

FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | JUNE/JULY 2019



CONFERENCE

SPECIAL REPORT P8

**FITTING TRIBUTE
FOR A FALLEN HERO**
SEE P14

**FIREFIGHTING
CLIMATE CHANGE**
SEE P16

**WE NEED THE RIGHT
TO ORGANISE**
SEE P18





MATT WRACK

WE MUST PREPARE FOR THE FIGHT IN FRONT OF US

FBU delegates from across the union gathered in sunny Blackpool for our union's 92nd conference in May. As the parliament of our union, conference is critical to our democratic process. It's a time for collaboration and empowerment, and I'm always bolstered by the passion and dedication of our members.

The clear feeling of delegates was that of anger. We were told last year by former prime minister Theresa May that austerity was "over". Yet the reality on the ground is far from that. Funding has been cut, communities all over the country are having their fire cover slashed and are facing unsafe crewing levels in emergency situations.

Firefighters have had new duties, which fall outside of their contracts, piled on them by local employers, while pay has been cut in real terms over the past decade.

At this conference, I challenged our union officials to go back to their brigades and prepare, agitate and organise for the fight in front of us. It will be an uphill battle, but I am confident that, together and united, we can achieve progress.

The weeks following conference were followed by a series of meetings seeking to address our concerns over pay and the future of our service. Depending on the outcome, we may need to ask members to think about beginning to withdraw from non-agreed and non-contractual work. Please follow our circulars on this to keep up to date.



FBU members protest over the Italian government's threat to prosecute Spanish firefighter Miguel Roldan for rescuing migrants from drowning in the Mediterranean

INTERNATIONALISM

There was a distinctly internationalist theme to conference, again a key pillar of our trade union.

Miguel Roldan, a Spanish firefighter who is facing prison in Italy for rescuing migrants from the Mediterranean, spoke to conference about his fight.

Our union is a platform for firefighters to stand in solidarity with causes across the world, from those firefighting in warzones to firefighters facing prison for

saving drowning refugees.

Miguel gave a very moving speech to conference and was very warmly received. We stand with Miguel in his fight for justice.

GRENFELL

In June, we will mark the second anniversary of the Grenfell Tower disaster.

Two years since the deadliest UK fire since world war two have passed, yet nothing has changed.

The inquiry has been delayed once again. Justice

has not been delivered and the government continues to fail the public with its complacency over fire safety.

With the backing of conference, we will be pushing this fight over the coming months, making our voices heard.

To mark the anniversary FBU members will take part in the silent walk on Friday 14 June and a solidarity march on Saturday 15 June in London. Visit the FBU website to find out more about how to get involved.



CONTENTS

JUNE/JULY 2019

NEWS

- 4** Firefighters and supporters mark Memorial Day
- 5** FBU contaminant research under way
Plastic-free fire station
- 6** Fairer funding lobby
FBU on Grenfell
Churchill scholarship
LGBT school
- 8** Conference report

FEATURES

- 14** How another Red Plaque was conceived and implemented
- 16** The challenge of climate change
- 18** Fight to free our unions

REGULARS

- 5 Sounding off**
Workers of today and tomorrow, must stand together
- 7 News focus**
Grenfell inquiry
- 20 Equalities**
TUC Black
Workers Conference
- 21 Legal Beagle**
Victimisation and the law
- 22 Noticeboard**
FBU photography competition 2019
- 23 Station Cat**
Questions of leadership
- 24 25 year badges**



16



DANNY LAWSON/PA IMAGES

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14

NEWS

CHURCHILL SCHOLARSHIP

Avon firefighter to research approaches to firefighters and toxic chemicals p6



GRENFELL UPDATE

Latest on the official inquiry into the disaster p7



After a service at Holy Sepulchre, Holborn, on 5 May, the nearest Sunday to Firefighters Memorial Day on 4 May, fire service bands and standards, including FBU representatives, paraded to the Firefighters Memorial opposite St Paul's in London, where a wreath was laid

FIREFIGHTERS AND SUPPORTERS ACROSS THE COUNTRY MARK 4 MAY MEMORIAL DAY

FIREFIGHTERS MEMORIAL DAY

Firefighters marked the UK's third Firefighters Memorial Day on 4 May. It commemorates the bravery and sacrifice of those who have lost their lives in the line of duty.

Across the UK, thousands of firefighters, bereaved families and supporters stood outside their local fire stations at midday for a minute's silence to honour more than 2,300 firefighters who have died protecting their communities.

MPs including Jo Stevens (Cardiff Central) Dennis Skinner (Bolsover) and Mary Glendon (North Tyneside), gave their support by signing an Early Day Motion (EDM), tabled by Grahame Morris (Easington). The motion, remembers the "bravery and sacrifice" of firefighters who have lost their lives and commends the "selfless dedication" of all firefighters". It has been signed by 80 MPs in total.

