

FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | DECEMBER 2020/JANUARY 2021



FIRES



PANDEMICS



**TERRORIST
ATTACKS**



**DEADLY
CLADDING**



FLOODING



**INDUSTRIAL
DISASTERS**



WILDFIRES



**ROAD TRAFFIC
COLLISIONS**

**WITH 11,237
FEWER
FIREFIGHTERS**

FUND THE FRONTLINE

FOR THE THREATS OF TODAY AND TOMORROW SEE P8

NEW PAY FREEZE SEE P4

FBU CONTAMINANTS RESEARCH SEE P12





MATT WRACK

A HUGE CREDIT TO OUR PROFESSION

This year has been a difficult and trying one, and first and foremost I want to send all my best wishes to all those who have lost a loved one during the pandemic. As we approach a new year, and with positive reports about the development of a number of vaccines, I hope that 2021 can be a safer and much happier one for all.

I also want to pay tribute to all of our members who have gone above and beyond in delivering Covid-19 response work – and of course to all those who have ensured that core fire and rescue service functions were able to be delivered throughout. You are a huge credit to our profession and you should be very proud.

CONTAMINANTS

In late November, we were incredibly proud, alongside the University of Central Lancashire, to launch the interim report into contaminants exposure and the link with cancer amongst firefighters.

We all know of a colleague who has been affected by this disease, and this report is dedicated to them.

The report, which included a survey of more than 10,000 serving firefighters, showed that prevalence of the disease was four times higher than amongst the general population.

The scientists who authored the report put forward several urgent recommendations to fire and rescue services, alongside a number of behavioural changes required amongst firefighters.



A University of Central Lancashire scientist tests firekit for contaminants

From fully risk-assessed decontamination procedures, to the proper cleaning of PPE and equipment, it will be a matter of practice and process to ensure the report's recommendations are implemented.

You can read a special feature on our contaminants project on pages 12 to 15.

FUND THE FRONTLINE

I would also like to take the opportunity to thank all those who got involved in our campaign to #FundTheFrontline.

Over 5,000 emails were sent to MPs urging them to back our campaign and get the fire and rescue service the funding it needs.

Just before we went to print on this edition of *Firefighter*, chancellor Rishi Sunak came to Parliament to deliver his comprehensive spending review and, as had been rumoured, confirmed

that a pay freeze would be introduced next year for public sector workers, except those in the NHS.

This is nothing short of disgraceful, and a huge slap in the face for all those who have stood up to get this country through the pandemic.

We were well aware of the scale of the challenge we faced in this campaign since the Conservatives have an 87-seat majority in the House of Commons.

But that will not stop us developing and building our case for investment to protect jobs and deliver the professional pay we need.

You can read more about our reaction to the chancellor's spending announcements on page 4.

GRENFELL

The evidence revealed at the Grenfell Tower inquiry became more and more damning over the past

few weeks with corporate corruption and collusion being laid bare for all to see.

Arconic, the makers of the flammable cladding which was wrapped around Grenfell, knew all along how dangerous it was, but decided to exploit the UK's weaker building regulations.

And Celotex, the company that made the tower's flammable insulation was shown to have falsified fire test results which saw the deadly material approved for use.

Nothing but a root and branch transformation of a rotten construction industry and system of building regulations will do.

Finally, in this last edition of *Firefighter* this year and on behalf of myself and the executive council, please accept our best wishes to you and your family and friends for the festive season and for a happy and healthy new year.



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DAVID ODISHO/LOOMBERG/GETTY IMAGES JOHN HARRIS/REPORTDIGITAL.CO.UK



MARK THOMAS

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Firefighter production team:

Tom Colclough, Anna Zych,
Lisa Irving and Alan Slingsby

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www.pefc.org

LOWER YOUR ENERGY COSTS THROUGH COLLECTIVE ENERGY SWITCHING

The **FBU Energy Switch** winter scheme is
open for registration from 1 December

The auction will be held on 9 February,
with personal offers going out from 22 February
The scheme will close on 23 March

For more information and to register go to
<https://bit.ly/FBU-energy-switch>

**Big Community
Switch**



NEWS

GRENFELL INQUIRY

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UNION LEARNING FUND

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to save lifelong
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FBU VOWS TO FIGHT ON AS CHANCELLOR FAILS TO DELIVER FRONTLINE FUNDING

SPENDING REVIEW

The FBU has told members to prepare for a tough battle ahead after chancellor Rishi Sunak all but rebuffed the union's campaign for urgent investment in the fire and rescue service and froze public sector pay.

The union's #FundTheFrontline campaign, launched in November, demanded the money to deliver at least an additional 5,000 firefighters in the next year to protect the public from growing risks such as mass flooding and wildfires driven by climate change, terrorism and the dangers posed by a crisis in building safety.

However, delivering his spending review in Parliament on 25 November, chancellor Rishi Sunak did not make any new funding announcement about the fire and rescue service.

The chancellor provoked fury by announcing a pay "pause" next year for all public sector workers outside the NHS and earning more than £24,000 per year.

The earnings of workers whose pay is "paused" will not rise in line with inflation, amounting to a real-terms pay cut.



FBU member Amit Malde took part in the #FundTheFrontline campaign launch in Westminster

The Treasury does not directly set fire and rescue service pay, but allocates central government funding for fire authority budgets. Accounting for inflation, firefighter pay is now £4,000 lower in real-terms than in 2010.

Matt Wrack, FBU general secretary, called the move a "cold, hard, slap in the face" from "the same hands that applauded key workers".

"Not only did the chancellor miss a real opportunity to deliver the levels

of funding our fire and rescue service needs after a decade of austerity, but he's threatening firefighters and other workers with another period of pay restraint – it's disgraceful.

"Going into the New Year we know we have a battle on our hands to rebuild our service and protect our members from further attacks on their terms and conditions."

Ahead of the announcement, Labour leader Keir Starmer and shadow chancellor Anneliese Dodds told Parliament that firefighters deserved a pay rise.

But Sunak said that it would not be "fair" to give a pay rise to public sector workers, who had just come out of a decade of austerity-driven pay restraint, as private sector wages had fallen during the pandemic – an argument slammed by unions as "playing divide and rule".

**'GOING INTO THE NEW YEAR WE
KNOW WE HAVE A BATTLE ON OUR
HANDS TO REBUILD OUR SERVICE
AND PROTECT OUR MEMBERS
FROM FURTHER ATTACKS ON
THEIR TERMS AND CONDITIONS'**

NO GOING BACK TO PRE-PANDEMIC SOCIETY, FBU TELLS SCOTTISH TUC

The pandemic has provided a chance to “think again”, about how to challenge the unequal society that preceded the coronavirus pandemic.

Speaking to the “online” 123rd annual congress of the Scottish TUC (STUC), Denise Christie, FBU Scotland regional secretary, warned that “there can be no going back to where we were before”.

Plans for an overhaul of Scotland’s

economy were published by the STUC earlier this year, outlining the need for community wealth building, public ownership of utilities and an emphasis on green models in the recovery.

The pandemic response was not delivered by the rich and powerful, or multinational corporations, Christie said: “It’s the working class that has led the response to this pandemic – our class and our movement”.

SOUNDING OFF

Grahame Morris, Labour MP for Easington and co-chair of the FBU Parliamentary Group says the fight for frontline resources must continue

FIGHTING FOR THE FRONTLINE

Events this year have highlighted the vital importance of supporting our frontline services. In the first wave of the pandemic alone, firefighters carried out more than 400,000 activities to support our communities.

This unprecedented increase in demand on firefighters and emergency control room staff comes after a decade of unrelenting cuts to funding and resources.

