

# FIREFIGHTER

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018

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**UNION CENTENARY**

## 100 YEARS OF FAIRNESS, PROTECTION AND EQUALITY

REPORT, P8

**FIREFIGHTERS  
100 LOTTERY**

SEE P14

**LESSONS OF THE  
ROSE AND CROWN**

SEE P12





# MATT WRACK

## PROUD OF OUR HISTORY OPTIMISTIC FOR OUR FUTURE

As we come to the end of celebrating our centenary year, I am proud of our history, and optimistic about our future.

Over the past 100 years our profession and our union have faced huge adversity, but together we have weathered the storms, and remain united.

There will undoubtedly be challenges ahead, but my sense of belief in our members, and our union, throughout this centenary year, has grown even stronger.

I encourage all members to take those celebratory moments from this year and build on them to engage with the FBU, to shape your activism and to help the union build a profession that is fit for the future.

The centenary year provided us with the welcome opportunity to remember comrades who died in the line of duty.

Thanks to the funds raised by the Firefighters 100 Lottery, there are now 10 red plaques up and down the UK, remembering fallen firefighters – a lasting legacy of their sacrifice, and of our centenary, which we will build on in the years ahead.

In this issue you can find out more about the money raised by the lottery, and the plans we have to fund research which will better understand the toxins and contaminants that firefighters are exposed to.

### LESSONS OF THE PAST

The fire tragedies of the past 100 years have shaped the fire and rescue service today.

This issue remembers



FBU president Ian Murray and general secretary Matt Wrack present WM Paul Pryce, with his 40 year badge, at The Folly London, during the union's centenary celebrations on 13 October

the Rose and Crown fire in Saffron Walden on Boxing Day 1969, and the progress made in fire safety as a consequence.

As we did then, we must learn from tragedies such as these, and this is especially true of the terrible fire at Grenfell Tower.

The Grenfell Tower inquiry is now coming to the end of its first phase, and I will forever be in awe of FBU members who risked their own lives to save others that night.

As the inquiry continues into 2019, we will be supporting our members and fighting for justice for those who died, as well as seeking to ensure that this never happens again.

### 40-YEAR BADGES

A firm favourite among readers of *Firefighter* is

the badge pages. Over the years, these have shown FBU members in every corner of the UK, and are a powerful visual demonstration of the comradeship and commitment of our members.

The photos serve as a reminder of the changing landscape of FBU membership and now some members have achieved 40 years of service to their union, communities and colleagues, my thanks and congratulations to you all.

### MARCHING ON

This year has seen cuts to firefighters' jobs in nearly every part of the UK. Services up and down the country are overstretched and underfunded, doing more with less.

This can't go on. The

government must recognise and properly reward the crucial role firefighters play in saving lives and keeping people safe from harm and, after eight years of government-inflicted pay restraint, this must include addressing pay.

The government must provide safe environments for people to live in – homes that are safe from fire and made from materials which will not cause harm.

These issues will be front and centre of the FBU's mission next year, and we hope you will join us in fighting for justice and fairness for all firefighters.

You, our members, are at the core of everything that we do, and as we enter our next 100 years, I call on each and every member to get involved.

MARK THOMAS





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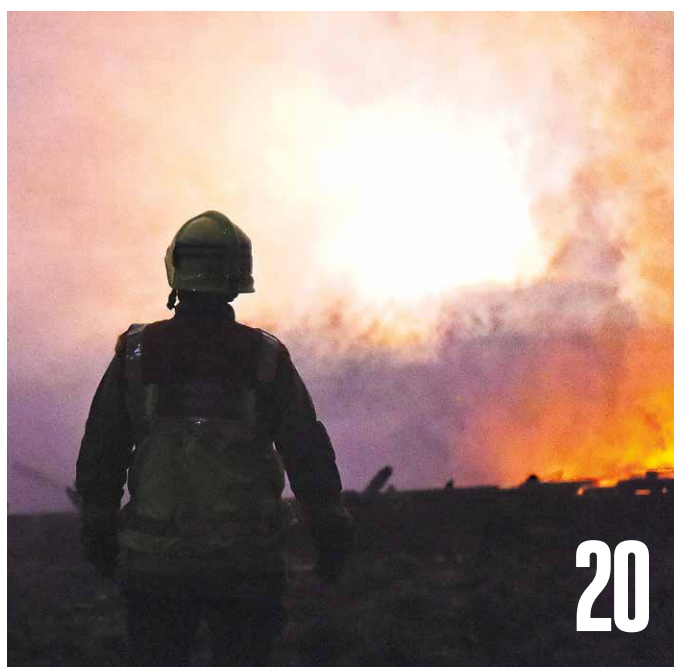
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KEVIN COOPER/PHOTOLINE



JOHN UMIN

## FIREFIGHTER

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FBU members were among thousands who joined a Stand Up To Racism demonstration in London against racism and fascism and to counter a march by the far-right Democratic Football Lads Alliance in November. Labour leader Jeremy Corbyn and shadow home secretary Diane Abbott congratulated the demonstrators for standing up to racism and far-right extremism

There from the beginning – B&EMM section says farewell to Micky Nicholas p6



When will austerity be over for us, ask firefighters p7

# FBU KEEPS UP ITS FIGHT FOR PENSIONS JUSTICE

## PENSIONS

The FBU's long-running case against the government's changes to firefighters' pensions was before the Court of Appeal in London in November. National officer **Sean Starbuck** reports on the latest developments

The union's view is that the changes to firefighters' pensions discriminate on the grounds of age, as well as sex and race.

Its efforts to establish this in law have been through several stages, the latest being at the Court of Appeal.

The government has admitted from the outset that its transitional arrangements for firefighters' pensions do discriminate against younger firefighters, but it argues that this discrimination is not illegal.

It bases this argument on two points. First, that its plans represent a "legitimate aim" and, second, that its arrangements are an appropriate and reasonable way to achieve this aim. The second point is known as a "proportionality test".

In previous hearings, the government has successfully argued the "legitimate aim" part of its case, but failed to convince an Employment Appeal Tribunal that its plans passed the proportionality test.

At the Court of Appeal, the government was appealing against this ruling. The FBU was appealing against the appeal tribunal's ruling on the legitimate aim. At the same time as these two appeals, the court was hearing two more dealing with judges' pensions that



cover similar issues.

The government said that its aim is "to protect those closest to retirement from the effects of pension reform".

The case will depend on the answers to two questions and the FBU's cases focuses on them.

First, does the government have discretion to act as it wishes, or does the law on age discrimination apply to government acting as an employer as it does to other employers.

Second, how rigorously must the government's reasons for doing what it did be scrutinised and must the government identify in concrete, precise, evidence-based terms its aim and why that aim is legitimate.

The union's legal representatives argued that the government must be subject to the same level of scrutiny as any employer and presented evidence to

illustrate why this has not been the case.

The FBU also argued that the government's arrangements discriminate on the basis of sex and race, as well as of age.

Women and BME members, who are proportionally younger, are disadvantaged because they are more likely to be moved to the new scheme compared to older members, who are proportionally older and white.

The Court of Appeal judges will now deliberate and a ruling is expected in early spring 2019.

The union is hopeful of a positive outcome but, as with all legal challenges, there are no guarantees.

The FBU is determined to pursue this challenge on behalf of firefighters and will continue to do so to get the fairest deal for all.

■ The FBU website has full reports on the Court of Appeal proceedings.





FBU members join the Grenfell silent walk on monthly anniversaries of the disaster

# FIRST PHASE OF GRENFELL INQUIRY DRAWS TO A CLOSE

## GRENFELL

Closing statements by core participants in the first phase of the Grenfell Tower inquiry, including the FBU, will be heard in early December.

Inquiry chair Sir Martin Moore-Bick, will make urgent interim recommendations early in 2019.

The first phase of the inquiry that began in June this year, was intended to establish the “facts” of what happened on the night of the fire.

It heard evidence from those who were there on the night – residents and emergency responders, as well as from experts in fire safety, construction and building regulations.

Evidence from London Fire Brigade firefighters, control staff and senior officers was heard first, followed by the testimonies of the bereaved, survivors and residents.

Representatives of key organisations, including the The Kensington & Chelsea

Tenant Management Organisation, the organisation that ran the tower but now exists only to answer questions at the inquiry and other legal proceedings, and the London Ambulance Service, were also heard.

The FBU is following the inquiry closely, attending its hearings, supporting union members and submitting evidence and other responses.

The union has also supported the bereaved, survivors and residents, discussing key issues arising from the inquiry, participating in monthly Grenfell silent walks, holding community engagement events and supporting the community through the Firefighters 100 Lottery.

The second phase of the inquiry is due to begin in spring and will focus on why the disaster unfolded as it did.

Witnesses in phase two will include the Royal Borough of Kensington and Chelsea, building companies and government departments.

## ATTACKS LAST YEAR UP BY A QUARTER

Attacks on firefighters in England increased by more than a quarter in the past year.