A wreath was laid at the Firefighters' Memorial by St Paul's Cathedral at a service attended by Matt Wrack, FBU general secretary, Ian Murray, FBU president, Colin Livett BEM, chair of The Firefighters Memorial Trust and public figures including former firefighter and fire minister, Jim Fitzpatrick MP.

Following the service, a red plaque was unveiled at Limehouse Basin in memory of fallen firefighter Stephen Maynard. He tragically lost his life on 25 January 1980, at the age of 26, while

fighting a fire in the hold of a ship, the MV Rudi M, which was docked in Regent's Canal. London firefighters joined his family and friends for the unveiling.

Memorials to firefighters who lost their lives have been held throughout the year as part of the FBU's Red Plaque scheme, funded by the Firefighters' 100 Lottery.

The scheme allows firefighters, communities and the family and friends of those lost, to pay tribute to fallen heroes, and to provide a place of reflection and memorial for all time.

Matt Wrack said: "Thank you to everyone who joined us for Firefighters Memorial Day.

"Each day, firefighters risk and, in some circumstances, sacrifice their lives to save others. It's important that we continue to honour and remember the bravery and sacrifice made by firefighters who have paid the ultimate price in carrying out their duties."

'IT'S IMPORTANT THAT WE CONTINUE TO HONOUR AND REMEMBER THE BRAVERY AND SACRIFICE MADE BY FIREFIGHTERS WHO HAVE PAID THE ULTIMATE PRICE'

CONTAMINANTS RESEARCH PROJECT IS UNDER WAY

CONTAMINANTS

Research funded by the Firefighters 100 Lottery to assess the risk to firefighters posed by contaminants left on their personal protective equipment (PPE) after firefighting is now under way.

An early pilot of the project is taking place in Lancashire in preparation for a larger study that is planned to include several brigades from around the UK.

The pilot will involve firefighters and workplaces in Lancashire undergoing sampling after incidents to gather information to establish a link between the toxins encountered in their jobs and increased rates of cancer amongst firefighters.

Evidence revealed by the University

of Central Lancashire (UCLan) last year found “dangerously high levels of harmful chemicals” remaining on firefighters’ clothing after exposure to smoke.

The latest project will be carried out by a team of academics from UCLan in partnership with the FBU and Lancashire Fire and Rescue Service.

“This important project will provide us with vital information and guidance to help firefighters avoid unnecessary contamination,” said Sean Starbuck, the FBU national officer overseeing the project.

“We are delighted to now be taking the project into fire stations and welcome the collaboration with Lancashire FRS to help us achieve our project aims.”

STATION GOES PLASTIC FREE



CORNWALL

A fire station in South Cornwall has successfully scrapped single-use plastics.

Falmouth community fire station will be the first in the UK to become officially “plastic free”, in a charge led by FBU member and watch manager Stuart Williams.

Reusable aluminium water bottles will be issued to every firefighter in Falmouth as part of their kit after Stuart obtained a grant from the town council to fund the scheme. He and a local environmental group

successfully negotiated a deal with a local business to supply the refillable bottles.

Stewart became concerned with the impact of plastic on his community when his crew volunteered to help clear debris from a local beach after Cornwall was hit by storms in 2018.

“It became apparent that a lot of the debris on the beach consisted mainly of plastic,” said Stewart. “As a station we all wanted to help become plastic free champions.”

Stuart approached

Plastic Free Falmouth with what he called “a crazy idea

to get all the firefighters a refillable bottle”. The group belongs to a network of organisations combating plastic dependency at a community level, as part of Surfers Against Sewage’s plastic free community campaign.

Falmouth firefighters and Plastic Free Falmouth hope that the initiative will inspire crews across the country to take similar action.

SOUNDING OFF

Patrick Wakefield, a year 9 student from Sheffield and organiser for youth climate strikes

LET'S STAND TOGETHER AS WORKERS OF TODAY AND OF TOMORROW

We students have learned the power of strikes. Taking part in this activism has raised our consciousness, showing us our power to change things: it has shown us hope.

But the threats that our generation faces are immense. Not only will we go into an insecure job market, in the midst of a housing crisis and with a public sector crumbling from 11 years of brutal austerity, we will also have to deal with the severe consequences of the climate crisis.

For the past 150 years, multinational corporations have done everything in their power to fill their shareholders’ pockets with no regard for the planet.

But it will be the workers who are hit hardest by the climate crisis. It will be us who are made to suffer for their greed.

