

FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | AUGUST/SEPTEMBER 2020

STICKING AROUND

FIREFIGHTERS READY FOR THE SECOND WAVE

SEE P12

**PAY
INSULT**
SEE P4 & 10

**PENSIONS
JUSTICE**
SEE P16

**SAFETY BILLS
FUNDING QUERIES**
SEE P7





MATT WRACK

PAY, PENSIONS, COVID-19

PAY

Fire service employers submitted an annual offer of a 2% pay uplift for firefighters and control staff at the end of July. This offer came almost a month later than it should have and, to add insult to injury, was sent to all fire authorities before the FBU was properly consulted.

We have been clear in response that the offer does not remotely address the needs of our members who have suffered under a decade of pay restraint, nor does it recognise the work firefighters and control staff have done in response to the Covid-19 pandemic.

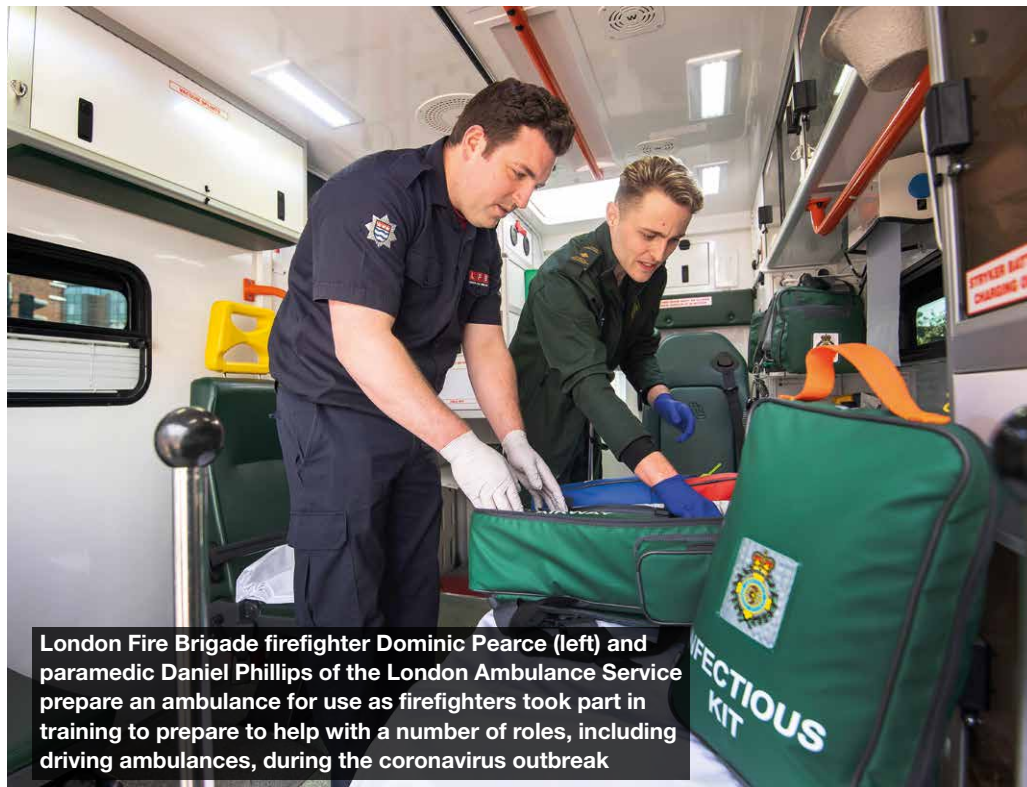
The offer is now out for consultation. As always, our members will decide.

PENSIONS

July also saw the UK government finally release proposals for addressing the unlawful age discrimination that was identified in the 2015 pension reforms after the FBU took them to court, and won.

It was interesting to read the media and government propaganda try to portray the £17bn it will cost to compensate our members and other public sector workers as some sort of daylight robbery performed by the union – this is money that was stolen from hardworking public servants, and must now be returned.

We will be responding to the proposals, which aren't final, but have already made clear that if we need to take the government on again, we will.



London Fire Brigade firefighter Dominic Pearce (left) and paramedic Daniel Phillips of the London Ambulance Service prepare an ambulance for use as firefighters took part in training to prepare to help with a number of roles, including driving ambulances, during the coronavirus outbreak

COVID-19

With the threat from Covid-19 still very real, we negotiated with fire chiefs and fire service employers an extension to the national tripartite agreement. This will see fire and rescue services able to deliver specific Covid-19 activities until the end of September.

Up to now, our members have been assisting in 14 different areas of work, from delivering PPE to hospitals to providing infection, prevention and control training to care home staff. This work has been invaluable in the fight against this pandemic.

A second wave may well be on the horizon, and I know our members will continue to do their bit for their communities.

GRENFELL

The Grenfell Tower inquiry finally resumed in July after social distancing measures associated with the pandemic forced it close.

These few weeks of the inquiry focussed on the refurbishment and saw a number of corporate witnesses cross-examined, including key architects, fire safety engineers as well as the main contractor Rydon.

The corporate witnesses provided some shocking testimony of how corners were cut and profit was put above the safety of residents.

Simon Lawrence, the project manager for Rydon, accused residents who raised concerns of being “aggressive” and “rebels”. It

later turned out that Rydon switched to a cheaper type of cladding during the project, and pocketed the difference. Truly disgraceful.

BEIRUT

We were devastated by the scenes in Beirut, Lebanon, in which a shocking explosion killed more than 135 people and injured thousands.

Sadly, a number of firefighters were killed by the blast after responding to the initial fire. In the days after, we arranged for crews across the UK to stand in silence outside their stations in their memory.

We must never forget that the firefighter family is international.



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JOHN HARRIS/REPORTDIGITAL.CO.UK

COVER IMAGE: crew manager Lee Field cleans the cab of a fire engine after a call to a wildfire in Hartley Wintney, Hampshire, in April

FIREFIGHTER

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Personal offers will be sent out from **19 October**

People have until **17 November** to decide

For more information, visit

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NEWS

RAPID RESPONSE

The speedy response of control staff and firefighters to the Bolton Cube fire saved lives, says an official report p6



FUNDING QUERIES

Union raises question over funds for new government building safety bills p7



FBU members at Ascot Drive fire station in Derby last October at the union's Fighting Cuts, Defending Pensions, Demanding Proper Pay campaign roadshow

JOHN HARRIS/REPORTAGE/ALAMY

FBU CONDEMNS EMPLOYERS AND GOVERNMENT OVER PAY 'INSULT'

PAY

Firefighters and control staff have condemned a 2% pay offer from employers, with the union's general secretary Matt Wrack labelling it "insulting".

The offer, which was submitted to the FBU almost a month past deadline, is below that for teachers, doctors, dentists, police and prison officers.

The FBU criticised fire service employers and chief fire officers for failing to value the work of their staff and criticised government ministers for failing to step in to ensure staff are properly rewarded in this year's pay round.

A meeting of the FBU's executive council recommended that the money be immediately paid to staff rather than allowed to sit in employers' reserves.

The offer from employers will now go out to consultation for 28 days, during which time firefighters and control staff will discuss it at union meetings in

workplaces across the UK.

The FBU also plans to talk to members about campaigning for better pay over the coming year, including discussing options for industrial action.

Firefighters have taken on an additional 14 areas of work to respond to the coronavirus pandemic, including driving ambulances, delivering PPE to hospitals and care facilities, and moving the bodies of the deceased.

Despite this, fire service employers have offered the same pay settlement as last year, when pay rates for firefighters and control staff were increased by 2%.

After a decade of pay restraint, firefighters are around £4,000 worse off

'THIS OFFER DOES NOT ADDRESS THE NEEDS OF FBU MEMBERS WHOSE WAGES HAVE STILL NOT RECOVERED FROM YEARS OF PAY RESTRAINT'

than in 2010.