Home Office figures recorded 993 reported attacks on firefighters, an increase of 194 on the previous year. The incidents ranged from verbal abuse and harassment to physical abuse, with 81 injuries recorded.

Matt Wrack, general secretary, said: “We’ve seen the worst cuts in our

history since 2010, 20% of firefighters’ jobs have gone, and I think that this will have some impact on the rise in attacks.

“There were lots of community engagement schemes – tackling anti-social behaviour, tackling risk of offending and arson and so on – and, unfortunately, if you get rid of 12,000 firefighter jobs, it will make it harder for us to concentrate on those areas because people are going to narrow

down and focus on the core functions.”

The Assaults On Emergency Workers (Offences) Act which provides police and courts in England and Wales with new powers to deal with people who use violence against emergency workers, came into effect in November.

The FBU welcomed the Act, but repeated its demand for “a ceasefire in the government’s attack on our fire services”.

## SOUNDING OFF

*Justice4Grenfell*  
campaigner Tasha Brade

## WHY WE CONTINUE TO FIGHT FOR CHANGE

On 14 June 2017, thousands of lives were changed by a single event.

Grenfell Tower burned for a little over 60 hours, taking with it the lives of 72 children, women and men.

I watched the Tower turn from homes of hope and love, into a towering inferno, and then become the haunting husk that it is today.

I don’t think the fire really hit me for a month or so – I tried to keep busy by volunteering in relief centres but it wasn’t long before the darkness, sadness and anger took over; when it did, I went into the deep, dark hole of post traumatic stress disorder (PTSD).

I knew that I needed to put use the pain that I was feeling towards something constructive.

I knew that a catalogue of errors had been made by various parties in the years before the fire, and on the night itself. I could see that nothing was changing in the months following.

In late September 2017, I found a leaflet that said Justice4Grenfell was organising a coach to go and protest at an anti-austerity march in Manchester.

In that moment I made a choice – I was no longer going to sit in this darkness ; instead, I was going to try to make a real difference.

It has been 13 months since I joined the campaign. It has not always been easy; we are dealing with distressing content on a day-to-day basis and we are up against the system. But I feel a part of something that is doing truly valuable work to create change.

Change is exactly what we want – change to a system that kills; changes in legislation and policies to ensure that this never happens again; a change to the way social housing and all tenants are listened to by their landlords; a change around the rhetoric of social housing tenants and immigrants; a change in state accountability.

We want change, and we will continue to fight alongside others until we get just that: justice and change.





At the FBU B&EMM school: (l-r) Micky Nicholas (recently retired B&EMM national secretary), Cameron Matthews, B&EMM national chair, Dean Pounder and (speaker) Anthony Anaxagorou

# LAST B&EMM SCHOOL FOR FBU STALWART MICKY NICHOLAS

## B&EMM SCHOOL

**Cameron Matthews**, newly elected chair of the FBU Black and Ethnic Minority Members (B&EMM) section, reports on this year's national B&EMM school at Wortley Hall near Sheffield

The school has run for more than two decades, but this was a particularly special one.

It was the last for retiring FBU stalwart, national secretary and one of the founding members of the B&EMM section – Michael Nicholas MBE.

## FROM THE BEGINNING

When a group of black and minority ethnic firefighters from London were resolved to fight the injustice, discrimination and racism they were facing in the fire and rescue service, Micky was there from the beginning.

As trade unionists they knew they needed to organise to force change, so they formed the FBU B&EMM

section. Not only did they tackle unjust treatment, they also set in motion recruitment, retention and promotion policies to start to redress the stark imbalance between the demographics of wider society and UK fire and rescue services.

B&EMM school is an extension of these objectives. A space where firefighters come together, share similar experiences, get advice on tackling workplace problems, and become empowered to return to their brigades knowing they are not alone in facing such issues.

While the fire and rescue service has moved on somewhat over the last 30 years, even at this year's school it was disturbing to still to hear many stories of both workplace and wider discrimination – and, in some circumstances, assault – faced by BAME firefighters.

The concerning rise of hate in wider society, was underlined by the school's guest speaker, Nahella Ashraf from Stand Up To Racism. She bravely relayed to us the

horrific attack she suffered in her community simply because she is a Muslim. Her story highlighted why we must always tackle hate and bigotry, wherever it exists.

The theme of this year's school, was "Moving Forward". What are our next objectives to ensure the FBU continues to trailblaze the equalities agenda in the UK fire and rescue services?

## OUTREACH FOR DIVERSITY

Workshops and plenary sessions discussed the union's structure, rules and processes. Workshops included outreach for diversity, trade unionism and civil rights, and trade union skills for power.

Anthony Anaxagorou, author and award-winning spoken word artist, led a fantastic session that broke the ice and drew out amazing reflections on our work as firefighters.

The school confirmed once again its importance and necessity in the FBU education and learning programme and its value as part of our union's objectives.

## IN BRIEF

### SLEEP OUT RAISES NEARLY £2,000

FBU members took part in The Really Big South Essex Sleep Out, organised by homeless charity HARP.

They spent a cold night outside Leigh fire station in Southend to raise awareness and money for the local charity. Their aim was to raise enough to fund a room in HARP's emergency accommodation for an entire year and, thanks to generous donations, they raised more than £1,825.

Eastern region FBU treasurer Mav Langdon, said: "We are pleased to be able to raise awareness of the issue that affects so many people locally and hope that the money raised will go on to support rough sleepers to find safety away from the streets."

### FIREFIGHTERS SING FOR A CHRISTMAS NO. 1

Firefighters from across the UK are hoping to top the Christmas charts with their cover of *Do They Know It's Christmas/Feed the World*.

The single by a 40-strong group of fire service employees was recorded at BIMM Music College in



Birmingham and produced by Steve Osborne, who has worked with U2, Elbow and New Order.

Released on 1 December, the single will raise money for The Fire Fighters Charity and the Band Aid Charitable Trust.

■ You can listen to a preview and buy it at: [ffm.to/thefiretones](http://ffm.to/thefiretones)

■ Facebook: [thefiretones999](https://www.facebook.com/thefiretones999).





Labour leader Jeremy Corbyn addresses lobbying firefighters in the House of Commons. With him on the top table were (l-r) FBU national official Dave Green, shadow fire minister Karen Lee, FBU president Ian Murray, and FBU general secretary Matt Wrack

# WHEN WILL IT BE 'OUR YEAR'? FIREFIGHTERS ASK THEIR MPs

Tory chancellor Philip Hammond said in his budget that an “end to austerity” is in sight, but added that this is “not the year” for investment in the fire and rescue service – when will it be?

The FBU lobby on austerity at Westminster, of over 60 members, attracted widespread cross-party support, but the budget only announced more cuts to the fire and rescue service. So when will austerity be over for firefighters?

More than 70 MPs met FBU lobbyists in October. They included 50 Labour and 14 Conservative MPs, as well as Green, Plaid Cymru, SNP and independents.

Guests included Jeremy Corbyn – who spoke passionately about investment in public services – the chair of the Labour Party Ian Lavery and the shadow fire minister Karen Lee.

Over 60 FBU members lobbied their local MPs. Discussions focused on cuts and the government’s ongoing commitment to austerity.

Members also argued for better pay and pensions, and raised key concerns such as firefighters’ mental health.

MPs across the political spectrum said they were “sympathetic” to the FBU’s cause, with many committing to raising the issue of firefighter pay in Parliament.

Other MPs suggested that this financial year would not be “our year”, citing the chancellor’s promise of an extra £20 billion for the NHS as justification.

The chancellor’s budget the following week made it clear that claims that austerity is “over” do not extend to the

fire and rescue service.

Instead of a reversal of a decade’s worth of cuts by genuine investment, planned cuts are still going ahead. Firefighters won’t see a penny.

The service has lost almost 50% of its funding over ten years. Firefighters have lost around £5,000 in pay in real terms, despite undertaking broader responsibilities. More than 40 fire stations have been closed and dozens of engines scrapped.

The government cannot claim to be committed to ending austerity without investment in the fire and rescue service.

Jeremy Corbyn spoke of a “broken promise budget” with “half-measures and quick fixes while austerity grinds on”. The Grenfell tragedy inquiry has revealed a lack of firefighting resources and quality training.

What will it take for the Tory government to invest in the fire and rescue service. When will it be “our year”?

**THE BUDGET MADE IT  
CLEAR THAT CLAIMS THAT  
AUSTERITY IS 'OVER' DO  
NOT EXTEND TO THE FIRE  
AND RESCUE SERVICE**



# THE PAST WE INHERIT, THE FUTURE WE CAN BUILD

Representatives of every geographical area and section of the FBU joined senior politicians and other guests in Southwark cathedral to mark 100 years of the union. Helen Hague reports



FAIRNESS

IN THE LINE OF DUTY

PROTECTION

EQUALITY





## FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018

**A**t a ceremony at the Firefighters Memorial near St Paul's cathedral in London, FBU members marked the centenary of their union by honouring firefighters who have died in the line of duty.