These cuts imposed by central government are a clear and present danger to public safety.

We have seen the fire service respond to an increasing number of wildfires and floods caused by a climate in collapse.

There is also the ever-present danger of major industrial or transport accidents, as well as the building safety crisis – and the threat posed by terrorism.

All this with more than 11,200 fewer firefighters, 80 fewer fire stations and the closure of a third of emergency fire control rooms.

It is clear that the fire and rescue service needs increased funding and resources to respond to all of these changing and growing threats.

Sadly, in the spending review, the government failed to step up and support this vital frontline emergency service. This despite the FBU’s demand for at least 5,000 additional frontline firefighters in the next year enjoying the support of MPs across the House of Commons – and, of course, the full backing of the FBU Parliamentary Group.

Next year does not promise to be an easy one for our frontline services with an 87-majority Conservative government already sounding off on plans to “balance the books”.

But we must continue our fight nonetheless – so that we get the funding our frontline needs.



FBU AND AMNESTY DEMAND BEIRUT BLAST ANSWERS

BEIRUT BLAST

The FBU has joined Amnesty International in calling on the UK government to press for an independent investigation into the devastating explosion in Beirut in August.

It killed more than 200 people including nine firefighters and a paramedic who had responded to an initial fire in the city’s docks. More than 6,500 people were injured.

The two organisations wrote to foreign secretary

Dominic Raab calling for a comprehensive international investigation after it was revealed that the firefighters were unaware of 3,000 tonnes of ammonium nitrate stored at the port, although several senior Lebanese officials knew of its existence.

Lebanese authorities have so far rejected calls from victims of the blast and the firefighters’ relatives for an international investigation.

Matt Wrack, FBU general secretary, said: “Each day, firefighters

across the world put their lives on the line when responding to incidents, but it is always devastating when one of them does not return home.

“The brave men and women who responded to the fire did so without being told that large quantities of dangerous chemicals were present – they were led to their deaths and unforgivably let down.

“The families of the firefighters and all those who died deserve answers.”



DAVID WOODFALL

30 YEARS OF SERVICE TO TRADE UNION MOVEMENT

STAN FITZSIMMONS

The FBU is deeply saddened to learn of the passing of former union president Stan Fitzsimmons, who died on 17 November.

Stan made a huge contribution to the union over the course of 30 years, serving as Leeds area secretary from 1966, Yorkshire



and Humber regional secretary from 1976, executive council member from 1978, and vice-president from 1982. He was elected president in 1986 and re-elected in 1990 before retiring in 1991.

He served as the chair of the national joint council for local authority fire

brigades, chair of the union's executive council, and president of conference.

Stan was a dedicated activist in the wider trade union and labour movement, and was active on Leeds Trade Council and as a member of the executive committee of the Yorkshire and Humberside TUC.

Matt Wrack, FBU general secretary, said: "Stan was a passionate trade unionist who will be remembered by the entire FBU community."

"We send our thoughts and condolences to his family and friends and know he will be greatly missed by all those who knew him."

FBU JOINS CAMPAIGN TO SAVE THE UNION LEARNING FUND

UNION LEARNING FUND

The FBU has joined forces with the TUC in a campaign to save the union learning fund (ULF), after the government announced plans to scrap the lifelong learning programme.

More than 42,000 people have signed a petition calling on education secretary Gavin Williamson to reverse the plans and allow workers to access education and skills training.

The ULF allows firefighters and their families and friends to expand their skills and employment prospects. Over 17,000 learners have benefited from the scheme, studying subjects including fitness and nutrition and digital skills.

For each £1 spent on the project, £6.93 is generated for learners and £2.63 for employers, leading to £2 in returns to the Exchequer. The economic contribution of the project is in excess of £32m and has helped to increase wages by £16.5m.

Matt Wrack, FBU general secretary, said: "In the midst of a worsening unemployment crisis, it is unbelievable that the government plans to cut one of the most effective programmes allowing workers to expand their skillset."

"Thousands of firefighters have received vital training and guidance through the union learning fund. It's crucial that the government reverses its decision."

FAREWELL TO FBU NATIONAL OFFICER

DAVE GREEN

FBU national officer Dave Green has retired after 35 years of service.

He championed firefighters and emergency control staff as

Nottinghamshire brigade secretary from 1997 to 1999, East Midlands executive council member between 1999 and 2010, and as national officer since 2010. FBU general

secretary Matt Wrack, said: "Dave has been an incredible servant to our union and we thank him for all his hard work – and wish him a long and happy retirement."



Fashion designer Dame Vivienne Westwood joined a demonstration calling for an inquiry into Zane's death

FIREFIGHTERS AND MPs RENEW CALLS FOR INQUIRY INTO BOY'S DEATH AFTER FLOOD

ZANE GBANGBOLA

Hundreds of people joined an online event to mark the 14th birthday of Zane Gbangbola, who tragically died after his home in Surrey was flooded by water from a former landfill site in February 2014.

Zane, then aged seven, and his parents were taken ill. A Surrey Fire Brigade specialist incident team discovered that their home was infused with 25,000 parts per million of hydrogen cyanide gas, a level campaigners say is

many times greater than that used to kill people in WW2 death camps.

Both Zane and his father Kye suffered cardiac arrest. Kye remains paralysed from the waist down.

Speakers at the online event including FBU general secretary Matt Wrack, shadow justice secretary David Lammy and MP Richard Burgon backed the family's calls for an independent inquiry into Zane's death.

■ truthaboutzane.com



FIRE SAFETY BARELY AN AFTERTHOUGHT FOR GRENFELL CLADDING COMPANIES

Evidence to the Grenfell Tower inquiry from the companies involved in refurbishing it has shown a complete absence of fire safety considerations in the selection and installation of materials used to clad the tower.

More than three years on from the fire, the inquiry has finally heard evidence from contractors involved in the refurbishment of the tower and manufacturers of the cladding products. The witnesses portrayed an industry in which fire safety was barely an afterthought.

When asked about the regulations that govern fire safety in external walls, witnesses from Rydon (the project managers), Studio E (the architects), and Harley Facades (the cladding designers), expressed either ignorance, sketchy knowledge, or confusion, often assuming that it was the responsibility of another company in the supply chain.

With fire safety relegated to the bottom of the pile, the big players in the cladding industry were able to push their dangerous products into the market.

Arconic, the French subsidiary of a US-based company, that manufactured the building's cladding, knew how flammable it was and knowingly promoted its sale in the UK – taking advantage of our weak regulatory regime.

Celotex, which made the bulk of Grenfell's flammable insulation, falsified fire test results by using fire retardants, misleading building control bodies into granting approval.

Britain's biggest building control body, the National House Building Council, had rejected Celotex's product for use in high-rise buildings, but changed its mind after lobbying from Kingspan, which made the rest of Grenfell's flammable

insulation. This allowed Celotex and Kingspan to falsely market their products as suitable for use in buildings taller than 18 metres.

The construction, cladding, testing and certification industries conducted their operations without proper scrutiny. Under austerity, their activities went even further under the radar.

John Hoban, the Royal Borough of Kensington and Chelsea's building control inspector, told the inquiry he was unable to give the project due attention due to cuts.

In 2013, the council underwent "restructuring" that left Mr Hoban covering the work of three members of staff with more than 130 projects to oversee.

He resigned in 2017, just before the fire, and told the inquiry: "I wasn't able to do the job how I was taught to do it".

From the start of the inquiry, the FBU's legal team has argued that fire safety cannot be left to the free market and needs regulation and proper resourcing.