Matt Wrack, FBU general secretary, said: "Sadly, the offer reflects the fact that employers simply do not value the vital and life-saving work our members undertake every day, nor the extraordinary lengths many have gone to in aiding the coronavirus response.

"Government ministers could have stepped in to ensure our members would be properly rewarded in this year's pay round, but they chose to idly stand by.

"This pay offer does not address the needs of FBU members whose wages have still not recovered from years of pay restraint, however firefighters and control staff desperately need an improvement in their living standards and this money will be better in their pockets than sitting in employers' reserves.

"We will now consult firefighters and control staff on the offer and discuss campaigning options around issues of pay and conditions over the coming year, including various forms of industrial action."

WE WILL FIGHT EVERY STEP OF THE WAY ON PENSIONS – WRACK

PENSIONS

The government has outlined its proposals to address the unlawful age discrimination identified in the 2015 pension scheme.

An FBU legal challenge in 2018 saw the Court of Appeal rule that “transitional protection” in the 2015 pension reforms was discriminatory on the basis of age as it forced firefighters born after a certain date onto the less beneficial scheme.

Now, after a year and a half of delay and attempts to appeal to the Supreme Court, the government has accepted the ruling that the “transitional protection” was unlawful.

The Treasury estimates that putting right the discrimination – which is thought to affect around 3 million public sector workers – could cost £17bn.

The government proposals form part of a consultation that will run until October this year. They suggest giving members a choice of claiming their original pension scheme for the period 2015-2022, or allowing them to stay on the reformed 2015 scheme for the same seven-year period.

From 2022, the government wants to move all active members onto a new scheme.

The FBU will respond to the consultation in full, but has already made it clear that any new scheme must not contain the same unacceptable elements as the 2015 scheme, such as forcing firefighters to work until the age of 60.

The union has also been looking into progressing compensation claims for members affected financially and emotionally by the imposition of the 2015 pension scheme.

More than 13,500 members submitted new online claims as part of this process.

Matt Wrack, FBU general secretary, said: “We will be looking at the proposals very closely before responding.

“We have made it very clear that the changes brought about by the ruling must not be paid for by raiding the pensions of current or future firefighters.

“We’ve taken on the government before and won, and we’re not afraid to do it again.

“We’re fighting the government every step of the way and we will continue to do so on behalf of our members.”

■ Your questions answered – page 16

UNION TO FIGHT ‘UNTHINKABLE’ CUTS

LONDON

London firefighters have vowed to fight “unthinkable” proposals to cut the budget for their service by £25m over two years.

Mayor of London Sadiq Khan has called on the government to provide support after the coronavirus pandemic left his administration with a shortfall of £493m.

London Fire Brigade is being asked to make savings of £10m in 2020-21 and £15m in 2021-22.

The FBU condemned



While Mayor of London, Boris Johnson closed 10 fire stations – including the country’s oldest in Clerkenwell (above) – and cut 27 fire engines

the plans and called on Sadiq Khan to keep his promise to protect frontline services.

Central government

has refused to bail out the Greater London Authority’s budget shortfall caused by the pandemic.

SOUNDING OFF

Andrew Scattergood, FBU West Midlands regional secretary, on the vital role of the Manifesto campaign group

DEFENDING LABOUR POLICIES FOR WORKERS

Momentum is a political campaign group that campaigns within the Labour Party. It was established in 2015 to back Jeremy Corbyn in taking the Labour Party in the direction that supported workers such as firefighters.

Part of its role is to ensure that the Labour Party never returns to the days that saw firefighters vilified and attacked as in the Blair years.

The FBU was the first union to affiliate to Momentum and took an active role, but our involvement stalled in 2017 after constitutional changes clashed with our principles on democracy.

Recently, FBU members have re-established involvement, which led to me winning a seat on the national coordinating group.

I now sit as one of the co-chairs of Momentum. I hope that I will be able to steer Momentum in the best possible direction; defending the policies of the Labour Party’s 2017 and 2019 manifestos which included investment in the fire service, climate change action and better workplace rights.

The job of Momentum is more important than ever. The direction that the new leadership of the Labour Party is taking suggests we will have to campaign differently both as a union and as individual activists to win the argument for policies that are in the interest of workers.

If the next general election delivers a Labour government then it must go into government with the right policies, and these policies must work for firefighters.

The last few years have seen some of the best Labour Party policies for the fire service and FBU members, and Labour must continue the return to the party it was founded to be; a party for workers, a party for firefighters.





UNION CAMPAIGN FORCES SERVICE TO RETHINK CUTS

EAST SUSSEX

East Sussex Fire Authority has been forced to revise planned cuts following an FBU campaign. More than 30,000 residents signed a firefighters' petition against the plans.

Over 2,000 people also wrote to East Sussex Fire Authority chair Councillor Roy Galley, highlighting firefighters' work to support the community during the pandemic and calling on him to rethink the cuts.

Original proposals included the removal of 10 fire engines, 30 wholtime firefighters, and up to 60 on-call firefighters.

Local FBU officials are now negotiating

with fire service managers over a new integrated risk management plan.

Eliot Parry, East Sussex FBU brigade secretary, said the proposals were "a threat to public safety and an insult to hardworking firefighters who have stepped up to help the public during this pandemic".

He said FBU members are committed to protect the fire service and would not allow anything that would put residents' lives at greater risk.

"A huge thanks to everyone who's stood by us so far during this campaign," he said. "This is proof that unity is strength. Together, we can keep East Sussex residents safe."

COVID-19 OUTBREAK WIPES OUT 30% OF FIRE COVER

SURREY

An outbreak of coronavirus has left Surrey firefighters struggling to maintain cover after their brigade failed to properly implement vital health and safety measures.

As many as seven fire engines, 30% of the brigade's whole-time fleet, have been unavailable at any one time during the outbreak.

A Surrey firefighter tested positive for COVID-19 on 25 July, after taking part in two days of training exercises without proper infection prevention and control measures. This caused 20 more personnel to be removed from duty for self-isolation.

Safety-critical training exercises have been reintroduced in Surrey after a pause due to the pandemic, but proper control measures have not been put in place, the FBU said.

Firefighters reported that social distancing measures were not maintained during the training. Face-masks were not worn during classroom sessions, while water bottles and cooling measures were shared between firefighters.

SPEEDY RESPONSE SAVED MANY LIVES – REPORT

BOLTON CUBE FIRE

Firefighters and control staff "saved many lives" with their speedy response to a fire at a student accommodation block in Bolton, an official report says.

More than 200 people were evacuated. Two were rescued by firefighters, one from the sixth floor.

The building was clad with high-pressure laminate (HPL), which is nearly as flammable as the aluminium composite material (ACM) cladding on Grenfell.

At the time, the government was resisting

The fire at The Cube building in Bolton in November last year



calls to fund remediation of HPL cladding, but announced some funding for this in its March budget.

Andy Burnham, mayor of Greater Manchester, said the incident stretched the fire service "to the very limit" and called on government to end fire cuts.

Six fire engines were removed from Greater Manchester just six weeks before the fire due to government funding cuts.

"Andy Burnham should have stepped in to stop them," said Steve Wiswell, FBU brigade secretary.



The Grenfell Tower fire – the two new bills are government's attempt to comply with inquiry recommendations

SAFETY BILLS FALL SHORT ON FUNDING AND USHER IN 'SUPPORT' FROM PRIVATE SECTOR

Two major bills that could shake up firefighters' prevention work have been published at the Westminster parliament.

The Fire Safety Bill and Building Safety Bill are the government's attempt to comply with the recommendations from phase one of the inquiry into the fire at Grenfell Tower.

The Fire Safety Bill will extend responsibility for fire services to inspect and enforce fire safety in the common parts of all of England's multi-occupancy buildings, including building structures, external walls, stairs, and doors between residences.