Delegates from every regional committee and section of the union laid more than 50 wreaths at the memorial.

Matt Wrack, general secretary, laid the final one before a minute's silence.

Leaving St Paul's, which was saved by firefighters during the Blitz, union banners headed for Southwark cathedral where they went on display.

As *The Piper's Lament* played, London firefighter Leoni Munslow led members into Southwark cathedral, carrying a modern fire helmet in her hands.

Waiting for them was Shropshire firefighter Paul Pryce, with 41 years' service, holding a Victorian brass helmet. Two generations, two helmets – placed on display, side by side – marking a century of continuity and change.

The London Community Gospel Choir sang the emotionally charged *Amazing Grace* and Bruce Springsteen's *The Rising* – his tribute to Twin Towers firefighters.

As firefighters read fragments of history – firefighters working 14 days out of 15, the union fighting for “a coffin fit for a hero to lie in” for auxiliary firefighters killed on duty during the second world war – the past came to life.

An auxiliary firefighter wrote: “Embers were falling like rain on my helmet. The City lies in ruins, but we saved St Paul's.”

Her words resounded round Southwark cathedral. As did the fact that 14 firefighters died around the cathedral that night, December 29, 1940.

Tasha Brade from Justice4Grenfell read the words of firefighter Ricky Nuttall, forever changed by his experience trying to save people that night.

London firefighter David Badillo, also at Grenfell, read Matt Wrack's unsettling account of what firefighters had to deal with on that terrible night.

Tam McFarlane, who introduced each historical fragment, called for a moment

LONDON  
13 OCTOBER 2018

of reflection as a cathedral bell tolled 72 times to honour those who lost their lives at Grenfell Tower.

Relatives of two firefighters who died in the line of duty drew spontaneous applause.

Dave Faust, whose son Billy and his colleague Adam Meere lost their lives in 2004 tackling a basement fire in Bethnal Green in London, spoke movingly of his son.

Rebecca Williamson, whose brother Ewan died fighting a fire in Edinburgh, told of the continued support from his colleagues and the union: “The FBU were there for us. In 2009 and all years since they have supported us practically and emotionally.”

Matt Wrack said the union's progress over the last century was down to men and women prepared to stand up for justice and fairness.

Firefighters had fought for sick pay, pensions, adequate training and better protective equipment. None were freely given – and nothing won remains guaranteed.

To an audience including fire minister Nick Hurd – sitting alongside Labour leader Jeremy Corbyn and shadow chancellor John McDonnell, as well as many chief fire officers – Wrack laid out the union's core mission: striving to ensure that all firefighters have the resources and support needed to properly protect the communities they serve.

The union had shaped the modern fire service, he said. But in recent decades standards it took for granted have come under question.

“At Grenfell Tower, we saw the terrible risk that fire still poses. There is no room for complacency – but there has been complacency.

“We will continue to campaign on behalf of firefighters and communities to make the firefighting profession safer, and make our citizens safer from fire and other risks,” said Wrack.

He ended with a rallying call to look forward as the union enters its second century: “The past we inherit, the future we can build.”

MARK THOMAS







From top:  
Labour party leader Jeremy Corbyn, his wife Laura Alvarez, shadow chancellor John McDonnell, his wife Cynthia Pinto, and fire minister Nick Hurd were among those marking the centenary in Southwark cathedral

The London Community Gospel Choir

Delegates from every regional committee and section of the union laid more than 50 wreaths at the Firefighters Memorial near St Paul's cathedral in London



# LESSONS OF A FIRE 50 YEARS AGO ARE STILL RELEVANT

Continuing our centenary series examining tragic fires that changed safety law at the time, **Helen Hague** recalls a tragic hotel blaze of half a century ago

## FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918–2018

IT HAPPENED nearly 50 years ago, but the story still has the power to shock. A member of staff and 10 guests who were enjoying a Christmas break at a historic hotel in an Essex market town died in the early hours of Boxing Day after the building caught fire.

The 1969 fire at The Rose and Crown Hotel in Saffron

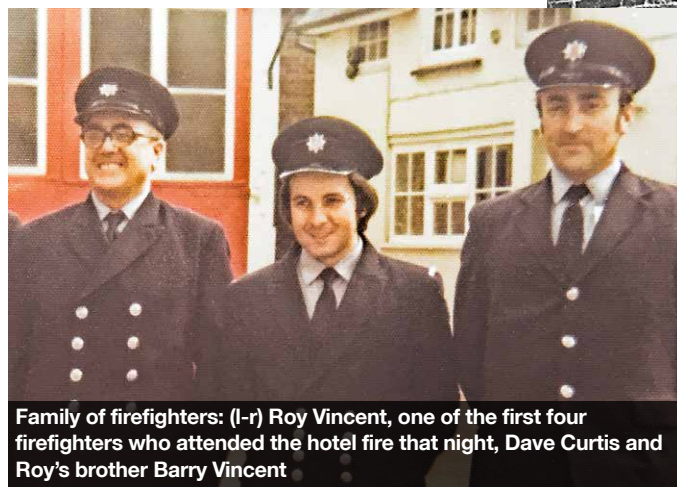
Walden, where 33 people were sleeping, helped to spur new laws to make hotel guests – and staff – safer.

As so often in the history of fire safety legislation, tragedy prompted change – eventually. The Fire Precautions Act of 1971 came into force the following year. It was intended to streamline legislation and to beef up fire safety. Its first order covered hotels and boarding houses. Now, for the first time, if more than six people were sleeping on the premises, owners would have to get a fire safety certificate from the fire brigade. And that meant rigorous inspection backed up with enforcement powers.

## SHOUTS AND SCREAMS

An overheated TV in the hotel lounge was identified as the most likely cause of the blaze, which ripped through the fifteenth century building, trapping people on upper floors. Many of those who died were on the second and third floors, engulfed by heat and smoke.

Shouts and screams woke hotel manager Emil Landsman, according to the *Daily Mirror*'s front page splash HORROR AT THE HOLIDAY HOTEL. Although "choking with the smoke", he managed to shout "fire" and "clamber down a drainpipe" onto the first-floor roof, get a ladder and help his wife and teenage son to safety. He then took the ladder to a couple screaming for help on the first-floor. As he rescued them, a body fell from above.



Family of firefighters: (l-r) Roy Vincent, one of the first four firefighters who attended the hotel fire that night, Dave Curtis and Roy's brother Barry Vincent

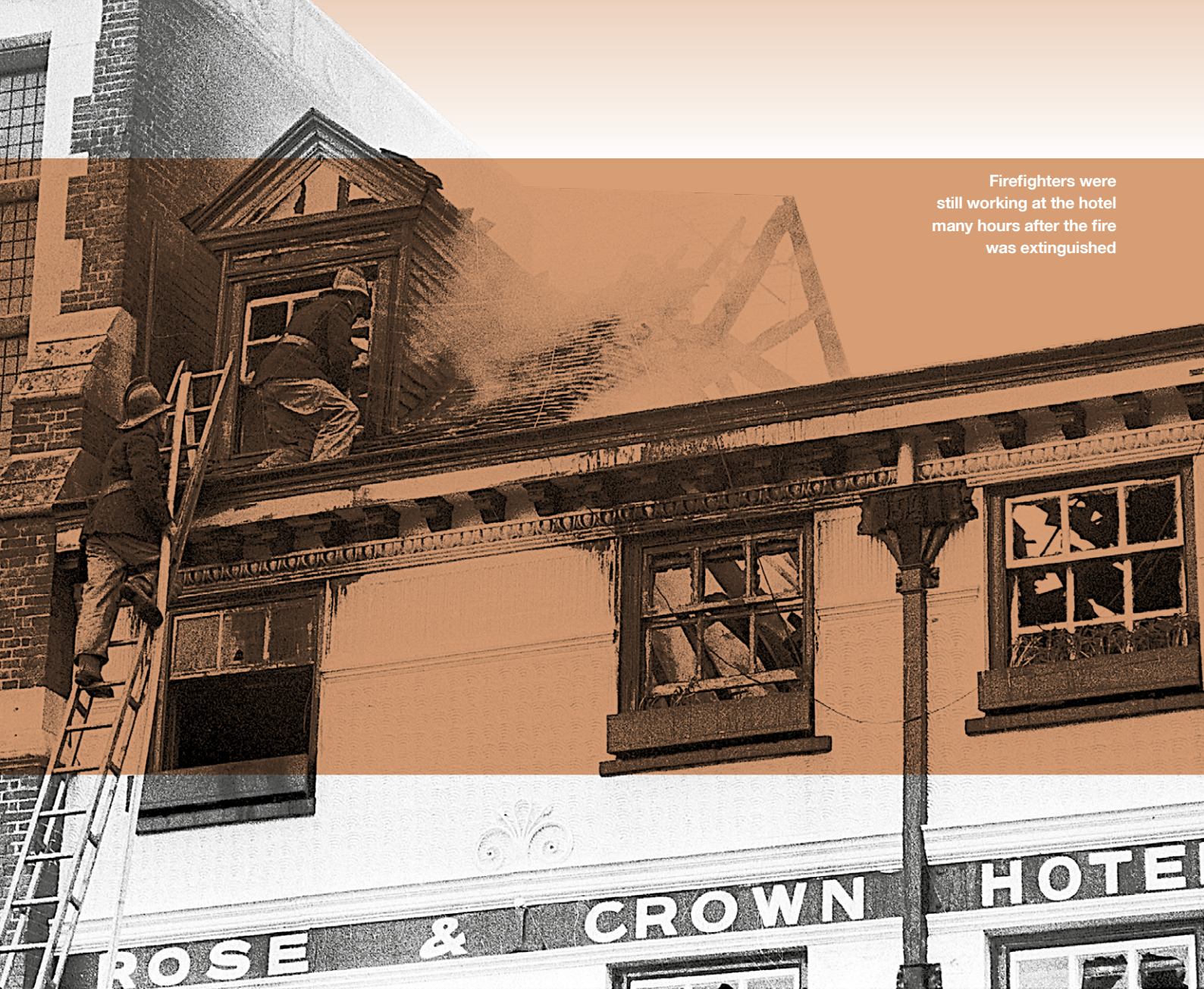
The head waiter fell to his death from a top floor window as the fire took hold.