THE FBU'S LEGAL TEAM HAS ARGUED THAT FIRE SAFETY CANNOT BE LEFT TO THE FREE MARKET AND NEEDS REGULATION AND PROPER RESOURCING



#FUNDTHEFRONTLINE
FOR THE THREATS OF TODAY AND TOMORROW

The FBU launched its campaign on 4 November after a decade of austerity that has left the UK with more than 11,200 fewer firefighters than in 2010. The union is calling

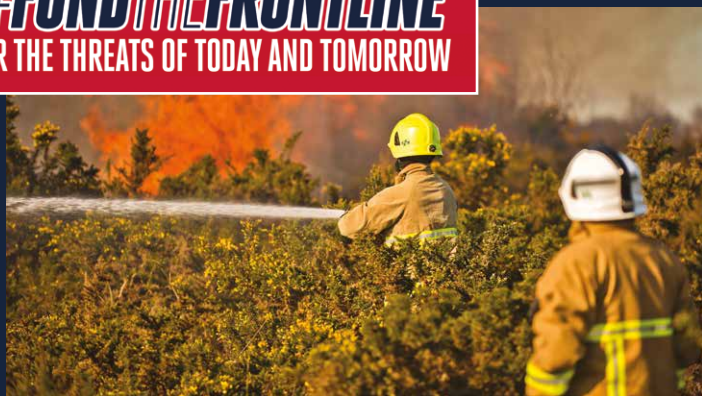


FBU general secretary Matt Wrack joined firefighters taking the message to the houses of parliament in Westminster.

on the government to invest urgently in our fire and rescue services – for the threats of today and tomorrow



#FUNDTHEFRONTLINE
FOR THE THREATS OF TODAY AND TOMORROW



FBU: FUND OUR

The fire and rescue service is facing a series of new and emerging threats. Climate change is making flooding and wildfires more frequent and more extreme. The threat of a terrorist attack has increased and the building safety crisis exposed by Grenfell is ushering in a new era of inspection and prevention work.

But without central government investment, the fire and rescue service will not be ready for these challenges, and the downwards trend in real wages and working conditions will only continue.

The last issue of *Firefighter* took an in-depth look at how the fire and rescue service is funded. But the ultimate decision of whether we have a service fit for the threats of today and tomorrow lies with the chancellor.

The last local government finance settlement, which allocated budgets from 2016/17 to 2019/20, cut annual fire and

rescue spending in England by £141.5m. Overall UK fire and rescue service funding has fallen by 38% in real terms since 2010.

With a spending review looming that would decide fire funding for the coming year, the FBU sparked its #FundTheFrontline campaign to pressure the chancellor into action and to demand immediate funding for at least an additional 5,000 firefighters and control staff across the UK in the next year.

ONLINE ORGANISING

More than 5,000 people emailed their MP to demand more money for their fire and rescue service.

Of the UK's 650 MPs, 614, representing every political party in Parliament, were contacted by constituents as part of the campaign.

A number of high profile MPs voiced support for #FundTheFrontline on social media, including Labour deputy leader Angela Rayner, former shadow

chancellor John McDonnell, shadow housing minister Mike Amesbury, Richard Burgon, chair of the Socialist Campaign Group of Labour MPs, and former Green Party leader Caroline Lucas. MPs from Labour, the Liberal Democrats, the Democratic Unionist Party (DUP), and Sinn Féin committed to relay their constituents' concerns to the chancellor.

FBU members raised concerns that Conservative MPs, including cabinet ministers Michael Gove and Dominic Raab, have either ignored requests for meetings or responded with a stock reply claiming that fire and rescue services have the funding they need, despite their constituents' warnings about the dangers ahead for firefighters.

But the FBU has been told of a small number of Conservative MPs who have voiced their constituents concerns to the chancellor, including Nick Fletcher (Don Valley), Mike Penning (Hemel Hempstead) and Jo Gideon (Stoke-on-Trent Central).



IMAGES: EDDIE HOWE AND MARK THOMAS; JESS HURD/REPORTDIGITAL.CO.UK; PA IMAGES; GETTY IMAGES

FUTURES

The FBU launched its #FundTheFrontline campaign as the Westminster government followed the failed policies of its predecessors

An FBU member from the Dorset and Wiltshire service met with their MP Robert Buckland (South Swindon), the justice secretary, to voice their concerns in person.

“He sounded empathetic to the issue, but was quick to say we’re not the only public service looking for increased funding,” they said.

“Nevertheless he agreed he would talk to colleagues within parliament and raise the issues where he could.”

'AS THE CLIMATE CONTINUES TO WARM AND ENVIRONMENT FACES COLLAPSE, IT IS CLEAR THAT OUR FIRST LINE OF DEFENCE – THE FIRE AND RESCUE SERVICE – NEEDS MORE INVESTMENT'

Just days before the chancellor was due to publish the spending review, a coalition of climate and social justice campaign groups added their weight to the FBU’s campaign.

In a letter to the chancellor, they made clear that the fire and rescue service is a “key frontline defence against climate change and the associated severe weather”.

More than 20 prominent campaign groups signed the letter, including Green New Deal UK; Greenpeace UK; Friends of the Earth; We Own It; life peer John Bird, founder of *The Big Issue*; economist Ann Pettifor; and Scientists for Global Responsibility.

“As the climate continues to warm and the environment faces further collapse, it is clear to us that our first line of defence – the fire and rescue service – needs more investment,” the group said, “starting with the recruitment of at least 5,000 frontline firefighters in the next year.”

Despite a concerted lobbying effort from FBU members and the public,

and heavy national and local media coverage, including the BBC, Sky News, and LBC, the chancellor largely ignored the demands from firefighters, climate groups, and a cross-party coalition of MPs for another 5,000 firefighters.

Instead, Rishi Sunak turned his ire on vast swathes of the public sector, announcing a pay freeze for all those outside the NHS and earning more than £24,000 a year.

While the chancellor does not set pay for the fire and rescue service, he does allocate funding from central government to employers.

FBU general secretary Matt Wrack said the proposed freeze next year was a “blatant show of contempt towards working people”.

With a longer term five-year spending review due next year, postponed due to the coronavirus pandemic, it will take more concerted campaigning to secure the investment needed to reverse the damage of austerity and rebuild a fire and rescue service fit for the future.

**KEEPING YOU SAFE FROM
CANCER-CAUSING CONTAMINANTS**

PROTECT



IMAGE: JAZZ HAYER



YOUR NECK

New FBU-commissioned research exposes the deadly risk toxic contaminants pose to firefighters

Every firefighter knows a colleague or former colleague who has suffered from cancer or another serious illness.

Fires produce a cocktail of toxic, irritant and carcinogenic chemicals in the form of aerosols, dust, fibres, smoke and fumes or gases and vapours. It should be little surprise that there are health risks to those who work in these environments.

In the United States, the plight of the first responders at ground zero on 9/11 exposed the fire and rescue sector's dirty

secret – firefighters seem to develop cancer and other illnesses at a higher rate than the general population.

In the time since, a growing body of international evidence has suggested that firefighters' work increases their risk of developing cancer and other diseases, but there has not been solid UK-based scientific research to prove it – until now.

The FBU has commissioned expert scientists from the University of Central Lancashire (UCLan) to undertake ground-breaking research to examine how UK firefighters are exposed to toxic contaminants.

Led by Anna Stec, professor in fire chemistry and toxicity, a team of UCLan scientists have now produced their first report. The findings will be a wake-up call to many fire and rescue services that have been complacent about the health risk to their personnel. But we hope that the best

THE FINDINGS WILL BE A WAKE-UP CALL TO MANY FIRE AND RESCUE SERVICES THAT HAVE BEEN COMPLACENT ABOUT THE HEALTH RISK TO THEIR PERSONNEL

practice document will bring some much-needed change in fire stations and training centres across the country.