At just three pages, the bill is sparse on detail, but FBU analysis of an impact assessment from the Home Office revealed serious shortcomings in funding.

The government estimated that just £700,000 extra a year will be required for the inspections, which would pay for just 12 full-time fire safety inspectors. The maximum estimated spend is £2.1m, which would pay for just 35 inspectors, less than one per brigade in England.

There are just 951 fire safety officers left in England after austerity.

"We should be talking about immediately doubling inspector numbers to make a dent in this crisis," said Matt Wrack, FBU general secretary.

The Building Safety Bill creates a Building Safety Regulator to oversee fire safety and enforcement in higher-risk buildings. The regulator will work within the Health and Safety Executive.

The regulator will establish "gateways" at points in a building's design and construction, requiring sign-off on the safety of the project.

It is not yet clear how much input fire authorities will have at each gateway, nor how fire safety will be managed within the regulator and who will pay for it.

The regulator will have the authority to direct fire authorities to assist its

operations, which could have cost implications for brigades.

The regulator will be able to provide fire authorities with the appropriate funding to cover the costs of this activity. The government estimates that annual staffing costs will increase by between £9m and £15.4m.

Fire authorities will be required to provide competent staff to assist the regulator, which could raise issues around staffing and training.

The regulator will be allowed to bring in private sector support when fire authorities are unable to assist, which could allow private firms to sign off fire compliance on higher-risk buildings.

In 1984, the FBU campaigned against the part-privatisation of building control, which created private *Approved Inspectors* as an alternative to local authority inspectors. The new legislation renames these private sector jobs as *building control approvers* and could strip some of their powers.

The FBU is still assessing what the government has called the "biggest improvements to building safety in nearly 40 years" and will respond in full.

'WE SHOULD BE TALKING ABOUT IMMEDIATELY DOUBLING INSPECTOR NUMBERS TO MAKE A DENT IN THIS CRISIS'

WILDFIRES BECOMING MORE FREQUENT

Australia recently battled its largest bushfire on record, while parts of the Arctic, the Amazon and central Asia have also experienced unusually severe blazes.

Wildfires are a major driver of greenhouse gas emissions and research suggests they are responsible for 5 to 8% of the 3.3 million annual premature deaths from poor air quality.

While small compared to infernos elsewhere in the world, British wildfires are becoming more frequent. Globally, they ignite for all sorts of reasons, but humans are the biggest cause in the UK.

Some 135 wildfires burned out of control during the first six months of 2019. Smoke from fires in the Pennines exposed around 5 million people to levels of pollution exceeding World Health Organisation recommended limits.

May 2020, one of the UK's driest ever, saw wildfires burn in Surrey, Scotland, and Lancashire.

Recent scientific studies in England and Italy have linked Covid-19 morbidity to poor air quality of the likes yielded by wildfire smoke.



In 2018, at the height of summer, huge fires in Saddleworth Moor and Winter Hill in the Pennines, required a cross-border response from firefighters to bring them under control. The fires burned for weeks, put firefighters under immense pressure and caused large-scale devastation

PICTURE: IAN SKELTON ALAMY

PAY

Matt Wrack outlines the union's response to the pay offer and plans for a campaign to win significant rises for FBU members

**THE MESSAGE IS CLEAR:
THINGS NEED TO CHANGE**



FBU members discuss pay and conditions at Ascot Drive fire station in Derby

In the darkest days of the pandemic, when many were locked in their homes, firefighters stepped up to rescue our struggling NHS and care sector.

Firefighters drove ambulances, assembled and delivered PPE and medical supplies, and helped to stem the spread of infections in care homes.

As the death toll mounted and mortuary services became overwhelmed, our members were called in to move the bodies of the deceased.

Thursday evenings were spent applauding key workers and it seemed that the value of public services was finally being recognised. Among the public, there was a consensus that frontline workers should be rewarded for their incredible work.

At a first of its kind “virtual” National Joint Council (NJC) meeting, where our union and employers negotiate firefighter and control staff pay, we made clear that firefighters had not just stepped up in extraordinary circumstances to help their communities, but were doing so at the back-end of a decade of austerity which had seen their real wages fall. We said this trend needed to be reversed.

But on 1 July, when firefighters and control staff were due a pay offer, the employers instead asked for more time.

We hoped this delay would allow them to lobby ministers behind the scenes, to put forward the case that firefighters and control staff both needed and deserved a substantial pay rise.

But when an offer finally came, almost a month late, it was clear that employers, the 14 fire chiefs who advise them during negotiations, and ministers had had their fingers in their ears all along.

A 2% pay increase is among the lowest offered to public sector workers this year. It places firefighters and control staff alongside the armed forces and the highly-paid judiciary and senior civil servants.

To add insult to injury, rather than send their offer first to the FBU, employers sent it directly to fire authorities, side-stepping the union’s process for consideration and consultation.

As *Firefighter* goes to press, we are still consulting members over this offer. It is the executive council’s view that the 2% would be better in the pockets of many firefighters and control staff than the reserves of employers.

CONCERTED CAMPAIGN

But that does not make this offer acceptable. Firefighters and control staff are worth more – and we plan to undertake a concerted lobbying campaign aimed at winning significant pay rises for our members.

Last year, I travelled across the country to talk to members about what we have been doing to fight cuts, defend pensions, and demand proper pay.

The message from firefighters and control staff was clear. They have spent a decade under attack from their government and employers. Things need to change.

A public sector pay freeze followed by



West Midlands firefighters delivered food to vulnerable people as part of the agreed additional duties

years of below-inflation pay increases has left firefighters around £4,000 worse off than they were in 2010 in real terms.

Over the last decade, the government has slashed fire and rescue service funding, decimating our service. Firefighter and control staff numbers have been cut by more than 11,000 – a 20% reduction in our workforce – leaving a service crying out for investment.

STAND TOGETHER

But when we stand together we can take on the government and the bosses and win.

When they came for our pensions, we fought them tooth and nail, explored every avenue of challenge, and finally beat them in the courts.

It will take the same unity and determination to finally deliver pay justice.

This is a government that has made clear its disdain for firefighters and control staff, backed up by fire chiefs and employers unable and unwilling to stand up for our service.

We can and will demand to be properly valued. In the weeks and months ahead we will ramp up our campaigning for proper pay. Every method will be on the table – including discussing the various options for industrial action.

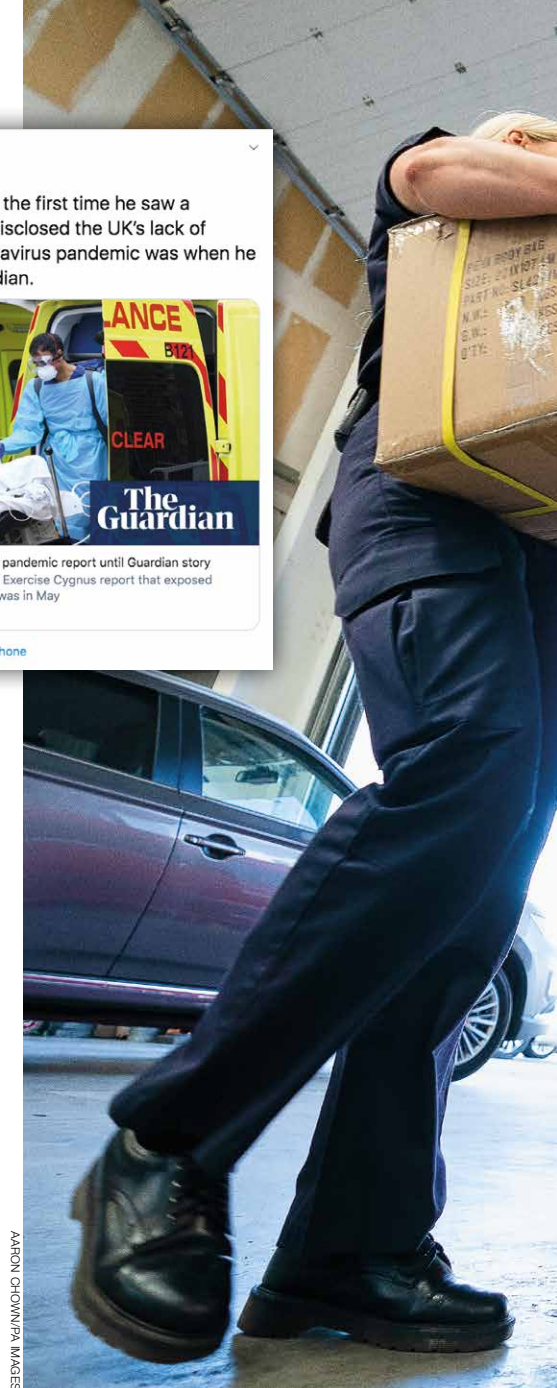
All that firefighters and control staff have won in the past, we have won together, and we must stay united, especially in these unprecedented times.