Those who died that night included a local pensioner and her sister, visiting from Fulham in London, celebrating Christmas together, a 40-year-old businessman from America, a 19-year-old woman from Walthamstow and a couple from Spalding.

According to the hotel receptionist, who returned from a party when the hotel was well ablaze, following a sumptuous Christmas lunch guests were served a cold buffet supper of pheasant, turkey, ham and pork, then drinks as they chatted before turning in. She was astonished to see survivors wandering around the market square, looking for "a mother, a wife, a daughter or a husband".

Saffron Walden fire station was just 200 yards away and the first emergency call came through at 01.47. The first Saffron Walden appliance arrived at 01.52 with four retained crew members first at the scene – but there were 10 pumps and 75 firefighters in attendance as the night progressed and the devastation and loss of life became evident.





Firefighters were still working at the hotel many hours after the fire was extinguished

Firefighters worked tirelessly, rescuing trapped guests, picking through charred remnants, and recovering bodies.

Mark Curtis, a full-time firefighter at Chelmsford, was born four years after the blaze. But he grew up knowing all about the fire that claimed 11 lives that Boxing Day morning.

He comes from a local firefighting family, starting out as retained at Saffron Walden, following in the footsteps of his granddad Roy Vincent, who was one of the first four firefighters who attended the hotel fire that fatal night.

"I know he saw people hanging out of windows and used a wheeled escape ladder to try and reach them. What he saw stayed with him," says Mark, whose father Dave and brother Paul have all served as retained firefighters at Saffron Walden station.

Mick Donovan, now 78, was a full-time firefighter based at Harlow when he attended the aftermath of the fire a day and a half later. "It was a real mess. We found floors gone, windows gone. We were there clearing out, sifting through. There were still 'hot spots' in the building."

Mick comments: "They always say 'it must never happen again', and that 'something must be done'. But I was glad to see that the 1971 legislation came in. What happened at The Rose and Crown that night played a big part in

that." Before the fire, the Fire Brigades Union was already lobbying hard for a modernised system of fire safety, urging the government to update and extend legislation.

The union said fire brigade staff should have the power to inspect and enforce fire safety in hotels and boarding houses – as they already did for shops, offices and railway premises.

### JAMES WATT STREET FURNITURE FACTORY FIRE

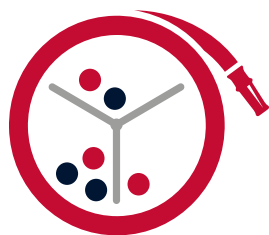
Just over a year before The Rose and Crown fire claimed 11 lives, 19 people were killed in the James Watt Street furniture factory fire in Glasgow. In its aftermath, FBU general secretary Terry Parry urged government to bring all legislation dealing with fire safety measures "into one Act".

It seemed as if government was listening when the Fire Precautions Act 1971 was brought in. But that, of course, was before the vogue for "deregulation", cutting "red tape" and removing "burdens" on business. Post Grenfell Tower, the lessons of The Rose and Crown – and the legislation it led to – could perhaps have something to teach those framing future fire safety law.

A month after the fire the ruined hotel was razed to the ground. Its site will, next year, be marked with a blue plaque.

'I WAS GLAD TO SEE THE 1971 LEGISLATION. WHAT HAPPENED AT THE ROSE AND CROWN PLAYED A BIG PART IN THAT'





# FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

# MORE OF A WIN, WIN THAN A DRAW

In only two years, the Firefighters 100 Lottery already has a remarkable record of activity to honour fallen firefighters, assist the victims of fire and to fund research that will benefit firefighters now and in the future, writes **David Wibberley**

MARK THOMAS



A red plaque was unveiled at Shoreditch fire station in east London in September. It honours Michael Lee, a crew manager from the station at just 21, who died in 1969 at a fire in a derelict war shelter in Goswell Road, Finsbury

MARK THOMAS







Dave Faust speaking about his son Billy at the FBU centenary service in Southwark cathedral

**T**he Firefighters 100 Lottery was set up to help commemorate the bravery and sacrifice of firefighters killed or injured on duty and to establish a fund for the future benefit of firefighters, their bereaved families and the fire-fighting profession.

It is now two years since the first Firefighters 100 Lottery was drawn. It has enabled the FBU to allocate an amazing £295,032.96 to good causes.

When watch manager Danny Haxton collapsed and died at work at Beckenham fire station in south east London last July, it left his wife Nikki Haxton-Jones on her own and taking care of their two children, who were 10 and eight at the time of the tragedy. Nikki had just been accepted as a trainee fire control operator in Kent fire and rescue control room.

The Firefighters 100 Lottery stepped forward with an offer of financial help for Nikki and her children. Nikki told *Firefighter* that this help has enabled her to go on and pursue her career as a control room operator.

"The money has made a massive

difference to our family life," she says. "Putting it towards childcare has allowed me to go to work and, although it has been a struggle, it has meant less stress. It is one less burden – which has allowed me to look after the kids."

The first red plaque memorial to honour firefighters who were killed in the line of duty was unveiled in East London on 1 December 2017. It commemorates the lives of Billy Faust and Adam Meere who died in 2004 and is one of a series funded by the Firefighters 100 Lottery.

### ACROSS THE COUNTRY

Plaques dedicated to the memory of firefighters who lost their lives are appearing across the country: Ewan Williamson in Edinburgh, John Donley and Tony Hall in County Durham, and Solomon Belinsky, who died in the 1941 Leeds Blitz, among others.

Dave Faust, father of Billy, attended the ceremony. He said: "Our entire family was devastated when we lost Billy – no parent should ever have to bury their child.

"We take solace that Billy, along with his colleague Adam, will be



commemorated at this unique event which would not be possible without the support from the Firefighters 100 Lottery. It means a lot to the families of firefighters who have died in the line of duty that their sacrifices are not forgotten."

The Firefighters 100 Lottery is also supporting the Firefighters Memorial Trust. The names of 45 firefighters who have died in the line of duty will be added to the National Firefighters Memorial at St Paul's cathedral in London.

Michael Lee, another red plaque recipient, died in 1969 in a roof collapse. Michael's family attended Shoreditch Fire Station on 29 September 2018, along with many retired firefighters, for the ceremony.

Michael's last words as he prepared to enter the building that was to take his life were: "Kids started this. Come on. They might still be in there". The roof collapsed and he died instantly.

It seems apt that the lottery was on hand to honour Michael and was also there to provide help and support for the children and community at Grenfell when their world collapsed.

The Firefighters 100 Lottery provided support to the community including Kids on the Green, Solidarity Sports and the Dale Youth Boxing Club, as well as supporting firefighters struggling to cope in the aftermath of the tragedy.

## SKIN RECONSTRUCTION

The lottery also supports ground-breaking research into skin reconstruction by the Restoration of Appearance and Function Trust (RAFT) charity. Sarah Lavene from the charity said: "We will be able to help more burns victims now. The donation of £10,000 will help us develop our life-changing treatments."

Several studies have demonstrated the credibility of statistically higher rates of cancers in firefighters compared to the general population.

Much of this research was carried out in Australia, Canada and the United

States, countries that have invested heavily in time and resources looking at this issue. When the FBU has referred to this research, some parties have claimed that different working practices make this evidence questionable.

Funds from the lottery will, for the first time, allow the FBU to commission research into occupational cancers in firefighters in the UK.

The project will help to raise the profile of fire effluents and carcinogens (the study of factors that cause degeneration in offspring) and identify harmful components within fire effluent, evaluate decontamination methods and assess potential exposure routes.

## PROFESSIONAL RESEARCH

Any lottery money made available for cancer research is not a donation to a cancer charity, it will be to commission professional research into the contaminants, toxins and cancers affecting the UK's firefighters, past, present and future.