Ahead of the report's publication, the Environmental Audit Committee recommended that the Health and Safety Executive implement its report's recommendations on improving firefighters' work environments. In response the government confirmed that it would instruct HSE to monitor the research and to ensure fire and rescue services identify risks to firefighters.

There is more work to do – and UCLan has already begun testing the toxicity of firefighters' work environments for the next stage of this research. But we are pleased to report that some fire and rescue services have already begun making positive changes.

If senior management can work closely with FBU health and safety reps to implement Professor Stec's urgent recommendations, then firefighters will be exposed to fewer toxic contaminants – and lives and health may be saved in the process.

WHAT WE FOUND

Indoor air testing at a number of fire stations and training centres highlighted that UK firefighters are still being exposed to high levels of toxic contaminants during and after a fire, as cancer-causing chemicals remain on PPE clothing, equipment, and elsewhere at the fire ground.

Test samples revealed carcinogens inside firefighters' helmets, PPE, and even breathing apparatus mask filters.

10,000

With help from the FBU, **scientists surveyed more than 10,000 currently-serving firefighters** to understand decontamination practices and the prevalence of illness in the fire and rescue service.

4.1%

of respondents had been diagnosed with cancer, compared with less than 1% of the general population. Three-quarters served for at least 10 years before receiving their diagnosis

50+

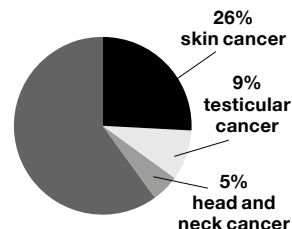
40-49

under 40

More than half were **under the age of 50** and a fifth were **under 40**

Of those diagnosed,

26% have skin cancer, the most common, followed by testicular cancer (9%) and head and neck cancer (5%)



Half of respondents do not think their station takes cleaning PPE and equipment seriously

Scientists have raised concerns about how fire-fighters are currently storing their PPE. **1 in 5** store their fire gloves in their **boots**, **1 in 5** in their **pockets**, and **1 in 10** in their **helmet**. This can spread toxic contaminants to parts of clothing that are more likely to come into contact with firefighters' skin.



WHAT YOUR SERVICE NEEDS TO DO

The report puts forward a number of urgent recommendations to be implemented by fire and rescue services:

- Every fire and rescue service must have fully risk-assessed decontamination procedures (en-route to, during and after fire incidents), and ensure all relevant staff are trained in implementing these procedures.
- All fire and rescue personnel must receive regular and up-to-date training on the harmful health effects of exposure to toxic fire effluents, and how these exposures can be reduced, minimised or eliminated.
- All services should have policies in place for the routine care, maintenance, inspection and professional cleaning of PPE.
- As a priority for preventing cross-contamination, all stations and training centres should establish and strictly maintain “designated zones” within the fire station. PPE should never be worn in areas of the station designated a clean zone, like kitchens and living quarters, and should be stored away from personal items.
- To reduce secondary exposure to toxic chemicals, fire appliance cabs and equipment from emergency response vehicles should be cleaned and decontaminated on a regular basis, especially after fires.

WHAT YOU NEED TO DO

There are also a number of recommendations aimed at firefighters. Implementing these recommendations is still the responsibility of your brigade, but all firefighters should be aware of what they need to do to protect themselves from cancer and other deadly illnesses.

- Breathing apparatus (BA) should be worn at all times while firefighting. This includes during salvage and turning-over activities after firefighting has been completed, but while the building contents are still “gassing off”. BA should be one of the last items of PPE removed during de-robing – and only after decontamination.
- PPE that has been exposed to fire, smoke, or fumes should be transported back to the station or workplace in an air-tight container to prevent cross-contamination.
- Avoid eating, drinking or smoking with unwashed hands while wearing, or after de-robing PPE that may be contaminated.
- After attending a fire, change into a set of clean, dry clothes as soon as possible, ideally before re-entering your vehicle.
- PPE should be cleaned and thoroughly decontaminated after every incident to avoid a build-up of toxic contaminants. It should be inspected for wear and damage on a regular basis, and replaced as necessary.
- You should wear a face mask and gloves when cleaning soiled equipment to protect areas of exposed skin and airways.
- “Shower within an hour” after a fire or training incident.
- Make sure you have regular health screenings and record your attendance at incidents over the course of your career, which can help monitor and manage your health in the long-term.

SID'S STORY

Sid McNally joined Essex fire and rescue service in January 1995. In 2012, when he was 48, his wife noticed a lump on his neck and insisted he go to his GP, who referred him to hospital.

Doctors took a biopsy of his neck and decided to remove the lump. After surgery, Sid was diagnosed with cancer of the base of the tongue. The consultant asked how many cigarettes he smoked per day, but Sid had never smoked.

The consultant had already diagnosed one of Sid's colleagues, Steve, with the same head and neck cancer. Tragically, Steve, also a non-smoker, died several years later.

Sid McNally says: “I feel I was lucky as my cancer was identified at an early stage. With chemo and radiotherapy treatment, I managed to return to work in just over six months.

“Sadly my mate Steve, who I'd served with on the same watch for three years, did not survive.

“Contaminants were not understood for much of my time in the service and therefore weren't taken seriously.

When I joined, we wouldn't even wear breathing apparatus when attending fires in the open, including car fires.

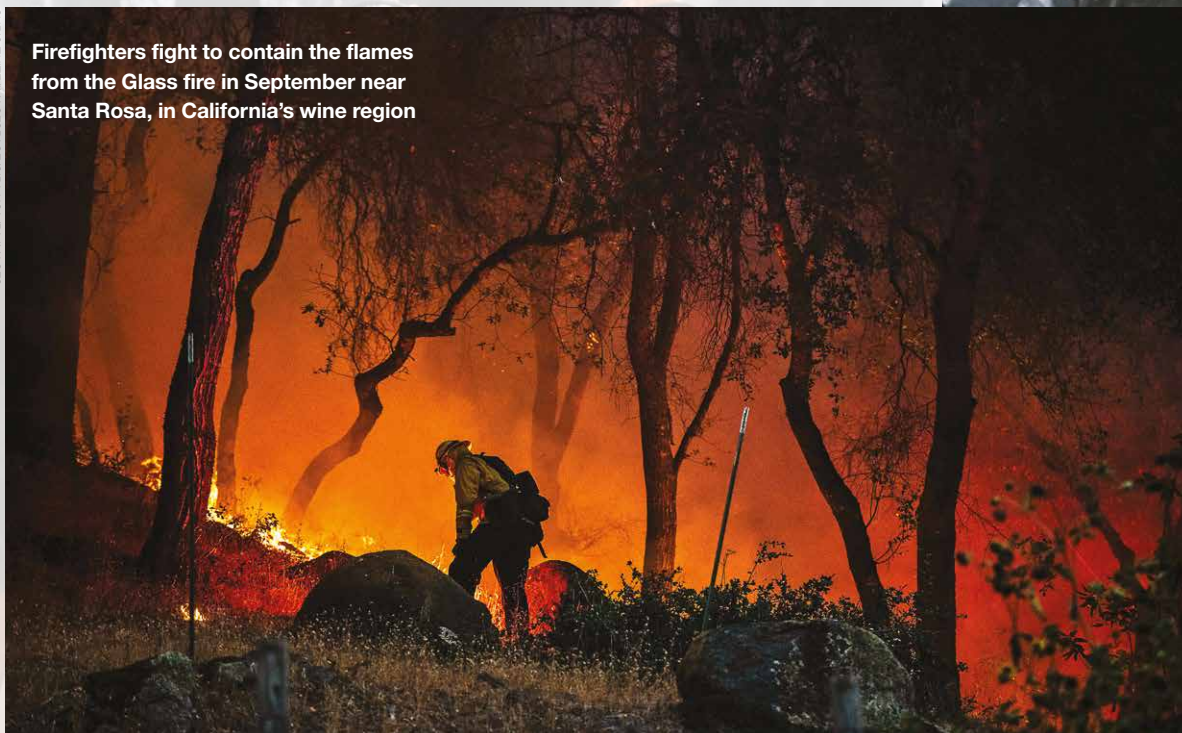
“Nowadays there are a lot more precautions and my station definitely overcame that ‘badge of honour’ culture where we were proud of our dirty kit.