ALL THAT FIREFIGHTERS AND CONTROL STAFF HAVE WON IN THE PAST, WE HAVE WON TOGETHER, AND WE MUST STAY UNITED



ABOVE AND BEYOND

Decades of neglect and a failure of Westminster to prepare have left it to firefighters and control staff to help their communities through the pandemic



For more than a decade, a pandemic has been recognised as one of the most serious risks facing the United Kingdom. Under the Civil Contingencies Act, fire and rescue services have had a clear duty to prepare for major local and national emergencies since 2004.

Yet not a single edition of the UK Fire and Rescue Service National Framework, first published in 2004, has listed pandemics as a strategic priority for fire and rescue services.

The last time the UK government issued any pandemic guidance for firefighters was 2008, but it provided no guidance on what services should do to plan for a pandemic, nor did it mention any form of disease testing strategy.

So when, in late February, the coronavirus pandemic hit the UK, it fell to firefighters and control staff to forge their own path to prevent mass infection of fire



and rescue personnel and to help communities through the pandemic.

The FBU, national employers and the National Fire Chiefs Council established the “tripartite group” at the beginning of March – a collective body to oversee and negotiate how firefighters would respond to the pandemic. The government may have been caught unprepared, but firefighters were ready to step up to keep their communities safe.

HISTORIC AGREEMENT

On 15 March the tripartite group announced that all non-essential, non-emergency fire and rescue service work should be shut down, limiting firefighters’ exposure to contamination.

“When an emergency does happen,” Matt Wrack, FBU general secretary, warned, “we need to ensure that firefighters are healthy and available in good numbers to respond.”

A week later, an agreement was

London Fire Brigade load staff PPE before distribution across the city by the brigade to the health service, care homes, doctors’ surgeries and mortuaries

MORE THAN FOUR-FIFTHS OF FIRE AND RESCUE SERVICES HAVE DELIVERED ESSENTIALS TO VULNERABLE PEOPLE

reached to help the country through the pandemic – firefighters were allowed to assist ambulance services, drive ambulances, deliver food and medicines to vulnerable people and, in the case of mass casualties, collect dead bodies. Over the months since, 11 further areas of work have been agreed.

More than four-fifths of fire and rescue services have delivered packages of food, medicines and other essentials to vulnerable people. Three quarters of services have put forward personnel to drive ambulances, while two-thirds have assisted with the movement of dead bodies to mortuaries.

70% of brigades have delivered PPE to NHS, ambulance, and care sites, while 44% have assisted with face-fitting masks.

In any prolonged emergency, problems can arise with staffing, PPE and other vital equipment. Governments are supposed to prepare for these eventualities by building up capacity and resilience

in emergency services. But a decade of austerity left the UK exposed when the COVID-19 pandemic hit.

In England, Exercise Cygnus, a 2016 pandemic planning drill found that government departments, the NHS, and local authorities were not ready for a pandemic.

The final report from the exercise was not published, apparently because its findings were considered too shocking, but the few details that have emerged showed gaping holes in England's emergency preparedness, resilience and response plan, including a shortage of intensive care beds and PPE.

Two years later, the Scottish government carried out Exercise Iris, to assess Scotland's readiness for a virus outbreak, unveiling problems with sourcing PPE and contact tracing.

This came a decade after the Westminster government's pandemic guidance for fire and rescue services explicitly warned of "acute staff shortages" during an outbreak.

Despite these warnings, central government funding for fire and rescue services has been cut by at least 30% since 2010 – 12,000 firefighter and control staff jobs have been slashed, a 20% reduction in the workforce, while 88 fire stations have been closed. In other words, all resilience for those "acute staff shortages" was eroded.

Half of last year's official inspections of fire and rescue services criticised business continuity arrangements in brigades. This year, FBU analysis of the latest integrated risk management plans (IRMPs) for the UK's 50 fire and rescue services found that 60% did not even mention "pandemic" or "flu" as a risk.

Just as in the health and social care sectors, austerity had wiped any semblance of pandemic preparedness from the UK's fire and rescue service.

TESTING TIMES

While the Tripartite Group had removed firefighters from non-essential interactions with the public, as COVID-19 swept through the population, some impact on the fire and rescue service was inevitable.

As Easter approached, around 3,000 fire and rescue personnel were off duty due to coronavirus self-isolation. The picture in control rooms was considerably worse. At the beginning of April, 19% of control staff in Northern Ireland and 15% in Wales were absent. In England, control staff absence peaked at 12%, but in some brigades was as high as 20%.

Caught completely off-guard by the pandemic, the Westminster government struggled to launch a large-scale coronavirus testing regime. Despite providing a crucial emergency service and aiding the

THE FBU HAS CALLED FOR FIREFIGHTERS TO BE TESTED WEEKLY, INCLUDING THOSE WHO ARE ASYMPTOMATIC

pandemic response, firefighters were not initially eligible for Covid-19 tests.

The FBU wrote to all four UK governments on 20 March, demanding that firefighters be prioritised in any testing regime. The Welsh government responded cautiously, promising to extend testing to non-NHS emergency services as capacity increased.

Scotland was the first part of the UK to make some coronavirus tests available for firefighters, while Northern Ireland followed suit soon after.

SUSTAINED FBU PRESSURE

It was not until 17 April, after sustained pressure from the FBU, that the Westminster government followed the lead of the devolved nations and announced that firefighters could be tested.

The FBU has called for firefighters to be tested weekly, including those who are asymptomatic. But, back in Westminster, the government has only allowed fire and rescue service staff experiencing

Firefighters from Cleveland Fire Brigade head back to their shift from James Cook University Hospital after applauding NHS staff and key workers during the lockdown in April



IAN FORSTH/GETTY IMAGES

symptoms to receive coronavirus tests and just 5% of personnel are estimated to have been tested.

In April, over half of the doctors working in high-risk environments had experienced PPE shortages, according to a British Medical Association survey and 90% of GPs in contact with Covid-19 patients reported shortages or no access to eye protection, while 62% reported shortages of face masks.

Early in lockdown, equipment shortages in the fire and rescue services were not as high profile, but were nonetheless serious.

In March, more than three-quarters of fire and rescue services reported having supply chain problems, including maintaining the supply of respiratory masks, hand sanitiser, wipes, cloths and coveralls.

Eight brigades reported problems securing essential cleaning products from breathing apparatus suppliers. Issues securing face mask cleaning products, respirator protective equipment, and other items of PPE persisted into April.

In the West Midlands, there were problems securing spare parts and tools for servicing appliances, while Suffolk firefighters struggled to secure appliance spare parts from European suppliers under lockdown.

Despite the sometimes relentless challenges faced by firefighters and control staff, fire and rescue services have made it through the worst of the pandemic so far.