The youth strikes have been our way of fighting back. They have been our voice; letting world leaders and billionaire CEOs know that we will not accept this injustice. But it is not enough. We need your solidarity.

A union’s job should not only be to protect current workers but also the workers of generations to come.

Firefighting is an industry that will be directly affected by climate change and we are already seeing a dramatic rise of wildfires and flooding internationally.

Our fight is your fight too. So join us in calling for a general strike on 27 September.

Let’s stand together –as the workers of today and the workers of tomorrow – fighting for a better future for all of us.



FIREFIGHTERS LOBBY MPs FOR FAIRER FUNDING FOR SERVICE

SOUTH YORKSHIRE

Firefighters descended on Westminster on 7 May to lobby MPs over cuts to firefighting in South Yorkshire.

They secured the support of shadow fire minister Karen Lee and Labour MPs Paul Blomfield (Sheffield Central) and Rosie Winterton (Doncaster Central).

The MPs spent time discussing South Yorkshire Fire Authority's plans to handle central government cuts by saving £4m a year by reducing the number of firefighters riding fire engines from five to four. The MPs pledged to campaign for fairer funding for the service.

Neil Carbott, South Yorkshire FBU brigade

secretary, said: "Five is the minimum number of firefighters needed to safely tackle a blaze. By cutting crewing levels to four firefighters, South Yorkshire Fire and Rescue Service risks the safety of firefighters and the public.

"It's unacceptable that budget shortfalls will result in firefighters and the public being put at greater risk, and we're grateful for MPs like Karen Lee pledging to campaign for fairer funding for the service."

South Yorkshire Fire and Rescue Service has already experienced brutal cuts, losing 34% of its government funding since 2010.

The FBU will lobby of Sheffield City Council on 12 June.

■ To oppose the cuts sign the petition: bit.ly/megaphone-SYFRS-cuts

IN BRIEF

UNION SLAMS MAY'S GRENFELL RECORD

Theresa May has been labelled "disgraceful", after the Prime Minister's resignation speech cited her response to Grenfell amongst her achievements in office.

Matt Wrack, FBU general secretary, said: "Many of the underlying issues at Grenfell were due to unsafe conditions that had been allowed to fester under Tory governments and a council for which Theresa May bears ultimate responsibility.

"The inquiry she launched has kicked scrutiny of corporate and government interests into the long-grass, denying families and survivors justice, while allowing business as usual to continue for the wealthy.

"For the outgoing prime minister to suggest that her awful response to Grenfell is a proud part of her legacy is, frankly, disgraceful."



Shadow fire minister Karen Lee MP with South Yorkshire firefighters outside Parliament



AVON FIREFIGHTER AWARDED CHURCHILL FELLOWSHIP

James Linehan (above) of Temple fire station in Bristol has been awarded a Churchill fellowship, the only firefighter to win one this year.

The Avon FBU health, safety and welfare rep will travel to Sweden and the USA to study approaches to preventing firefighters from developing cancer. He will meet experts researching exposure to toxic chemicals.

"Three firefighters at my station are living with the effects of cancer, and with retirement ages rising, firefighters are being exposed to a lot more, for a lot longer," James said.

THIS YEAR'S FBU NATIONAL LGBT+ SCHOOL WILL RUN FROM
29 TO 31 OCTOBER AT THE MANCHESTER CONFERENCE CENTRE

FOR MORE INFORMATION GO TO
WWW.FBU.ORG.UK/EDUCATION/COURSES/SCHOOLS/LGBT



FBU members taking part in the monthly 'silent walk' in remembrance of all those who died at Grenfell Tower

GRENFELL INQUIRY DELAY 'CONTINUES TO DISREGARD SURVIVORS AND BEREAVED'

Interim recommendations from the Grenfell Tower inquiry have been delayed until October, months later than expected. Inquiry chair Sir Martin Moore-Bick was due to submit urgent recommendations to the Prime Minister in the spring, alongside a report of findings from the first phase of the inquiry.

The Grenfell United community organisation have branded the delay "disgraceful". Natasha Elcock, the group's chair, said that leaving the announcement to the last minute was evidence that the inquiry "continues to disregard survivors and bereaved through this process".

She said: "Six months after hearing our evidence the inquiry is yet to make a single recommendation to keep people safe in their homes". Friday 14 June will mark the second anniversary of the tragedy.

Announcement of the delay in making recommendations follows the revelation that charges arising from criminal investigations by the

Metropolitan Police will not be brought until 2021, at the earliest.

The inquiry is divided into two parts. Phase 1 focused on the night of the fire and heard evidence from firefighters, experts and from the bereaved, survivors and residents.