The Firefighters 100 Lottery is also backing the fire station gardens scheme (Firefighter Oct/Nov 2018) by providing grants to firefighters to develop their own plots.

Gardens and gardening are increasingly recognised for the importance they play in mental health.

Sean Starbuck, FBU national officer, is urging senior fire service managers to support and work with the union on this project.

At least 50p from each lottery ticket goes to good causes compared with 28p from the National Lottery and 20.2p from the Health Lottery. Unlike the National Lottery you don't have to be in the Firefighters 100 Lottery to "win" it.

Firefighters, their families and their communities who have been affected by fire are winning too, with the support, recognition and research the Firefighters 100 Lottery helps fund.

■ **For your chance to win, and to support the work of the lottery's good causes, get your tickets at [www.firefighters100lottery.co.uk](http://www.firefighters100lottery.co.uk)**

FUNDS FROM THE LOTTERY WILL,  
FOR THE FIRST TIME, ALLOW THE  
FBU TO COMMISSION RESEARCH  
INTO OCCUPATIONAL CANCERS IN  
FIREFIGHTERS IN THE UK



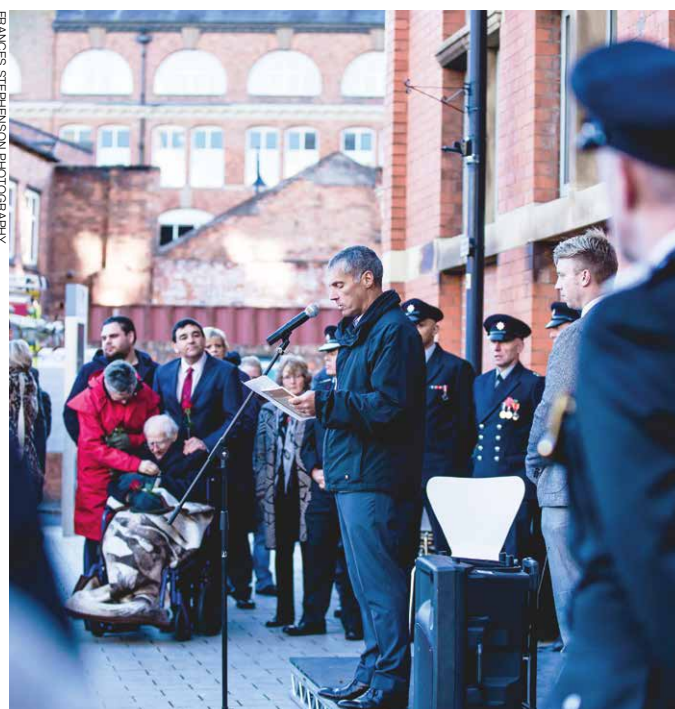




**Matt Wrack, FBU general secretary, attended the unveiling in Belfast of a plaque dedicated to firefighters who have died in the line of duty in Northern Ireland**

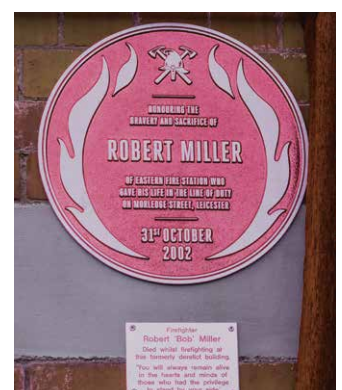


FRANCES STEPHENSON PHOTOGRAPHY



**Far left: Retired members' group, Shoreditch fire station**

**Left and below: Retired CFO Dave Webb speaking at the unveiling of a red plaque in honour of Bob Miller, who died tackling a fire in a disused factory in Leicester in 2002, with Bob's father, brother and sons in the foreground**





# HEART DISEASE

## KEEP YOUR HEART AND ARTERIES HEALTHY

**Ashleigh Li**, senior cardiac nurse at the British Heart Foundation, advises on how to protect yourself from heart and circulatory disease

It starts with atherosclerosis, the condition that causes most heart attacks and strokes.

Atheroma, a fatty material, builds up in artery walls and narrows them. Arteries can become so narrow that they cannot let enough blood through.

Atherosclerosis can cause:

**Angina** – pain or discomfort in your chest. Some people feel the pain in their arm, neck, stomach or jaw. It occurs when heart muscles are not getting enough blood.  
**Heart attack** – if fatty material breaks down and a blood clot forms, it can block your artery and cut off the blood supply to your heart.

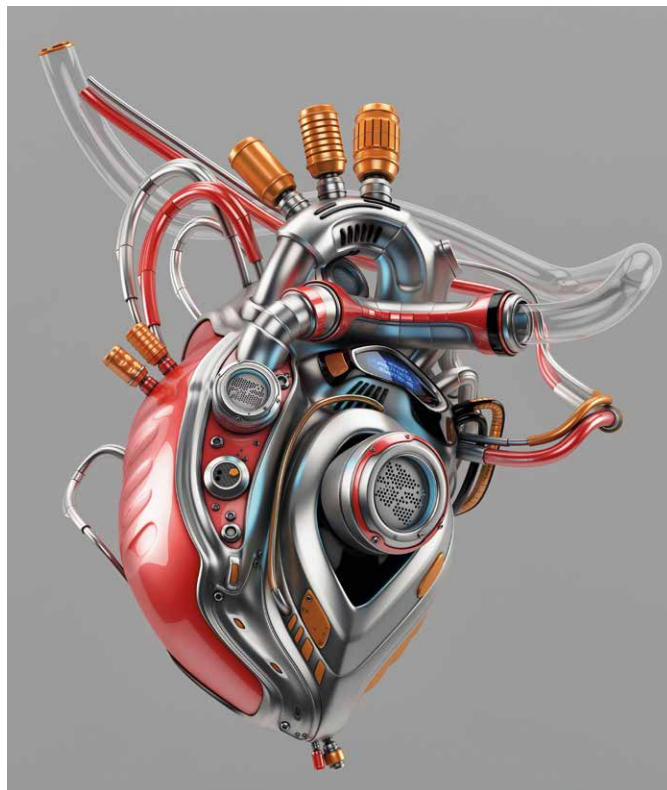
**Stroke** – if the same thing happens in blood vessels supplying the brain, it can cause a stroke. If the blood supply is limited for a short time this can cause a mini-stroke (a TIA).

**Peripheral arterial disease** – leg muscles cannot get enough blood. This can cause pain in calves, hips, buttocks and thighs – usually when walking or exercising.

### EXTREME HEAT

A British Heart Foundation (BHF) study found that exposure to extreme heat while firefighting increases blood clotting and the risk of a heart attack.

The research team believes



that the increase in clotting is caused by a combination of fluid loss in sweat and an inflammatory response resulting in blood becoming more likely to clot.

BHF is calling on fire services to limit the time an individual spends tackling a blaze, as well as helping firefighters to cool down and rehydrate after exposure.

### BLOOD PRESSURE

High blood pressure is not usually felt, but, if you have it, you are more likely to develop heart disease or have a stroke.

### CHOLESTEROL

Cholesterol is a fatty substance in the blood, produced naturally in the liver.

Every cell in our body uses it and some of this cholesterol comes from food.

There are two main types – one is “good”, the other “bad”. Too much “bad” cholesterol can clog up arteries.

Eating too much saturated fat and trans fats can increase your total cholesterol level and your non-HDL cholesterol (bad) level, increasing the risk of fatty deposits in your arteries.

Saturated fat is found mainly in butter, lard, fatty meats, cheese, cakes, biscuits, and palm and coconut oil.

Trans fats are usually found in processed foods like biscuits, cakes, fast food and some margarines and spreads.

You can replace these fats with the healthy monounsaturated and polyunsaturated fats such as olive, rapeseed or sunflower oils and spreads, vegetable oil spreads, nuts, seeds, and oily fish.

Wholegrains and foods

that are high in soluble fibre can help lower cholesterol, these include: oats, beans, pulses, lentils, nuts, fruits and vegetables.

### MANAGING STRESS

Putting yourself at risk is stressful and, even if you do it every day, your body will still react with a stress response.

No matter how long you have been in the fire service, it is vital to have coping mechanisms. To work and function in high pressure situations, you need to look after yourself.

Experiencing stressful situations and working shifts that constantly change waking hours result in the body producing a stress response – “fight or flight” – and releasing a surge of hormones.

This can make people gravitate towards foods that are high in fat and sugar, alcohol, or cigarettes. This just makes us unhealthier.

We are not always conscious of stress, it can be an undercurrent that, unless you stop and think and try to understand it, you may not register.

Healthy ways to cope, include enjoying exercising outside of work, eating healthily and mindfulness, meditation or yoga.

Talking with a counsellor or trusted friend can help, as can a support network of friends and family, who can take your mind off work when you need to.

### HEALTH CHECK

People over 40 are eligible for a free health check with your GP. This can help to spot early signs of stroke, kidney disease, heart disease, type 2 diabetes or dementia.