Across the world, there have been a number of tragic firefighter Covid-19 deaths. While there have been isolated outbreaks in some UK fire and rescue services, the FBU is not aware of any currently serving UK firefighter who has died from coronavirus.

COLLECTIVE WORKING

At the height of the outbreak, a third of fire and rescue services reported some impact on their functioning but no fire and rescue service has been unable to function and all have managed to maintain fire cover thanks, in part, to collective working and negotiation in the tripartite group.

But while the fire and rescue service has weathered the first wave of Covid-19, the pandemic has exposed the vulnerabilities left by a failed Westminster approach to public services. A swift independent inquiry is needed to learn the lessons of the first wave and to prepare any future waves of infection.

The NHS and social care sectors must be properly funded to deal with future pandemics, including decent pay and PPE



for all health and social care workers.

The fire service, too, is in dire need of investment. The FBU has called on all four governments in the UK to impose a moratorium on fire cuts, but further austerity for firefighters still looms. Without urgent government investment, we are already facing fire cuts in London, Surrey, and East Sussex.

At least 5,000 more firefighters are needed to ensure resilience in the fire and rescue service, with a review to examine further recruitment.

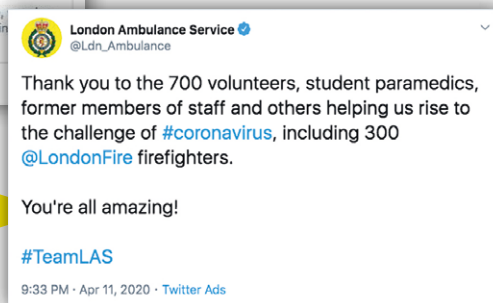
Governments, fire authorities, and chief fire officers must ensure that firefighters have the necessary PPE and equipment to deal with further outbreaks and all firefighters and control staff should have access to regular testing for Covid-19, including those who are asymptomatic.

For most of the post-war era, national threats were overseen by the Central Fire Brigades Advisory Council, a stakeholder body that oversaw fire policy, but it was scrapped in 2004. A return to this level of oversight is needed to ensure that risk and resilience are properly assessed nationally.

This pandemic was a foreseeable risk, but fire and rescue services were not prepared. Much like their colleagues in health and social care, firefighters and control staff were left exposed by Westminster's failed approach to public services.

The hard work of firefighters and control staff, backed up by their union, has seen us through this emergency.

But only proper funding will allow the investment in emergency planning and resilience needed to prepare for the next crisis. For there will always be another crisis on the horizon.



PENSIONS CONSULTATION

YOUR QUESTIONS ANSWERED

We take an initial look at government proposals to rectify unlawful age discrimination in firefighter pensions, in response to the FBU's court victory last year

WHAT'S THE LATEST WITH FIREFIGHTER PENSIONS?

The Tory-Lib-Dem coalition government made a series of attacks on the pensions of firefighters and other public sector workers. The “transitional protection” built into the changes meant that firefighters born before a certain date were allowed to stay on their old, better pension scheme, while those born after were forced onto the worse 2015 firefighters’ pension scheme.

In 2018, the Court of Appeal ruled that this was age discrimination. After a year and a half of wriggling and a failed attempt to appeal to the Supreme Court, the UK government conceded the “transitional protection” was unlawful.

The government has now published a consultation document with proposals for a “remedy” – how the unlawful age discrimination will be rectified.

These are proposals, not final agreed positions. The consultation is open until October 2020 and the FBU will respond to it in full.

A separate consultation exercise is also underway for the Local Government Pension Scheme. The FBU is also considering these proposals and will respond in full to the government’s consultation document.



WHAT'S IN THE GOVERNMENT CONSULTATION DOCUMENT?

The consultation document suggests a remedy for removing the age discrimination in public service pension schemes.

The government proposals would effectively allow pension scheme members to choose which scheme would leave them better off for the period from 1 April 2015 until 31 March 2022. The government calls this the remedy period.

From 1 April 2022, all public sector workers who are still contributing to a pension will be moved to a new scheme to avoid discrimination. There is currently no detail on what the new 2022 pension scheme will look like.

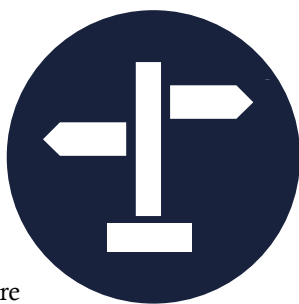
The government could propose something similar to the 2015 firefighters’ pension scheme. However some elements of that scheme, such as requiring firefighters to work until age 60, are still completely unworkable and are still opposed by the FBU.



WHAT CHOICES WILL I HAVE TO MAKE?

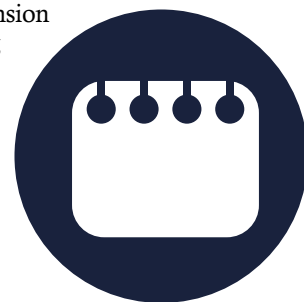
All affected members will have to choose which pension scheme they want to be in for the remedy period. This will be either their legacy scheme (the original pension they signed up to) or the reformed 2015 scheme. A combination of both will not be allowed.

The government has also suggested that there will be a default option for those who do not choose.



WHAT WILL HAPPEN TO MY PENSION IN 2022?

The government has proposed that all public sector workers be moved to a new pension scheme in 2022. It is proposing to use primary legislation to close all current schemes on 31 March 2022. There is no further detail on this at the moment.

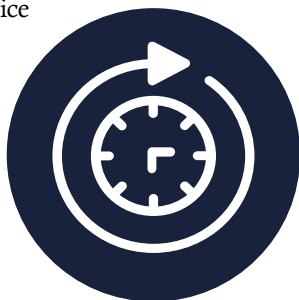


WHEN DO I HAVE TO MAKE THIS CHOICE?

The two proposed options for when this choice could be made are:

- An **immediate choice**, which would require pension scheme members to choose their scheme immediately when legislation is enacted in 2022.
- A **deferred choice**, which would allow pension scheme members to choose their scheme upon retirement.

We have already suggested the deferred choice will be the best option for the majority of members as it would allow members to decide which scheme would provide best benefits based on real information. In contrast, the immediate choice in 2022 could mean many FBU members will have to make a decision based on assumptions about their future finances and personal circumstances.



For further updates, including the union's full response to the consultation, keep an eye on the FBU website and social media channels, and sign up to *Rollcall*, the FBU's email bulletin at bit.ly/FBUrollcall. If you are affected by any of the issues outlined here, please contact your FBU rep.

WHO IS AFFECTED?

These proposals apply to all public sector workers affected by unlawful age discrimination in England, Wales, and Scotland. A separate consultation document with a different timescale is expected for Northern Ireland.

The proposals apply to members of the Firefighters' Pension Scheme in service before 31 March 2012 and after 1 April 2015. The government has clarified that individuals do not need to have submitted a claim in the FBU's court case to be affected.

WHAT IS THE FBU DOING IN RESPONSE?

We are now considering the proposals and will respond in full to the government's consultation document.

Before publishing the consultation document, the government informally consulted the FBU on the two choices for the remedy period. We raised concerns over the choice between the immediate and deferred options, but were not consulted on proposals for schemes after 2022.

We are also taking forward legal challenges over the unacceptable delay in dealing with those affected members who are facing retirement, including those with ill-health.



FBU members at a briefing during a lobby of MPs about pensions in 2014

HAZEL DUNLOP



TOP: The Cranogwen team's women rowers
ABOVE: Indoor rowing championships, March 2019 in Cardigan, where Hannah won the 2 kilometres and 500 metres
RIGHT: Hannah practices in the garden



SOPHIE GREENFELL



IF YOU WANT TO DO IT, YOU CAN

Firefighter Hannah Lodder is preparing for the world's longest rowing race in her front room. She spoke to **Helen Hague**

stave off burnout and maximize speed – boarding and leaving the longboat as support boats draw up alongside.