“If the current recommendations had been in place when I first joined the service, I am in no doubt that they would have made a difference to me and my colleagues.

“If we'd known and we'd had these measures, we'd have used them and fewer of us would have got sick.”

CHRIS TULF/IMAGESPA/SIPA USA/PA IMAGES

Firefighters fight to contain the flames from the Glass fire in September near Santa Rosa, in California's wine region



DAVID OSHO/BLOOMBERG/GETTY IMAGES



CLIMATE CHANGE IS REAL

California's firefighters are in the frontline of the struggle to cope with the effects of climate change – and even the state's politicians recognise what is happening
Helen Hague reports

The ever-expanding wildfire season made a spectacular entrance when it arrived in California in the middle of the hottest August on record. More than 11,000 dry lightning strikes tore down from the skies – sparking wildfires on parched vegetation.

It is turning out to be a record-setting year – but not in a good way: five of the six largest fires in the Golden State's history, a record 4.1 million acres, burned by early October, a million of them in the state's first "giga-fire" in modern times.

These million acres burned when the mighty August Complex (the name given to the fire) grew and grew, joined by wind-driven smaller fires, as it rampaged across drought-stricken land.

In late October, two firefighters were critically injured and 90,000 people forced to evacuate in Orange County as



wind-whipped flames raged through dry land. High winds kept air tankers from dropping water and fire retardant on blazing vegetation.

This left 500 ground crew firefighters, including the two who became badly burned, to fight the fast-moving flames.

For California's committed professional firefighters, the pace has been unrelenting. Not for the first time, they have found themselves on the climate change frontline – as the temperature creeps up, the air gets drier and the winds ever fiercer. This is the perfect recipe for the huge and damaging wildfires that have raged through the state and beyond this year – setting the West Coast on fire.

As Brian K Rice, president of the 30,000-strong California Professional Firefighters, puts it: "Megafires are now the new normal" in California – and "firefighters have been stretched thin

A crew of inmate firefighters from California's prisons in the Bear fire in Oroville, California, in September

**CALIFORNIA FIREFIGHTERS,
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– THE PERFECT RECIPE
FOR HUGE WILDFIRES**

each time spending weeks away from families and loved ones".

There have been near apocalyptic scenes – beyond the usual charred trees and abandoned burned out vehicles.

In early September, fire-choked skies over San Francisco Bay turned an eerie orange as ash-laden smoke blocked out the sun. Air quality plummeted. Swept along by the jet stream, the smoke could soon be seen on the US East Coast and as far away as Europe.

By the end of September, flames were sweeping through the affluent wine regions in northern California, leading, as in other parts of the state hit by wildfires, to mass evacuations. Vineyards and wineries were torched, leaving grape crops so contaminated many wine growers dropped plans for a 2020 vintage. There's never been much call for wines with notes of ash, smoke and an undertow of plastic particulates.

The huge rise in people moving into areas prone to wildfires in recent years has ramped up risk, says wildfire policy expert Char Miller. “Where people go, fires erupt ... we’re complicit in the very fires we think are out there in nature”. Rising house prices in big towns and cities have fuelled more self-building in forests and other “wildfire urban interface communities”.

The deadliest and most devastating wildfire in the state’s recent history tore through the forest town of Paradise in November two years ago. It was sparked by faulty power lines. Raging flames destroyed buildings and killed 85 people.

CREW WORKED 64 HOURS

Justin Silvera, a battalion chief with Cal Fire, the state’s firefighting agency, lived in Paradise – as did seven members of his own family who lost their homes. He and his crew have worked 64 hours at a stretch over recent months, snatching 20-minute naps.

“I’ve been at this 23 years and it’s the worst I’ve ever seen,” he said. “Typically, we are able to attack – with air tankers, choppers, dozers. But these conditions in the field, the drought, the wind, this stuff is just taking off. We can’t contain one before another erupts.”

Days after the August lightning strikes, Darrell Sales, a firefighter with the San Jose fire department, lost the home he bought with his partner a year ago in the Santa Cruz mountains. It was razed to the ground.

Firefighter Geoffrey Keller, and his wife Allegra “lost everything they owned” when fire swept through the home Geoffrey built just last year in Last Chance Lane – the flames were just half a mile from their driveway before they evacuated. Keller was back at work fighting fires within two days. He found it “really therapeutic and cathartic to get myself back out there”.

Random acts of carelessness play a devastating role in spreading fire. As Cal Fire, the state’s firefighting agency – also known as the California Department of Forestry and Fire Protection – is always reminding citizens: sparks and embers cost lives.

Take the El Dorado fire which started in early September. It began with a “gender reveal” party in the San Bernardino Forest, when the temperature was nearly 20 degrees above normal. Celebration turned to calamity when the pyrotechnic device used – blue smoke for a boy, pink smoke for a girl – delivered

sparks, igniting parched vegetation on the forest floor. By the beginning of October, the fire had scorched more than 22,700 acres across two counties, injuring 13 people.

It also tragically killed a man who had spent his working life trying to keep wildfires at bay – elite firefighter Charlie Morton, who led the Big Bear “Hot Shot” squad battling blazes in the San Bernardino national forest for 14 years.

Colleagues, family and friends celebrated his life at a memorial service. For all Californian firefighters on the frontline his death was a grim reminder that simply doing your job can lead to the ultimate sacrifice.

Firefighters and their families know battling wildfires is hazardous – to both physical and mental health. During a wildfire, soot, smoke, ash and fire-retardant chemicals spread through the fire zone. Houses are full of plastics, metals and artificial fabrics – which can prove toxic when they burn.

Megafires swept through California in the midst of the Covid-19 global health crisis, creating two state emergencies. By the end of October, more than 900,000 Californian citizens had been infected, and over 17,000 killed by the virus. Only New York state and Texas had more deaths.

Professional firefighters and their families are not immune – depleting already overstretched crews and adding yet another stress to the job.

In Californian jails, the virus was killing both prisoners and staff – leading to the early release of many low-risk prisoners – including hundreds of volunteer “inmate hand-crews”, who the state has relied on for decades to cut fire-lines to halt the spread of

approaching wildfires.

Typically made up of 20 people, hand-crews are “the infantry of wildland firefighters”.

In the midst of one of the most damaging wildfire seasons in recent history, with “mutual aid” firefighters from Alabama to New York helping out – the spotlight was on the controversial practice of inmate hand-crews.

OPINION SHARPLY DIVIDED

Opinion is sharply divided. Brian Rose, championing properly paid and resourced professional firefighters, says using inmates as hand-crews is “morally unethical” and the “antiquated” scheme should be abolished.