# THOMPSONS A HISTORY OF SOLIDARITY

**Gerard Stilliard** of Thompsons Solicitors on a century of partnership with the FBU

The histories of Thompsons and the FBU have been entwined almost from the date we were established – the FBU in 1918 and Thompsons three years later.

In 1941, the FBU and Thompsons shared offices in Bedford Row, in Holborn, London. When the National Fire Service was set up that year, it was suggested that the FBU might have to disassociate from the Labour Party and TUC. Advice from our founder, WH Thompson, was pivotal in ensuring the Home Secretary dismissed that suggestion.

Only last month, we were delighted to welcome FBU general secretary Matt Wrack as the keynote speaker at our annual partners' meeting.

## OUR WORK WITH THE FBU

In 1975, Arthur Charles, a Thompsons solicitor, explained to the FBU conference the philosophy that he had followed since the 1950s. It is still true today: "We made brigades realise that if they do not work properly, if they do not devise a safe system of working, people are going to be injured and it is going to cost [them] money."

In the 1980s, we took the case of Ogwo all the way to the House of Lords. It established that an occupier of premises who negligently allows a fire to break out

would be liable if a firefighter is injured tackling the blaze.

The case of Hale v London Underground Limited (1992) established that firefighters should receive a special award for loss of congenial employment if their injuries required them to give up the work which they loved. This case arose out of the 1987 Kings Cross fire. In its aftermath, Thompsons worked with the FBU for improved safety standards, including better personal

others (2009), were also important victories for FBU members.

In the first, we convinced the Court of Appeal that firefighters should not be forced to take on non-firefighting work if injury renders them incapable of firefighting.

In the second, working with the FBU, we defeated an argument from the London Fire Brigade that a firefighter, who, because of injury, was unable to carry out some

as auxiliary paramedics, as such roles were outside their contracts.

Earlier this year, in the South Yorkshire CPC case, together we put a stop to the employer's unlawful attempt to impose a working week of 96 hours of effectively continuous duty, arguing successfully that the High Court should declare that the shift system is contrary to the rights of firefighters under the Working Time Regulations.

Far too often in recent years, we have found ourselves grappling with issues arising from the deaths of firefighters in the line of duty. In each of these tragedies we exposed the catastrophic failures of duty by building owners and others.

## GRENFELL DISASTER

We are representing and advising the union and its members in connection with the public inquiry into the Grenfell Tower disaster. Thompsons is proud to assist the FBU in its fight for truth and justice for the 72 residents who died, the bereaved and the wider community, and to ensure that Grenfell is a turning point for better regulation and an end to

the austerity policies that have so weakened standards of fire cover.

We have been privileged to be witness to the courage of FBU members and to see the wonderful support they and their families receive from the FBU.

We join all those congratulating the union on its centenary and will continue our solidarity with firefighters and their families for many years to come.

# FIREFIGHTERS



## FIRE BRIGADES UNION CENTENARY 1918–2018

protection equipment.

Smoker v LFCDA (1991) was another joint victory, ensuring that workers who have paid into a pension do not have to account for that pension when claiming future wage loss. This case has often made a huge difference to the financial position of firefighters retired on ill-health grounds.

The pensions cases of McCalman and Lockwood (2000) and Marrior and

aspects of their job, could be dismissed without a pension.

In 2006, we won the retained firefighters' pension case of Matthews. Matt Wrack described it as a "momentous decision [that] paves the way to ending 60 years of discrimination".

Bull (2007) was an important case in which the Court of Appeal, ruled that firefighters could not be required to work as "co-responders", for instance

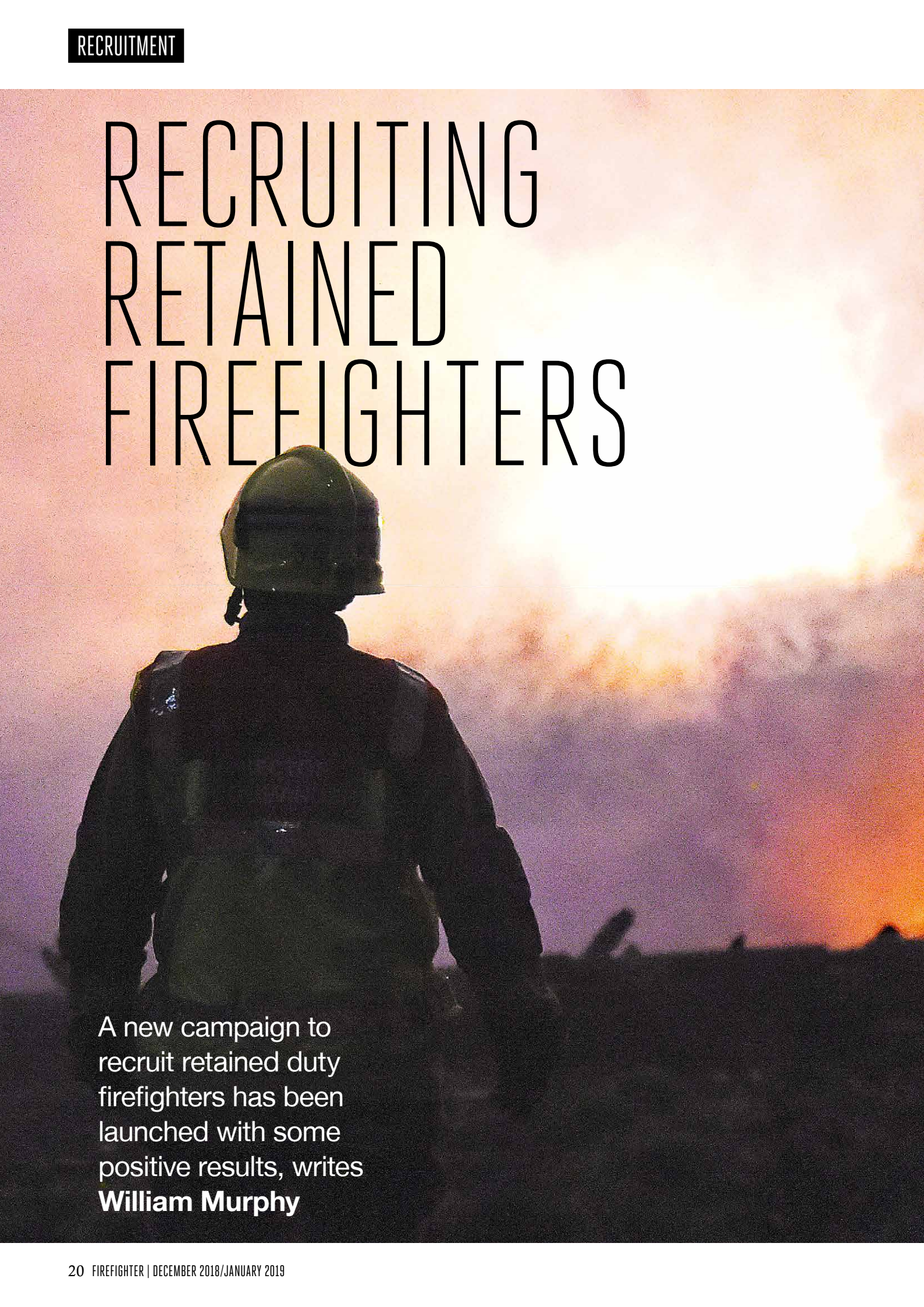


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# RECRUITING RETAINED FIREFIGHTERS



A new campaign to recruit retained duty firefighters has been launched with some positive results, writes **William Murphy**





Six-pump fire at a farmhouse in Whitstone, Cornwall – rural areas are finding it particularly difficult to sign up retained duty service firefighters

BARNET DAV

Recruiting retained firefighters has been, for some time, an arduous process. Practically every fire and rescue service across the UK that operates the retained duty system (RDS) has been unable to meet recruitment targets. The reasons are complex.

Fire and rescue services, particularly those in rural areas, find it difficult to sign up recruits who are available to be called into action for the 120 hours a week of a typical full-rate contract.

It is a huge commitment both personally and professionally. In addition, many employers would balk at the idea of staff being called out to respond to emergency incidents at any moment.

Over the past 30 to 40 years many jobs have moved into towns and cities with people commuting longer distances to their workplace. It all makes life as a retained firefighter rather difficult.

So, what is the solution? A new recruitment campaign is under way. The Home Office launched a website ([oncallfire.uk](http://oncallfire.uk)) in August that became the first ever national portal for new recruits to express an interest in signing up.

## LACK OF AWARENESS

While the FBU highlights the issue of pay in the retention of RDS firefighters, Fire England says its research shows the biggest barrier to recruitment is the lack of awareness about what retained firefighters are, and what they do. Put simply, the average person in the street draws a blank if faced with the term. So, for the purposes of the campaign, the title on-call firefighter has been adopted.

"The wider public are completely unaware," says Paul Illman, who manages the on-call support team at Hampshire Fire and Rescue Service, and is a part of the working group behind the campaign.