Last year, a BBC documentary, *Taking on the Irish Sea*, followed the Llangrannog crew in the run-up to the 2019 challenge.

Funds and sponsorship had to be found: the FBU donated caps so the union's logo rode the waves. Hannah, the FBU's regional education and learning rep, raised £700 for the Firefighters Charity.

THINKING ON HER FEET

She is billed on screen as the fittest rower in the longboat crew but brings far more than her fitness to the sport. With a 22-year-long firefighting career so far, team working, thinking on her feet and assessing risk seem hardwired – a perfect fit for her role at the rowing club.

Her take on challenges is simple and inspiring: "If you want to do it you can do it. You've just got to put your mind to it".

Hannah is a big fan of the FBU's national women's school held at Wortley Hall near Sheffield, for its role

When Hannah Lodder walked past the Llangrannog rowing club on the West Wales coast two and a half years ago, she thought joining could improve her social life.

And she certainly was not wrong. But what Hannah maybe did not realise was just how immersed she would become – as key team player, organiser, motivator and gold-winning athlete. She has excelled at the club – and rowing has even become a bit of a family affair: her two

teenaged sons and partner have got the taste for it too.

It didn't take long for the Mid and West Wales fire safety watch manager to get stuck in. Soon after signing up to the club, Hannah was asked to join the Celtic Challenge team, which was about to start rigorous training for the world's longest rowing race.

Every two years, Celtic longboats, crewed by four rowers and a cox, leave Arklow in Ireland for the 96-mile row across the Irish Sea to Aberystwyth. In the race against time and fatigue, crew members are swapped every hour to



H.W. JONES WILLIAMS PHOTOGRAPHY

in supporting and encouraging women, forging the bonds of sisterhood and solidarity to get a better deal for members. She was a longtime regular – and her sons have also enjoyed the venue known as “The Workers’ Stately Home”.

So it is hardly surprising that she’s glad the club’s Celtic longboat is named after local heroine, bard, and pioneering sea navigator, Sarah Jane Rees, better known by her bardic name of Cranogwen.

In a tough field, the Cranogwen team of eight women and four men, aged 20 to 67, won the Celtic Challenge “miscellaneous” category, coming in fifth overall at 19 hours, 12 minutes – taking six hours off the club’s previous record.

Within a year of joining, Hannah was captaining the club in the South and Mid Wales league, picking teams and organising events promoting inclusive indoor rowing in local schools and leisure centres.

She got into indoor rowing when training for the Celtic Challenge, using a Concept 2 rower, an air resistance rowing machine, which allows people to compete internationally, breaking

records, for however short a time. In lockdown Britain, with gyms shut and contests cancelled, there has been a surge in competing.

It is also a great way to train for races – Hannah installed one in her front room when training for the Celtic Challenge and has not looked back.

As *Firefighter* went to press Hannah was “top of the table” for the 10 kilometre lightweight aged between 40 and 49, after “smashing it” at 41 minutes. Hannah’s previous best time had been bettered a

few months back.

There are also more structured competitions. At home, back in June, she took part in the Welsh Rowing virtual coastal championships, coming third in the virtual sea sprint and beach sprint – and a “two together” race with 15-year-old son Max.

In November she won double gold at the Welsh Indoor rowing championships in Cardiff – the lightweight 2 kilometre and the 500 metres.

ROWER, LEADER AND MENTOR

Coach Leo O’Connor, who encouraged Hannah to train for the Celtic Challenge, says she is “a rower we all respect and a friend who goes out of her way to support us all in the rowing community. A rower, leader, mentor and coach – I’m looking forward to what lies ahead for Hannah.”

Well, there is the Welsh Indoor National Championships in November – and of, course, the Celtic Challenge next spring – if social distancing allows – and lots of inclusive outreach to spread the work that rowing is not just for those who can go for gold.

**IN LOCKDOWN BRITAIN,
WITH GYMS SHUT AND
CONTESTS CANCELLED,
THERE HAS BEEN A
SURGE IN INDOOR
ROWING COMPETITIONS**

**Domestic violence
campaigners in London's
Parliament Square in May**
Image courtesy Love and Power and the
#SomeWomenNeedToWalk campaign



SUPPORTING WOMEN AT RISK OF DOMESTIC VIOLENCE AND ABUSE

Restrictions on movement introduced to stop the spread of Covid-19 have created another crisis: a rise in the levels of domestic violence and abuse

The National Domestic Abuse helpline has reported a 25% increase in calls since the lockdown began, as well as a 150% increase in visits to its website.

During the first month after the lockdown began in late March, 16 women and girls were killed in suspected domestic abuse attacks — more than triple the number from the same period last year.

The scale of this crisis and the suffering it brings, overwhelmingly on women, is a shocking indictment of decades of inaction by governments, and a reminder of the scale of the work that must be done to confront it and stop it — as these statistics show:

- Almost one in three women aged 16-59 will experience domestic abuse in her lifetime.

(Office for National Statistics (2019) Domestic abuse in England and Wales overview: November 2019)

- Two women a week are killed by a current or former partner in England and Wales alone.

(Office for National Statistics (2019) Homicide in England and Wales: year ending March 2018 (average taken over 10 years))

- In the year ending March 2019, 1.6 million women experienced domestic abuse (Office for National Statistics (2019) Domestic abuse victim characteristics, England and Wales: year ending March 2019)

A WORKPLACE ISSUE

Domestic abuse is a workplace issue. Trade unions know that work can often provide a place of safety for those experiencing domestic abuse and can also provide the space for victims to plan their escape from an abusive and violent partner.

Because of the pandemic many workers have to work from home, isolated from their support networks. However, some are still in contact with their workplace reps, colleagues and managers, which gives us all a key role in keeping women and children safe.

The FBU has recently called for every

fire and rescue service (FRS) to have a strong policy in place to ensure that managers understand issues of domestic violence and abuse and that any member of staff who may be suffering domestic violence and abuse is able to access support and assistance.

Local FBU officials should check their service policy to ensure it is robust and appropriate. Our national women's committee has produced a model policy to assist in this task. Once done, we should also demand that fire and rescue services raise awareness of the support offered to staff.

This is a vital issue which impacts across every level of society, on family members, friends and colleagues. It is important that we all play our part by raising awareness of domestic violence and abuse and develop a workplace culture where each is recognised as unacceptable.

The TUC has produced excellent guidance to help people spot signs, provide support and help stop abuse. Please read it and play your part to stop domestic violence and abuse.

■ tuc.org.uk/Covid19domesticabuse

RIGHTS AT WORK

MATERNITY, PATERNITY AND ADOPTION LEAVE

Jo Seery, of Thompsons Solicitors, explains maternity, paternity and adoption leave

Family friendly rights continue to develop and are especially important in these challenging times. There are a number of statutory rights that apply in the first year of birth or adoption. These include:

- Maternity
- Adoption
- Paternity
- Shared parental leave

Shared parental leave enables women and primary adopters to share maternity or adoption leave with their partners.

Eligible parents can take up to 50 weeks of shared parental leave and up to 37 weeks shared parental pay.

The right to shared parental leave and pay also applies to foster parents who are approved prospective adopters and intended parents in a surrogacy arrangement.

WHAT ARE MY RIGHTS BEFORE CHILDBIRTH/ADOPTION?

Pregnant women are eligible to receive paid time off for antenatal care. In the case of an adoption, the primary adopter is entitled to paid time off for up to five pre-adoption appointments.

Partners who are in a qualifying relationship are also entitled to accompany pregnant women to two antenatal appointments and to accompany the primary adopter to two pre-adoption appointments.

The right to accompany also applies to foster parents and surrogacy parents as defined – however this is unpaid.