Others say it a chance for prisoners to “give something back”. New legislation will, for the first time, allow inmate

KENT NISHIMURA / LOS ANGELES TIMES/GETTY IMAGES



Fighting wildfires, 24 August 2020, a CAL FIRE Local 2881 firefighter

hand-crews to apply for the job they had been doing for a pittance as prisoners. A new entry-level “hand-crew” job is being created. But with fierce competition for firefighting jobs, it may not prove an easy route from jailhouse to firehouse.

Numerous studies in recent years have linked bigger US wildfires to global warming from burning coal, oil and gas. Rising temperatures and the climate crisis has made California much drier and more flammable.

State Governor Gavin Newsom pledged to take more steps to “decarbonise” the economy as he toured Butte County after the North Complex Fire ripped through the town of Berry Creek – where some made homeless when fires raged through Paradise saw their new homes destroyed. New legislation requires all new passenger

STATE GOVERNOR GAVIN NEWSOM HAS A MESSAGE FOR THOSE WHO HAVE NOT YET GRASPED THE URGENT NEED TO CUT CARBON. HE REGULARLY TWEETS OUT: 'CLIMATE CHANGE IS REAL'

A farm house at the Castello di Amorosa winery in Napa county, California, destroyed by the Glass fire in September

vehicles sold in California by 2035 to be zero carbon.

In the UK, the Labour party is now committed to achieving net zero carbon emissions by 2030 as part of a Green New Deal – a move championed by the Fire Brigades Union. UK firefighters find themselves dealing with more floods and wildfires as the climate heats.

As California’s firefighters brace themselves to deal with the destructive effects of climate change, Governor Newsom has a message for those who have not yet grasped the urgent need to cut carbon. He regularly tweets out “CLIMATE CHANGE IS REAL”.

California’s frontline firefighters are grappling with the fallout – on each exhausting extended shift away from home, attacking wildfires as they blaze across parched terrain.





A Women's Auxiliary Fire Service member drives a regular fire service officer to a fire scene

FELIX MANPICTURE POSTHULTON ARCHIVE/GETTY IMAGES

UNWAVERING TENACITY – WOMEN FIREFIGHTERS IN WORLD WAR II

Ella Jane Pollard, a firefighter's daughter, wrote her university degree dissertation on women's involvement in the British fire service and the Fire Brigades Union between 1939 and 1945. This is an edited extract.

The Fireman's Blitz is a term some across the service might be familiar with, addressing the shared experiences of British firefighters during WW2, which won them the title of "Heroes with Grimy Faces" – as awarded by Churchill himself.

Sadly, women are often forgotten in the popular memory of war-time firefighting, partially due to the gendered perception of the fire service which still prevails to this day.

One largely unknown fact is that WW2 saw the largest intake of women into the service to date.

The women during the Second World War were joining a profession that had been almost entirely male from its conception. They were entering uncharted and, initially, sometimes hostile territory.

With concerns regarding women firefighters undercutting pay and de-skilling the profession, opposition against their employment circulated in the fire service and the Fire Brigades Union, and was a major concern in the discussions included in 1938 issues of *Firefighter* magazine.

Conditions for women firefighters during the Second World War were poor for women working in both frontline and clerical roles.

Their call to the service was originally for clerical purposes, but as the war intensified, women were allowed to perform more varied roles with the intention of freeing up more men for active service.

Women were found in life endangering positions such as dispatch riders, mobile canteen workers and staff car drivers. These positions were exposed and were performed under the same aerial bombardment as the men fighting the fires.

Twenty-year-old Joan Ridd, who was killed in an air raid in East London on 1 November 1940, was recently remembered on a red plaque (see Noticeboard, page 22)

The picture for clerical staff was shocking as well. A copy of *Firefighter* from April 1940 describes conditions

in sub-stations as being "deplorable", "insanitary" and lacking in "adequate facilities" for cooking and sleeping.

Stations ranging from being "cramped and ill-equipped at best to insanitary and rat infested at worst".

Due to long shifts spent working in these conditions, women's physical health soon became a concern, with the often underground, dirty and poorly ventilated control rooms beginning to take their toll.

Sickness rates among women firefighters were "unduly high" and tuberculosis and skin conditions became prevalent.

Despite these bad conditions, women firefighters continued to perform their duties with unwavering tenacity.

The opposition women faced in joining the fire service during the war cannot be understated, but by the end of the conflict, the contribution of women had helped to break down stubborn gender stereotypes.

In the years that followed, the Fire Brigades Union adapted, recruiting women, establishing a women's conference – and leading campaigns on issues that improved pay and conditions.

REFERENCES

Our Girls: The Story of the Nation's Wartime Firewomen, (Durham: The Pentland Press, 1995) by C. Demarne
The *Firefighter* archive available through Warwick University: <https://bit.ly/WDC-FF>

BY THE END OF THE CONFLICT, THE CONTRIBUTION OF WOMEN HAD HELPED TO BREAK DOWN STUBBORN GENDER STEREOTYPES

RIGHTS AT WORK

RETURNING FROM LONG-TERM SICKNESS

Jo Seery, professional support lawyer at Thompsons Solicitors, explains the rights of union members returning to work from long-term sickness

Employers who do not manage an employee's return to work after long-term sickness and dismiss them on grounds of capability are risking claims for unfair dismissal.

Employers must:

- Consult employees on their return;
- Undertake medical investigations; and
- Consider reasonable adjustments.

EMPLOYEE CONSULTATION

Employers should consult with employees to establish the medical condition behind their absence and take into account the employee's views about any medical evidence.

The employer should consider:

- Circumstances unknown by them;
- Recommendations from the employee's GP or occupational health therapist (OHT); and
- What duties the employee can do on their return.

Consultation with employees who have a disability is particularly important to assess adjustments that facilitate their return.

MEDICAL INVESTIGATION

The employer should undertake reasonable investigation into the employee's health, usually through seeking medical advice from a GP and OHT. However, an employer is not expected to

evaluate medical evidence, meaning they can usually take it at face value. Where professional opinions conflict, an employer is entitled to rely on one of those opinions provided they have good reason.

REASONABLE ADJUSTMENTS

Where an employee is returning to work and the statutory statement of fitness for work (otherwise known as a "fit note") is signed as "may be fit for work", and gives advice about what adjustments will enable that return – perhaps a phased return to work, altered hours, amended duties and/or workplace adaptations, the employer should take the GP's advice into account when considering what, if any, adjustments

are needed.

In cases of long-term sickness, the employer should investigate whether there is an underlying cause for the absence as this may be disability related.

Where an employee has a disability as defined in the Equality Act 2010 and is put to a substantial disadvantage by a provision, criterion, practice or the physical features of the workplace in comparison to those without a disability, an employer is obliged to make a reasonable adjustment. The adjustment must have the prospect of removing the disadvantage. So, if an employee has a disability and is unable to return to full-time work immediately, it may be a reasonable adjustment to allow them to return gradually. However, if there is no

reasonable adjustment that could be made which would enable a return to work, the employee may be at risk of dismissal and in that case the dismissal is likely to be fair.

OTHER RIGHTS

HOLIDAYS

Where an employee has been on long-term sickness absence and has been unable to take all or any of the four weeks paid statutory holiday during a period of sick leave, they have a right to take it another time.

PAY DURING PHASED RETURNS

There is no right to be paid in full where an employee returns to work on a phased basis on reduced hours unless there is specific provision contractually or a collective agreement which provides for this.

NOTICE PAY

Where an employee is only entitled to statutory minimum notice and is unable to attend work due to sickness, they are entitled to receive full pay for the notice period, even if they have exhausted their rights to statutory or contractual sick pay. Any sick pay received during the notice period counts towards notice pay. Where the employee is entitled to at least one week more than the statutory minimum notice period this rule does not apply.

The above article sets out the general position but always check with the FBU before going back to work after sickness.

