigade organiser Dave Lock with station colleagues



Greg Crook (r), white watch, Toxteth, Merseyside, receives his 25-year badge from watch manager Stephen O'Neill with colleagues (l-r) Ren Bowen and Paul Ellison



Jason Boyce (r), red watch, Bromley, London, receives his 25-year badge from branch rep Scott Pinkley



Greg Rowland (r), blue watch, Exmouth, Devon & Somerset, receives his 25-year badge from brigade organiser Dave Lock with blue watch colleagues looking on



Bill Marchant (l), New Malden, London, receives his 25-year badge from SW London area secretary Dave Young with colleagues looking on



Steve Gordon (l), New Malden, London, receives his 25-year badge from SW London area secretary Dave Young with colleagues looking on



Luke Whiting (l), Twickenham, London, receives his 25-year badge from SW London area secretary Dave Young with colleagues looking on

40-YEAR BADGES



Phillip Gee (r), retained, Albrighton, Shropshire, receives his 40-year badge from general secretary **Matt Wrack** with (l-r) brigade secretary **Kent Hallihan**, West Midlands EC member **Matt Lamb** and brigade chair **Simon Morris**



Richard Bowley (l), Oxfordshire, receives his 40-year badge from brigade chair **Jimmy Harris** with the incident command team looking on



Phill Colins (r), red watch, Lee Green, London, receives his 40-year badge from regional secretary **Jon Lambe**, on his last day of service with (l-r) **Del Brown**, **Dennis Martin**, **Simone Dimetz** and **Sam Bachelor**



Malcolm McCarthy (r) Stanmore Fire Station, London, receives his 40-year badge from London EC member **David Shek**.



Eck Mercer (r), red watch, Galashiels, Scotland, receives his 40-year badge from branch secretary **Iain Poe**



Colin Gilchrist (l), red watch, Middlesbrough, Cleveland, receives his 40-year badge from brigade secretary **Davy Howe** with colleagues looking on

Please send good quality, high resolution digital files or prints to:

firefighter@fbu.org.uk or

Firefighter, FBU, 68 Coombe Road, Kingston upon Thames, KT2 7AE.

For your image to look its best, we need the original, full-resolution image. One lifted from a website may not do justice to a unique occasion. We do our best with images that are low resolution, taken directly into a bright light or suffer from camera-shake, or have other problems, but

cannot perform miracles. Please include details for each image – full names of everyone who is in it; their station/brigade/watch etc; where they are in the picture (eg: left to right); their union posts/branch if relevant; and where/when it was taken.

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Region 12 Cornwall, Devon & Somerset, Avon, Gloucs, Wilts, Dorset

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Bristol, BS7 9RE
0117 935 5132, 13rs@fbu.org.uk

Change of address or next of kin

Advise your brigade organiser of any change of address and head office of changes to next of kin or nominations for benefits.

FBU FREEPHONE LEGAL ADVICE LINE

0808 100 6061

ENGLAND, WALES AND N IRELAND

0800 089 1331

SCOTLAND

The line provides advice for personal injury, family law, wills, conveyancing, personal finance and consumer issues. For disciplinary and employment-related queries contact your local FBU representative.



THOMPSONS
SOLICITORS



#WeRemember

On Monday 24 February 2020 a red plaque was unveiled in memory of firefighter Ronald Dixon of Middlesbrough Fire Station. He tragically lost his life in the line of duty, on 24 February 1969 from injuries sustained while involved in firefighting operations at a fire at Middlesbrough Laundry, Windermere Road, Middlesbrough.

The event was part of the National Red Plaque scheme funded by the FBU Firefighters 100 Lottery and kindly assisted by Cleveland Fire Brigade and the Firefighters Memorial trust.

Attending were FBU officials, local and national, serving and retired firefighters of Cleveland Fire Brigade with the Cleveland CFO Ian Hayton, and, most importantly, Ronald Dixon's surviving family members.

The Red Plaque scheme places red plaques around the country where firefighters have sadly lost their lives in the line of duty in order to commemorate their ultimate sacrifice to the wider public as a permanent mark of respect



FIREFIGHTERS 100
LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

HELP US REMEMBER OUR FALLEN COMRADES

To buy a ticket go to: www.firefighters100lottery.co.uk

Always play responsibly, if you need to talk to someone about your gambling please contact www.gambleaware.co.uk.
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