"We had to think a lot about how we branded this campaign. On-call firefighter is a much clearer term to potential recruits. People instantly get a feel for what the role is."

The campaign is also making use of modern technology using targeted adverts on Facebook, Twitter and Instagram to reach out to potential recruits who are based near retained fire stations.

For instance, if Illman was recruiting in Hampshire he could target adverts to appear in the newsfeeds of people who live

or work within four minutes of a station, the "call-out" time standard. It means resources can be focussed on people most likely to meet the requirements of retained duty service.

Targeted advertising also makes it possible to focus on groups that are under-represented in the fire service.

Only a few weeks into the campaign, there was a 50/50 split between men and women who registered their interest in becoming a retained firefighter. Previously that figure was 80/20 men to women.

The Fire Brigades Union not only supports the campaign but has been integral to its development. Paul Revill, the chair of the FBU's national retained committee is part of the working group behind the campaign.

"It is increasing public awareness of what retained firefighters do and that there are positions open across a lot of the country," he says. "That can only be a good thing."

## GREY BOOK TERMS

Revill's only reservation with the campaign is the use of the term on-call firefighter. "We use the title retained firefighter because that is what the grey book terms the duty system we are on," he says. "It gives us protection and we have to be aware of people re-terming our job titles ad hoc."

"But for a public-facing campaign, on-call firefighter is much more understandable to your regular person on the street. However, retained is still king. On-call is just used for branding purposes."

With more retained firefighters, there should come more FBU members. The union's retained committee national secretary Pete Preston says the potential to grow union membership is stronger than ever as a result of the campaign.

"The FBU has been one of the biggest supporters of retained firefighters having won them so many of the rights they enjoy today, such as part-time workers and pension rights," he says.

"We hope to sign up new recruits and keep the forward march going. However, recruitment is just one strand of the problem. Retention of RDS firefighters is an equally pressing issue. A significant investment in pay is needed to solve this – in particular the retaining fee."

"Pay is often cited by firefighters leaving the service as the biggest factor in their decision to resign. It is difficult for members to justify the increasing levels of commitment required against a declining income."

"This is the result of much lower call rates and the periods of time that stations are often off the run because of understaffing."

"The pressures of providing cover have rarely been higher, yet the reward from this commitment has been in freefall for many years. Retaining our members' services will require a significant investment in the retaining fee currently offered."

Retained firefighter Ian Chadd at an open barn fire with 10,000 litres of heating fuel alight in Cranleigh near Guildford, Surrey

JOHN NICHOL





Members of the team at the award ceremony (l-r) Phil Manders, Gemma Wood, Richard Brown, Chris Hill, Jamie Keane, Matt Ward, Joe Poynton, George Berry, Andy Smith, Bryan Campbell, Nick Minshull. In front: Shyam Rana and John Conway

## FIREFIGHTERS WIN PRIDE OF BRITAIN AWARD

Fifteen firefighters from the West Midlands were honoured with the *Daily Mirror* Pride of Britain emergency services award in November.

They saved the life of 31-year-old Phil Ewins, who suffered a terrible accident as he drove to propose to his girlfriend.

He found himself pinned to the seat of his mangled car with a 10-foot railing piercing his back and chest.

Alone, and with his phone out of reach, all he could do was wait for someone to find him. A motorist saw him and called the emergency services.

Within minutes the 15 firefighters

had arrived and for the next hour calmly navigated their way through a series of split-second life-or-death decisions.

"Throughout I felt like they had a plan and they were confident of what they were going to do: get me out," says Phil. "There was a lot of communication going on. It was a very deliberate thought-out process."

After making an amazingly quick recovery, Phil tracked down the crew, meeting them at Highgate fire station in Birmingham to thank them in person.

"I'm so happy they're going to get some recognition for what they did for me, because if anybody deserves

the definition of a hero, it's these guys – they're lifesavers, ones that are definitely under-appreciated".

Crew manager Joe Poynton from Highgate said: "Although it was a remarkable night and the story had a happy ending, with the firefighters involved in the rescue being invited to the couple's wedding.

"As incidents go it was not unusual. Firefighters perform this kind of rescue daily, but their work generally goes unnoticed, with no pat on the back.

"The firefighters who attended the Pride of Britain ceremony went as representatives of the blue light services".

## GRENFELL PLAY IS PASSIONATE DEFENCE OF SOCIAL HOUSING

The script of a powerful, play set around the Grenfell Tower fire is to be published in the spring.

*The Burning Tower* was performed by SPID Theatre Company which is based at Kensal House, a modernist housing estate built in 1938, that stands a mile from Grenfell in west London.

It toured council estates around the country with support from the Bush Theatre based in nearby Shepherd's Bush and Arts Council England.

Tickets sold out and national papers gave it

four-star reviews. Now Methuen is publishing the text so "a passionate defence of social housing" (*The Guardian*) can reach new audiences.

Writer Helena Thompson set up SPID (Social Political Innovative Direct) in 2005. It is an award-winning youth charity creating high quality community art working with residents of social housing.

Interviews with people who lived in Grenfell Tower and surrounding estates by young members of SPID helped to inspire the play.

The charity was also on the scene at the time of the fire, directing people to safety. Its community rooms still provide a safe space for former residents to meet.

SPID has also founded the Grenfell Matters campaign to ensure that victims of the disaster are not forgotten and to fight for more investment in social housing.

A campaign, Estate Voices, will equip residents with the skills to fight for better housing rights.

"We must unite. We must never be cowed," says

Thompson. "We are brave and we believe it's possible to bring about change."

Naomi Israel, assistant producer of *The Burning Tower*, lives near Grenfell and lost two friends in the fire.

"I can't allow my friends' death to be another statistic," she says. "People continue to suffer and it's important that we shape the narrative around what happened, the terrible loss of all that talent and potential because it wasn't worth spending enough on safe cladding".



# STATION CAT BOSSSES WHO KEEP QUIET AND A BIRD THAT CAN'T

False alarm:  
African Grey  
parrot Jazz has  
a gift for mimicry  
– see Hot jazz



## SILENT WITNESSES

Your Cat was perusing her morning papers when she came across a story about the engineering firm WPS. It had been contracted to test the cladding used on Grenfell Tower.

Apparently, to gain the contract, bosses at WPS were forced to sign a “gagging” order preventing them from criticising both Theresa May and her government. The gag was one of hundreds imposed on charities and companies to ensure the government is not publicly criticised.

Writer David Nicholls may have hit the nail on the head when he said: “if you have to keep a secret it’s because you shouldn’t be doing it in the first place”.

At least firefighters, when things are not quite as they should be in our own brigades, can turn to social media and highlight our concerns.

Oh! Hang on! Wait a minute! Err ...

## TRUMP SHOWER

Firefighters in California have not only been battling the most devastating wildfires in American history, they have found themselves having to rebut their president’s “ill-informed and distorted” tweets. Trump has taken to social media to blame the unprecedented loss of life and property in California on “the gross mismanagement of the forests”.

There was little chance of fires in northern France when the President visited for a Great War commemoration.



US President Donald Trump did manage to attend one French war memorial ceremony in the wet – but that was in Paris. The one he missed would have involved a 50-mile journey

A rain shower was apparently so heavy that it forced the leader of the mightiest nation on earth to pull out of a ceremony to pay his country’s respects to US marines who died in that war.

Your Cat is sure that we have all been on jobs where we would rather have stayed in our nice warm, dry fire station than face the elements.

It’s “Lest We Forget” not “Let’s Not Get Wet”

## CUTTING EDGE SCIENCE

Cheshire’s recently retired chief fire officer, Paul Hancock, received an honorary degree of Doctor of Science (DSc) in November from the University of Chester in recognition of his outstanding contribution in that job and as president of the Chief Fire Officers Association. During his time Paul, along with the fire

authority chair, Bob Rudd, made unprecedented cuts in firefighter numbers, at the same time as public sector pay restraint was imposed on all of the staff except himself and his deputy.

Perhaps DSc actually stands for Didn’t Stop Cuts.

## WOULD I DRIVE 500 MILES?

Your Cat, like many others likes to tour Scotland. But news has just reached her of a group of people who may not share this passion. Scottish firefighters! According to my Scottish cousin, all is not bonnie in the Scottish fire service.

With no rope rescue capability in northern Scotland, two crews were faced with journeys of over three hours on blue lights when they responded to a recent rope rescue incident in the Highlands town of Dingwall.

The nearest rope rescue teams were a crew from

Lochgelly in Fife (150 miles) backed up by a crew from Tollcross in Edinburgh (170 mile). Google it!

The crews responded to the incident at around 09.30 hours and returned to station after 01.00 hours the following morning.

Due to the lack of resources this meant an 18-hour shift for the crew. I am not surprised my Scottish cousin is wild!

## PENSION PLANNING

North Yorkshire Fire and Rescue Service (NYFRS) has recently said goodbye to chief fire officer Nigel Hutchison and assistant chief officer Owen Hayward.