■ Thompsons Solicitors has remained open throughout the pandemic, working from home and available to support FBU members in personal injury claims and (on referral from the union) employment matters. For more information, visit Thompsons Solicitors' FBU hub (see above).



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JESS HURD



▲ A red plaque was unveiled on 4 November, at Lansbury Lawrence Primary School in Poplar, East London. It honours firefighters Arthur Wenborne, Ernest Hyde, Walter Hart, Joan Ridd and Francis Wingfield. They lost their lives in the line of duty when a high explosive bomb struck what was then Ricardo Street school, which was being used as a fire sub-station, on 1 November 1940.

► A red plaque was unveiled on 16 November, at Staffordshire Fire and Rescue Service headquarters memorial garden to honour Edwin James Booth, of Hanley fire station who, 80 years ago during the Coventry blitz, gave his life in the line of duty. His son John Booth attended the unveiling.

JOHN HARRIS/REPORTDIGITAL.CO.UK



FIREFIGHTERS 100 LOTTERY HAS NOW RAISED MORE THAN HALF A MILLION

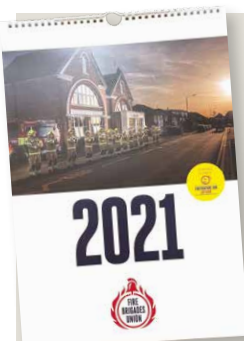
The Firefighters 100 Lottery was set up to help commemorate the bravery and sacrifice of firefighters killed and injured in the

line of duty and to establish a fund for the future benefit of firefighters, their bereaved families and the firefighting profession.

To date, the lottery has raised £573,064 since its launch in 2016.

A ticket for the lottery costs just £1 per week with

guaranteed prizes each Saturday night draw. At least 50% of all lottery ticket money raised will go to good causes.



Profits from the FBU online shop support fire and rescue good causes. With free p&p for a limited period, now is the time to buy your Christmas cards and 2021 calendars. A pack of six cards with two each of three designs and envelopes costs £5.99. Calendars, illustrated by entries to the FBU photo competition, are £7.50.

■ <https://shop.fbu.org.uk>



Bridport fire station in Dorset has gone from four to 16 FBU members – making it 100% union

STATION CAT FACTS, FIGURES AND WORDS

Seasonal
sausage dogs
– they ... it ...
or what ...?
See Minding
the Language



THE APPLIANCE OF SCIENCE

Following weeks of dithering your Cat cannot have been on her own watching the prime minister announce the latest lockdown and thinking things cannot get more confusing than they already are.

We only had to wait until the announcement ending lockdown to find there was plenty more de Piffle where that came from.

As BJ explained to an ever more perplexed nation it was science (facts and figures to you and me) that was behind the latest thinking to keep the UK safe.

Is your Cat wrong to think that science (facts and figures) is being used when it protects things that are important to the Tories, like the economy and capitalism.

Your Cat doubts that science (facts and figures) will ever be applied to reverse the withering cuts inflicted onto the UK fire service and other frontline services. These cuts also threaten the safety of the nation.

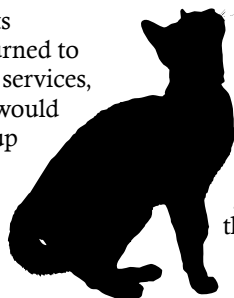
Still, as long as profits are OK.

LUCKY FOR SOME

Friday the 13th is considered to be an unlucky day in the calendar, so when your Cat heard a rumour of an explosion in London SW1 she thought this was proof enough.

Her thoughts immediately turned to the emergency services, who, as usual would be left to pick up the pieces.

Turns out it wasn't an



Dominic Cummings makes a theatrical exit from No 10 Downing Street – see Lucky for Some

explosion, this time it was more of an implosion; at No 10 actually. Dominic Cummings and his cardboard box had left the building.

Everyone ridiculed him, but it turns out Dominic's eyesight might not be that good after all. He certainly didn't see that Cumming.

And your Cat would like to suggest that Friday 13th might not be so unlucky after all.

MINDING THE LANGUAGE

When London Fire Brigade took to Twitter to announce their safe rescue of Topsy the sausage dog, who had got "themselves" rescued from a hole in Richmond Park, your Cat is sure that they were only trying to share a good news story.

What they were not expecting was the march of the grammar police, who were all over the story. With comments like "what's the point using plural pronouns?" and "did the dog identify as they/them?" or the gentleman who suggested the post should have been

written by someone who is "articulate and versed in the English language", your Cat really has to wonder.

With a still to be controlled global pandemic, the looming threat of a no deal Brexit and civil war at the very heart of government have some people got their priorities right?

STUCK IN A MUDDLE

Sometimes things happen that are just beyond belief. This time it is the turn of three Essex teenagers who, just like the prime minister and the privileged posse he calls a cabinet, have managed to get themselves into an almighty spin.

Essex Fire and Rescue Service was called to the luckless trio when they climbed into an industrial tumble dryer and couldn't get themselves out again.

Emergency services attended the incident at a derelict laundry in Epping following the reckless juveniles' epic fail.

Your Cat cannot confirm if the kings of spin were called Dominic, Michael, and Boris as some have suggested.

Neither can she confirm whether the specialist tools the OIC said were at the incident were on the inside or the outside of the laundry equipment.

THE FUNNY SIDE OF THE TWEET

When a Labour motion before parliament to extend the free school meals scheme was voted down by the ever-caring Tory majority and footballer Marcus Rashford got involved in the issue again, Hampshire Fire and Rescue control found themselves in the news after a post of its Twitter feed upset Portsmouth Conservative Party Leader, Cllr Donna Jones.

The tweet, since deleted, featured a picture of health secretary Matt Hancock playing football with the caption: "as this is a 'works' account and HFRS is scrupulously apolitical, this is obviously purely a football reference about having rings run around you".

Cllr. Jones was having none of it, saying the tweet was a "heavily political post and makes the fire service look bad".

Look bad? For the record, your Cat is proud to be associated with anyone who champions the poor, the disadvantaged, the disaffected and the most needy in society. In short those who desperately need free school meals.

Out of curiosity your Cat consulted a family budgeting website to see how much per week it costs to feed a disadvantaged family. The answer £0.00.

Turns out it was a Conservative estimate.

25-YEAR BADGES



Adam Tims (c), Brierley Hill, Dudley, West Midlands, receives his 25-year badge from colleagues Howard Rogers (l) and Dick Windsor



Jason Pierre (r), white watch, Wallington, London, receives his 25-year badge from Sutton borough rep Lee Coombe



Michael Tulloch (l), blue watch, Altens, Aberdeen, Scotland receives his 25-year badge from North area chair Simon Leroux



Stephen Semple, red watch, Marley Park, Sunderland, Tyne and Wear, receives his 25-year badge from brigade organiser Holly Ferguson



Steve Benney (r), Maidstone, Kent, receives his 25-year badge from retained health and safety rep Marcus Bell (on Marcus' last shift)



Mark Rose (r), Leamington Spa, Warwickshire, receives his 25-year badge from Bernie Matthews



Stephen Howe, green watch, Marley Park, Sunderland, Tyne and Wear, receives his 25-year badge from brigade organiser Holly Ferguson



Mike Sherdley (r), blue watch, Bo'ness, Scotland, receives his 25-year badge from branch secretary Simon Watanangura



Neil Jones (l), amber watch, Falkirk, Scotland, receives his 25-year badge from branch secretary Steve Weir



Karl Jacobs (l), Maidstone, Kent, receives his 25-year badge from branch rep Ray Hare with colleagues looking on