SATOSHI KAMBAYASHI

WHAT LEAVE AM I ENTITLED TO?

The right to take statutory maternity leave is available to all pregnant employees, regardless of length of service or hours of work.

All pregnant employees are entitled to 52 weeks of statutory maternity leave (SML), which is made up of 26 weeks ordinary maternity leave (OML) and 26 weeks of additional maternity leave (AML).

However, in order to qualify for statutory maternity pay (SMP), a woman must have completed 26 weeks' continuous service by the beginning of the 14th week before the expected week of childbirth.

Primary adopters who are newly matched with a child for adoption are entitled to 52 weeks

statutory adoption leave (SAL) regardless of length of service or hours of work. As with maternity leave, this is made up of 26 weeks of ordinary adoption leave (OAL) and 26 weeks of additional adoption leave (AAL).

Statutory adoption pay (SAP) is only payable to employees with 26 weeks continuous service ending with the week the primary adopter is notified of having been matched with a child for adoption.

Currently, fathers and partners of the mother or adopter are only entitled to two weeks' paid statutory paternity leave (SPL) from the child's date of birth or the day the adopted child is placed in the household.

This is only available to employees who have been

continuously employed for at least 26 weeks ending with either the 15th week before the expected week of birth or the week the primary adopter is notified of being matched with the child.

However, partners who meet the qualifying conditions may also be able to take shared parental leave as mentioned above, and in some cases shared parental pay.

WHAT ARE MY RIGHTS DURING MATERNITY/ADOPTION LEAVE?

During maternity, adoption and paternity leave, employees are entitled to benefit from all the terms and conditions of employment, except for pay, that would have applied if they had not been absent. Paid annual leave (both contractual and statutory under working time regulations) continue to accrue during SML, SAL and SPL.

Employers can make reasonable contact with an employee during SML and SAL to let them know about any changes that are happening. They might also discuss the employee's return to work. An employee can also go into work, including training, for up to 10 days (known as "keeping in touch" days) during their leave without bringing the maternity/adoption leave to an end. However, there is no obligation on them to do so.

RECENT DEVELOPMENTS

A new right to parental bereavement leave was introduced earlier this year and gives all employed parents a statutory right to two weeks' leave if they lose a child or suffer a stillbirth on or after 6 April 2020.

There are also proposals to introduce a statutory right to neonatal leave and pay of up to 12 weeks for parents of babies requiring neonatal care.

■ To keep up to date and for more information on family friendly rights, visit <https://bit.ly/Thompson-family-friendly>



**FBU FREEPHONE
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0808 100 6061
IN SCOTLAND
0800 089 1331**

WWW.THOMPSONSTRADITION.LAW/TRADE-UNIONS/FBU



Now available from the FBU online shop – a navy blue face covering with red FBU logo – personalisation of the masks is available

- 95% cotton, 5% elastane single jersey with antimicrobial and water repellent finish

- Two layers of single jersey fabric with inner loop option for fit adjustment

- Keeps antibacterial properties up to 20 washes at 60 degrees

- Worldwide Responsible Accredited Production (WRAP) certified production

■ shop.fbu.org.uk/products/fbu-face-covering

MEMBER WINS COMPENSATION FOR GYM EQUIPMENT INJURY

An FBU member who was injured while attending a designated PE session has won compensation of £125,000 with the help of FBU solicitors Thompsons.

Leicestershire firefighter John Farrell went to use a cycling machine in the gym and had to adjust the height of the seat. He made the adjustment without a problem and started to cycle.

He had been using the equipment for only 20 seconds when, suddenly and without warning, the seat dropped all the way down. Because his feet were still in the stirrups, John fell backwards, suffering injuries to his right arm, neck and spine.

The employers' insurers refused to negotiate a settlement, so Thompsons began court proceedings, leading to the award of £125,000 which John received without deductions.

"The fact that we have recovered damages will, I hope, assist health and safety representatives at the workplace to prevent similar accidents in the future," said Thompsons senior solicitor Esther McConaghie.

"Cases such as this show the value of the union's legal service. It also shows that the union is prepared to take cases that claim companies and no win/no fee solicitors will not."

FIRE BRIGADES UNION PHOTO COMPETITION

The winner and runners-up in the 2020 FBU photo competition will appear in the October/November 2020 Firefighter.

Thank you for the many entries.



TWEETS

Fire Brigades Union
@fbunational

#WeRemember our fallen Brothers and Sisters in Beirut



12:50 PM · Aug 7, 2020 from Shoreditch Fire Station · Twitter for Android

Stand Up To Racism
@AntiRacismDay

Amazing pictures of Cambridge @fbunational members #TakeTheKnee tonight saying #BlackLivesMatter @EasternFBU @C4meronM4tthews



7:34 PM · Jul 22, 2020 from Brent, London · Twitter for iPhone

21 Retweets and comments 42 Likes

fbulearn
@FBULearn

We are very pleased that our Heat Illness Prevention Awareness courses and presentations are being viewed Globally fbueducation.org/news.php?id=47... Our sincere thanks to @AlanRichardson_ and @uniofbrighton for all the research and great for @fbunational @unionlearn



Heat illness prevention and awareness training
Protecting firefighters from heat related illness

Female firefighters thermoregulation and health



Produced by Alan Richardson, Emily Watkins, Aisling McConnell, Lucy Romyne and Ellie Curtis at the Environmental Extremes Lab, University of Brighton.



LIFELONG LEARNING



University of Brighton



STATION CAT HOME IS WHERE THE HEART IS

CHAOS THEORY

Your Cat hears that members of West Yorkshire Fire Authority have been caught in two minds. As recently as February they were planning to demolish and rebuild Cleckheaton fire station, but that was February.

Now the authority is planning to relocate it to Birkenshaw. Councillors have called the decision “chaotic”.

The service says the move to Birkenshaw would save almost £2m of public money and would improve fire cover in some high-risk areas.

Assistant chief fire officer Nick Smith said: “We believe building a new station ... is the right thing to do. It improves fire cover for the most at risk communities in the area and enables us to provide best value for money”.

Anyone wishing to register their thoughts can write to West Yorkshire Fire and Rescue at their headquarters in ... er ... Birkenshaw!

IT'S A DOG'S LIFE

Following a year of intensive training, the Scottish Fire and Rescue Service recently introduced its latest recruit to the world.

The two-year-old spaniel was rescued from an illegal puppy farm in Aberdeenshire by the Scottish Society for Prevention of Cruelty to Animals and was cared for at its rescue centre in Glasgow before joining the emergency services.

Fire investigation officer and handler Jonathan Honeyman said: “It was quite



clear very early on that the dog had tremendous capabilities for helping with our investigations.

“He can detect the slightest trace of ignitable liquids up to one metre below debris left by a fire.

“He can be brought on site hours, days or weeks after an incident to search a wide area to trace any evidence, which is a huge advantage to us.”

Your Cat has heard that the mutt was going to be called Track and Trace but when the brigade found out he actually worked they decided to call him Phoenix.

Obviously.

DRIVING US CRAZY

Senior officers in Shropshire Fire and Rescue Service (SFRS) are citing quieter roads as a result of Covid-19, as a factor in the increase in complaints they have

received about poor fire appliance driving.

You Cat would like to point out that when she suggested in the last issue of *Firefighter* that any concerns about the physical abilities of a firefighter to drive could be addressed with a blue light run around town, she was writing satire and not suggesting this was a new strategic policy.

Come to think of it, if your brigade requires new policies, your Cat is available to write them at mates' rates.

JAILHOUSE SHOCK

You Cat occasionally feigns shock, but in reality she has fairly thick fur and nowadays it takes quite a lot to surprise her. But never say never ...

Apparently the state of California is experiencing a shortage of firefighters to combat wildfires. As with everything else that has not gone to plan this year, Covid-19 is to blame.