The day before the CFO retired, NYFRS was advertising for a pensions administrator/manager. Your Cat hopes that the massive pay rises (£35k pa) awarded to some NYFRS senior managers last year have not put untoward pressure on the service’s pension scheme and created too much work for its staff.

## HOT JAZZ

Crews from Daventry, Northamptonshire, recently attended a property on three separate occasions after a smoke alarm was heard.

Each time the crew checked the detector, cleaned it and left.

They eventually discovered that the “alarm” was coming from property owner Steve Dockerty’s African Grey parrot, Jazz, who had taken to imitating the alarm. Obviously making a good impression.





# 25-YEAR BADGES



**Alan Cunningham** (r), Cadogan, Belfast, Northern Ireland, receives his 25-year badge from Northern Ireland ONC rep Mark Watson



**Tim Richmond** (r), Enniskillen, Northern Ireland, receives his 25-year badge from regional secretary Stephen Boyd



**Colin Stout** (l), white watch, Soho, London, receives his 25-year badge from branch rep Darren Cameron (who completed his final shift at Soho the same day)



**Martin Mansbridge** (l), fire safety, Dorset & Wiltshire, receives his 25-year badge from membership organiser Scott Blandford



**Andy Whitwham** (l), Newport Pagnell, Buckinghamshire, receives his 25-year badge from brigade chair Jo Foot



**Claire Davis** (l), red watch, Forest Hill, London, receives her 25-year badge from South East area secretary Jon Lambe



**Shaun Brammer** (l), red watch, Heathrow, receives his 25-year badge from London regional secretary David Shek with colleagues looking on



**Raymond Fallon** (l), Clydebank, Scotland, receives his 25-year badge from branch secretary Rachel Rogers



**Craig Holsgrove** (l), Merseyside, receives his 25-year badge from brigade chair Ian Hibbert



**Steve Isaac** (l), white watch, Barnstaple, Devon and Somerset, receives his 25-year badge from brigade chair Scott Young



**Mark Waters** (l), Merseyside, receives his 25-year badge from brigade chair Ian Hibbert



**Ben Midgley** (r), green watch, Twickenham, London, receives his 25-year badge from SW London secretary Dave Young



**Paula Hartwell** (r), Surrey, receives her 25-year badge from officers' section rep Dave Nicholson



**Martin Wade** (r), service development centre, Nottinghamshire, receives his 25-year badge from branch rep Leigh Holmes with colleagues looking on



**Mark Waters** (l), Merseyside, receives his 25-year badge from brigade chair Ian Hibbert



**Nev Twells** (l), Merseyside, receives his 25-year badge from brigade chair Ian Hibbert



**Lee Vandyke** (r), red watch, Rayleigh Weir, Essex, receives his 25-year badge from Mark Taylor



**Steve Jones** (r), Abergale, North Wales, receives his 25-year badge from brigade chair Blythe Roberts





**Colin Robb** (r), NSDA HQ, Dyce, Scotland, receives his 25-year badge from branch chair Colin Chalmers



**Paul Medley** (r), Abergele, North Wales, receives his 25-year badge from brigade chair Blythe Roberts



**Brian Jermieson** (r), Portlethen development centre, Scotland, receives his 25-year badge from North area organiser Leon Murray



**Mike Smith** (r), fire safety enforcement officer, East of Scotland, receives his 25-year badge from East Area secretary John McKenzie



**Michael Plumb, David Allen and Kevin Matthews**, (l-r) Warwickshire, receive their 25-year badges from brigade chair Neil Stuart and brigade secretary Steve Rule



**Julian Loader** (l), branch chair, Bury St Edmunds, Suffolk, receives his 25-year badge from branch secretary Steve Collins with members of blue watch



**Bob Calder** (l), red watch, Smethwick Green, West Midlands, receives his 25-year badge from borough rep Alex Wilson with colleagues (l-r) Aaron Holsgrove, Jenny Bird, Laura Sheppard, Alec Simpson, Chris Mason, Neil Rooker and Keith Clarke



**Andy Brown** (l), red watch, Dorset and Wiltshire, receives his 25-year badge from South West regional chair Brent Thorley with Andy Brown (centre left) Dorset and Wiltshire FRS, receives his 25-year badge from South West regional chair Brent Thorley with red watch from Westbourne and Poole looking on



**Aaron Daubney** (r), blue watch, Gainsborough, Lincolnshire, receives his 25-year badge from branch rep Leigh Street with colleagues looking on



**Kieron Egan** (l), red watch, Sutton, London, receives his 25-year badge from branch rep Martin Thompson with colleagues looking on



**Neil Hinchliffe** (r), South Kirby, West Yorkshire, receives his 25-year badge from then brigade secretary, now regional sec Dave Williams with colleagues looking on



**Steve Omar** (l), red watch, Blackburn, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie with colleagues looking on



**Liam Barker** (l), fire safety, Burnley, Lancashire, receives his 25-year badge from branch secretary John Rivett with green watch and fire safety colleagues looking on



**John Berrisford** (r), HQ, Staffordshire, receives his 25-year badge from brigade secretary Rich Williams



**Chris McCabe** (l), North Moor, Tyne and Wear, receives his 25-year badge from brigade organiser Eddie Harrison



**Mark Campbell** (l), red watch, South Shore, Lancashire, receives his 25-year badge from brigade chair Andy Hewitson



**John Oates** (r), red watch, South Shore, Lancashire, receives his 25-year badge from brigade chair Andy Hewitson



# 25-YEAR BADGES



**Steve Harkins** (l), response and resilience, Stirling and Clackmannanshire, Scotland, receives his 25-year badge from East area secretary John McKenzie



**Graham Nelson** (l), fire safety, western area, Lancashire, receives his 25-year badge from brigade chair Andy Hewitson



**Chris Darby** (r), Brierley Hill, West Midlands, receives his 25-year badge from Andrew Nixon



**North Wales brigade chair Blythe Roberts** (r), receives his 25-year badge from FBU general secretary Matt Wrack at the 2018 annual conference in Brighton



**Mark Birkin** (l), retained, Blidworth, Nottinghamshire, receives his 25-year badge from East Midlands RDS rep Phil Williams with colleagues looking on



**Glyn Purdie** (l), Greater Manchester, receives his 25-year badge from Whitefield branch rep James Cheverton with watch members looking on



**Dick Friend** (l), Grantham, Lincolnshire, receives his 25-year badge from brigade organiser Stephen Waters with colleagues looking on



**Lee Spencer-Smith** (r), West Sussex, receives his 25-year badge from brigade secretary Antony Walker and brigade chair Mick Cambers with (back l-r) Andrew White, Ed Fox, Neil Holland and Pawel Kosla and (front l-r) Graham Lincoln, Antony Walker, Lee Spencer-Smith and Mick Cambers



**Douglas Black** (r), Oban, Scotland, receives his 25-year badge from branch secretary Donald MacLean



**Mick Cambers** (r), West Sussex brigade chair, receives his 25-year badge from brigade secretary Antony Walker and brigade organiser Pawel Kosla with (back row, l-r) Lee Spencer-Smith, Andrew White, Ed Fox and Neil Holland and (front row, l-r) Graham Lincoln, Antony Walker, Mick Cambers and Pawel Kosla



**Erol Mehmet** (r), white watch, Kingston London,, receives his 25-year badge from south west area secretary Dave Young



**Dave Rice** (r), Surrey, receives his 25-year badge from officers' section rep Dave Nicholson



**John Cooper** (r), Surrey, receives his 25-year badge from officers' section rep Dave Nicholson



**Scott Lynn** (r), East Kilbride, Scotland, receives his 25-year badge from west area secretary Seona Hart



**Martin Feenie** (r), East Kilbride, Scotland, receives his 25-year badge from west area secretary Seona Hart



**John Morgan** (l) Aberdeen officers' branch, receives his 25-year badge from Scotland EC member Chris McGlone



**Alex McKinley** (r), Inverness officers' branch, receives his 25-year badge from Scotland EC member Chris McGlone



# 40-YEAR BADGES

The first members to receive a new badge, marking 40 years of FBU membership, were presented with them by president Ian Murray (l) and general secretary Matt Wrack (r) at the union's centenary event on 13 October 2018



**Roger Cummings**, Old Kent Road, London Fire Brigade, (soon to retire)



**Richard Hanratty**, Devon & Somerset FRS HQ



**John McGaw**, New Galloway, Dumfries and Galloway, Scotland FRS



**Harold Prouse**, fire safety, Merseyside FRS



**Pearl Fleming**, fire control, recently retired from Northern Ireland HQ



**Chris Hockaday**, Greenbank, Plymouth, Devon and Somerset FRS



**Joseph McKenzie**, fire safety, Merseyside FRS



**Brian Reardon**, Croydon, London Fire Brigade

## FBU REGIONAL OFFICES

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020 7359 3638, london@fbu.org.uk

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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.

**T THOMPSONS SOLICITORS**

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.





# CEN **TEN** ARY — DAYS OF — CHRISTMAS

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2018

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