George Felton (l), Maidstone, Kent, receives his 25-year badge from branch rep Ray Hare with colleagues looking on



Richard Clarke (l), training and development, Suffolk, receives his 25-year badge from brigade organiser rep Carl Fargher



Ralph Critchley (l), retained, Ormskirk, Lancashire, receives his 25-year badge from Dave Whitley



Peter Goodhand (r) Felixstowe, Suffolk receives his 25-year badge from branch rep Alex Stephenson



James Shurer (r), Rickmansworth, Hertfordshire, receives 25-year badge from Sean Good



Chris Fowles (r), white watch, Rochdale, Greater Manchester, receives his 25-year badge from brigade secretary Stephen Wiswell. A socially distanced (out of shot) watch looked on



Matthew Aistrop (r), Bransholme, Hull, Humberside, receives his 25-year badge from brigade organiser Adam Hayton



Stuart Walker (l), Bransholme, Hull, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall



Tym Bromley (r), green watch, Preston Circus, Brighton, East Sussex, receives his 25-year badge from branch secretary and brigade organiser Jake Kayewith with green watch colleagues (l-r) Gowar, Funnell, Scott-Smith, Holgate, Glandfield, Thorogood, Stonehouse and LeGoff



Jamie Punter (l), blue watch, Westbourne, Dorset and Wiltshire, receives his 25-year badge from brigade organiser (South) Scott Blandford with watch members (l-r) Amanda Tatchell, Will Dring, Rich Cole, Marc Barrett and Gareth Edwards



Martin Sherwood (l), and John Hart (r), Lancaster, Lancashire, receive their 25-year badges from branch secretary Craig White



Simon Burke (r), Rickmansworth, Hertfordshire, receives his 25-year badge from Sean Good



Mark Carr (l), retained, Ormskirk, Lancashire, receives his 25-year badge from Dave Whitley



Russell Ward (r), Rickmansworth, Hertfordshire, receives 25-year badge from Sean Good



Bren Healey (c), blue watch, Surbiton, London, receives his 25-year badge from SW area secretary Dave Young (r) and branch rep Jimmy Butler (l) with colleagues looking on



Mick Barton (r), blue watch, Grimsby, Humberside, receives his 25-year badge from John Lowden with watch colleagues looking on

25-YEAR BADGES



Zac Hart (r), Hemel Hempstead, Hertfordshire, receives his 25-year badge from Greig Bescoby



Andy Newman (r), Hemel Hempstead, Hertfordshire, receives his 25 year badge from Greig Bescoby



Simon Jenkins (r), white watch, Battersea, London, receives his 25-year badge from branch rep Ricky Nuttall



Marl Pell-Walpole (r), red watch, Lichfield, Staffordshire, receives his 25-year badge from brigade secretary Rich Williams with colleagues looking on



Lee England (r), red watch, Penarth, South Wales, receives his 25-year badge from branch rep Gareth Brown with colleagues looking on



Kevan Neill (r), Rickmansworth, Hertfordshire, receives his 25-year badge from Sean Good



Pete Allman (l), Humberside, receives his 25-year badge from brigade organiser Adam Hayton with colleagues looking on



Jon Clark (l), Chatham, Kent, receives his 25-year badge from Mark Thomas with colleagues looking on



Keith Walkington (l), East Hull, Humberside, receives his 25-year badge from brigade secretary Gavin Marshall with colleagues looking on



Lee Jesse (r), Thames-side, Northfleet, Kent, receives his 25-year badge from brigade chair Rob Parkin with colleagues (l-r) Chay Luchford and Mike Edwards looking on



Ben Kelly (l), Humberside, receives his 25-year badge from brigade organiser Adam Hayton



Peter Gray (l), green watch and branch secretary, Lowestoft South, Suffolk, receives his 25-year badge from brigade chair Phil Johnston with (l-r) Kris Shreeve, Olly Kent, Steve Mullen, Paul Henderson, Declan MacAvoy and Lucy Alexander



Blue watch, Greenwich, London, members (l-r) **Tony Hughes, Dave Dunning** and **Mick McCarthy** receive their 25-year badges from FBU reps **Paul Thomas** and **Bill Ludlow**



Ian Goddard (r), white watch, Woking, Surrey, receives his 25-year badge from his son **Michael Goddard**, blue watch, Woking, with colleagues **Wilby, Mackenzie, Birch, Frost, Chairfree** and **Wyatt** looking on



Jessica Agbowu (r), white watch, Wallington, London, receives her 25-year badge from Sutton borough rep **Lee Coombe**

OTHER BADGES



Dean Wilson (l), New Cross, London, receives his 25-year badge with ROOT members (l-r) **Bob Goddard, Dick Kirk, Tony Etherton, Dick Blackler, Dave Baird, and Dave Reece**, who all received their 40-year badges



Richard Taylor (c), Colne, Lancashire, receives his 35-year badge with his watch crew looking on

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.

FBU REGIONAL OFFICES

Region 1 Scotland

52 St Enoch Square, Glasgow,
Scotland G1 4AA
0141 221 2309, 01rs@fbu.org.uk

Region 2 N Ireland

14 Bachelors Walk, Lisburn,
Co Antrim, BT28 1XJ
02892 664622, 02rs@fbu.org

Region 3 Cleveland, Durham,

Northumberland, Tyne & Wear
1 Carlton Court, 5th Avenue, Team
Valley, Gateshead, NE11 0AZ
0191 487 4142, 03rs@fbu.org.uk

Region 4 Yorks and Humberside

9 Marsh Street, Rothwell,
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0113 288 7000, 04rs@fbu.org.uk

Region 5 Greater Manchester, Lancs, Isle of Man, Cumbria, Merseyside, Cheshire

The Lighthouse, Lower Mersey St,
Ellesmere Port, Cheshire, CH65 2AL
0151 357 4400, 05rs@fbu.org.uk

Region 6 Derbyshire, Notts, Lincs, Leics, Northants

19-21 Musters Road, West Bridgford,
Nottingham NG2 7PP
0115 981 7489, Region06@fbu.org.uk

Region 7 West Mids, Staffs, Warks, Hereford & Worcester, Shropshire

195/7 Halesowen Rd, Old Hill,
West Midlands, B64 6HE
01384 413633, 07rs@fbu.org.uk

Region 8 Mid and West Wales, North Wales, South Wales

2nd floor, Hastings House, Fitzalan
Court, Cardiff, CF24 0BL
029 2049 6474

Region 9 Herts, Beds, Cambs, Essex, Norfolk, Suffolk

28 Atlantic Square, Station Road,
Witham, Essex, CM8 2TL
01376 521521, 09rs@fbu.org.uk

Region 10 London

John Horner Mews, Frome Street,
Islington, London, N1 8PB
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,
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0117 935 5132, 13rs@fbu.org.uk

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GOES TO GOOD
CAUSES

FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

THERE WILL BE THREE iPADS UP FOR GRABS IN THE 19 DECEMBER DRAW

2020 Apple iPad, 10.2", A12, iPadOS, Wi-Fi, 32GB
See www.firefighters100lottery.co.uk for full details

At least 50% of all lottery ticket money raised will go to:

**Supporting the families of firefighters killed
or seriously injured in the line of duty**

**Honouring the bravery and sacrifice of those
firefighters killed in the line of duty**

**Promoting the lessons to be learnt from
firefighter deaths and serious injuries**

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

**Supporting humanitarian assistance for those
affected by fire or disaster**

**Players can buy multiple tickets,
play as a syndicate or buy gift vouchers**

BY PLAYING THE FIREFIGHTERS 100 LOTTERY YOU ARE HELPING TO CHANGE LIVES

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