Wildfire near Lake
Elsinore, California –
Covid-19 means many
convict firefighters
are not available



Many of California's firefighters are not full-time professionals, but underpaid convict labourers risking their lives for peanuts.

The state typically depends on around 3,100 incarcerated people (2,200 of whom work the frontline) to help fight wildfires. However, at least 30 of the state's 77 inmate crews are under lockdown due to outbreaks of the coronavirus in their camps.

Prisoners are paid between \$2.90 (£2.30) and \$5.12 (£4.00) a day (less than the average income of a sweatshop labourer in Nicaragua), plus \$1 (£0.80p) per hour hazard pay during active emergency situations like the deadly fires that engulfed the state late last year.

Apparently many of the inmates volunteer with a promise of getting their sentences shortened, with many women inmates volunteering to give them more opportunities to see their children.

Like I said, never say never.

IT DEPENDS WHAT YOU MEAN BY 'ATTACK'

The government is consulting on plans to double sentences for people who attack 999 staff.

Home Secretary Priti Patel told the BBC that this sent a “clear and simple message” that “vile thugs” would not get away with such “appalling behaviour”.

Given Ms Patel's rhetoric, would it be churlish of your Cat to suggest that she should also include those who attack the pay and conditions of emergency workers in any future legislation?



25-YEAR BADGES



Nigel Travis (r), green watch, Moss Side, Manchester, receives his 25-year badge from branch secretary and regional women's chair Rosa Crowley-Bennett



Scotty Lumdson, (l), P&E, Washington, Tyne and Wear, receives his 25-year badge from brigade organiser Holly Ferguson



Paul Monkhouse (l), Salfords, Surrey, receives his 25-year badge from health and safety rep Mick Wyatt with green watch colleagues (l-r), Colin Davis and Rob Hilton



Dave Herpe (r), retired brigade chair, Salfords, Surrey, receives his 25-year badge from health and safety rep Mick Wyatt with green watch colleagues (l-r), Colin Davis, Paul Monkhouse and Dave Cebreiro



Mike Joy (c), white watch, Maindee, South Wales, receives his 25-year badge from watch members Tony Baker and Rob Green



Ian Crouch (r), Rochester, Kent, receives his 25 year-badge from group rep Russ Pritchard



Richard Jones (left), executive council member for south east region, receives his 25-year badge from health and safety rep Mick Wyatt with Surrey FBU officials and colleagues looking on



Graham Porter (r) Rochester, Kent, receives his 25-year badge from group rep Russ Pritchard



Kevin Davana (r), blue watch, McDonald Road, Edinburgh, receives his 25-year badge from branch secretary Neil Bertram



Derek Mair, (l), RDS, Linlithgow, Scotland, receives his 25-year badge from Bathgate branch secretary Craig Kennedy



Rob Sheppard (r) white watch, Wellington, Shropshire, receives his 25-year badge from brigade chair Simon Morris



Andrew Bathgate (l), RDS, Linlithgow, Scotland, receives his 25-year badge from branch secretary Craig Kennedy



Paul Gibson (r), blue watch, Galashiels, Scotland, receives his 25-year badge from branch secretary Iain Poe



Ken Barron (r), Rawtenstall, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie with colleagues looking on



Raymond Constant (r), Royston, Hertfordshire, receives his 25-year badge from brigade organiser Rob Fortune with colleagues looking on



Darren Eaton (r), green watch, Hove, East Sussex, receives his 25-year badge from brigade chair Simon Herbert



Steve Rooke (r), Salfords, Surrey, receives his 25-year badge from brigade chair Simon Harris



Tony McAllister (l), green watch, Old Swan, Merseyside, receives his belated 25-year badge from branch rep Tony Richardson with watch colleagues looking on

25-YEAR BADGES



Steven Bullock (r), white watch, Stockport, receives his 25-year badge, socially distanced, from branch secretary Dave Cracknell



Adam Ford (r), Bishops Stortford, Hertfordshire, receives his 25-year badge from brigade organiser Rob Fortune



Darren Snowden (l), Rainton Bridge, Houghton le Spring, Tyne & Wear, receives his 25-year badge from branch rep Paul Manderson



Al Brown (l), Strood, Kent, receives his 25-year badge from group rep Terry Beal



Ian Turnbull (r), blue watch, South Shore, Blackpool, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie with watch colleagues looking on



Brennan Ralls (r), branch rep, Dover, Kent, receives his 25-year badge from Lee Divers with colleagues looking on



Andrew James, Eddie Morse and Glenn Lewis, white watch, Pontypridd, South Wales, receive their 25-year badges with colleagues looking on



Mark Davies (r), green watch, Caerphilly, South Wales, receives his 25-year badge from branch rep Gareth Tovey



Gary Thorpe (r), branch rep, Nelson, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie



Lee Divers (r), Dover, Kent, receives his 25-year badge from branch rep Brennan Ralls, with colleagues looking on



Peter Blamire (r), Nelson, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie



Chris Taylor (r), Skelmersdale, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie, with colleagues looking on



Will Taylor (r), blue watch, Preston, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie, with watch colleagues looking on



Chris Merritt (l), Garston, Hertfordshire, receives his 25-year badge from brigade chair Derek Macleod



Nick Lee (l) Hyndburn, Lancashire, receives his 25-year badge from branch secretary Simon MacGregor



Lee Haward (l), St Albans, Hertfordshire, receives his 25-year badge from branch rep Anthony Appadoo, with green watch St Albans and Dacorum/St Albans district team looking on



Stuart Dick (r), Paisley, Scotland, receives his 25-year badge from brigade organiser Ian Sim



Darren Ward, (r), Potters Bar, Hertfordshire, receives his 25-year badge from Steve Bishop

Please send 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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020 7359 3638, london@fbu.org.uk

Region 11 Bucks, Berks, Hants, Oxon, Isle of Wight, Kent, Surrey, E Sussex, W Sussex

Unit 11, Hunns Mere Way,
Woodingdean, Brighton, BN2 6AH
11rs@fbu.org.uk

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

158 Muller Road, Horfield,
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

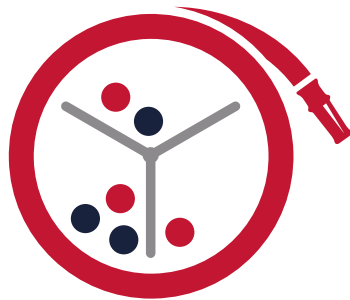
0800 089 1331

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.

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SOLICITORS

REFER A FRIEND
TO THE LOTTERY
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DRAW ENTRY!



AT LEAST 50p
PER TICKET
GOES TO GOOD
CAUSES

FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918



CONTAMINANTS RESEARCH PROJECT



KIDS ON THE GREEN



The Firefighters 100 Lottery was set up to help commemorate the bravery and sacrifice of firefighters killed and injured in the line of duty and to establish a fund for the future benefit of firefighters, their bereaved families and the firefighting profession.

It is a weekly, on-line lottery licensed by the Gambling Commission and is open to the wider fire and rescue community and the public to play.

Play the Firefighters 100 Lottery and you will be helping to:

- Support the families of firefighters killed or seriously injured in the line of duty

- Honour the bravery and sacrifice of those firefighters killed in the line of duty

- Promote the lessons to be learnt from firefighter deaths and serious injuries

- Support research into the physical and mental health and well-being of firefighters and the "all hazards" nature of the modern fire and rescue service

- Support humanitarian assistance for those affected by fire or disaster



THE RED PLAQUE SCHEME

A ticket for the Firefighters
100 Lottery costs £1 and at least 50p
will go to good causes

Players can buy as many tickets
as they wish, play as a syndicate
or buy gift vouchers

www.firefighters100lottery.co.uk

raft

Restoration of Appearance and Function Trust

GROUND BREAKING TREATMENTS FOR BURNS VICTIMS