During this phase, 88 firefighters, control staff and officers of London Fire Brigade and other brigades gave oral evidence. Statements from another 262 fire and rescue service personnel were read into the record. Police interviewed 1,000 FBU members.

Phase 2, which looks into the background "causes" that led to the fire, the regulations in place and the construction and refurbishment of the

tower, is due to open in January 2020, although evidence is already being disclosed to the core participants. More than 450,000 documents are expected to be disclosed for Phase 2, with 20,000 already disclosed in Phase 1.

The FBU has questioned the rationale for starting with a lengthy, exclusive focus on the fire and rescue effort, and only subsequently an investigation into the companies and laws that allowed Grenfell Tower to become a death trap.

Over the last three decades, fire safety has been undermined by deregulation, the scrapping of professional standards and the fragmentation of fire and rescue services, resulting in a postcode lottery of fire safety standards and procedures.

The union has argued that the inquiry's terms of reference are too narrow, making the case for an overhaul of the fire safety regime in the UK.

Delegates at the FBU's conference in Blackpool voted to campaign to tackle the structural issues that created the conditions for Grenfell to happen.

**1,000 FBU MEMBERS
WERE INTERVIEWED
BY POLICE OFFICERS**



PAY AND SAFETY: ENOUGH



Delegates stand in support of Miguel Roldán (centre-front), a firefighter from Seville, who faces prison time for rescuing drowning migrants in the Mediterranean

IS ENOUGH

A news round-up from the union's 2019 annual conference in Blackpool





Firefighters from across the country gathered in Blackpool for the FBU's 92nd annual conference. Representatives from every brigade crowded the coastal town to debate a packed agenda of issues facing the fire and rescue service and the labour movement.

Fresh on the heels of a pay consultation that saw an overwhelming majority of firefighters reject an insulting pay proposal from employers, this issue was top of the agenda.

The executive council tabled an emergency resolution on pay to ensure that the union could re-enter

pay negotiations with a serious threat at its disposal. All non-contractual work could be withdrawn, after delegates voted to prepare firefighters for industrial action.

"Firefighters spend each day risking their lives to save others, but governments and employers have thanked them with a real terms pay cut and massive cuts to jobs, all while piling new duties on to their daily work", said Matt Wrack, FBU general secretary. "Enough is enough. We will not stand by while the work of firefighters is done for free."

Funding cuts imposed by the Westminster government have penetrated every area of the fire and rescue service. A number of resolutions called out the appalling effects at a local level including in Manchester, Merseyside, and Hereford and Worcester.

The everyday lives of firefighters have become more and more dangerous, with basic safety measures consistently undermined to save costs.

ABOVE
A show of hands from delegates voting on conference resolutions

Delegates spoke passionately about unsafe shift systems like close-proximity crewing, which fall foul of European Union working-time regulations.

The national women's committee once again called for properly fitting personal protective equipment, highlighting the continuing struggle of women firefighters to access the most basic of safety protection.

SAVING LIVES IS NOT A CRIME

Internationally, the story of one man dominated proceedings. Earlier this year, Spanish firefighter Miguel Roldán was arrested by Italian authorities for rescuing drowning refugees. He was charged with aiding illegal immigration and conspiring with people traffickers and faces 20 years in prison for attempting to save innocent lives.

Before the conference, FBU activists protested outside the Italian embassy in London, standing in solidarity with Miguel and with migrants the world over. Firefighters called for an end to the



BELOW
Miguel Roldan gives an emotional address to conference on the current migrant crisis and thanks delegates for all their support

Italian government's demonisation of migrants and demanded that the charges against Miguel be dropped.

Two weeks later, Miguel was in Blackpool, addressing FBU conference with the aid of a translator. He proclaimed his innocence, insisting that his ship's crew had complied with Italy's restrictions on migrant rescue. "We tried to rescue every single person we could – now they want to prosecute me for doing that," he said, insisting that the current crisis is "not about a better future, but about survival itself".

DEMANDING POLITICAL ACTION

The FBU has always stood as a strong voice for fire-fighters and workers, internationally and domestically. The union's voice has always been firmly at the left of the labour movement – and that voice was amplified when the union re-affiliated to the Labour Party in 2015 after Jeremy Corbyn, a long-time friend of the FBU, was elected as leader.

As an affiliated union, the FBU has a seat at the table to argue for the party to back its policies. Conference called for the next Labour government to overhaul fire and rescue services and begin a new regime of investment in fire safety.

The resolution included a list of demands including UK-wide standards and structures, such as minimum



'WE TRIED TO RESCUE EVERY SINGLE PERSON WE COULD – NOW THEY WANT TO PROSECUTE ME. THE CURRENT CRISIS IS ABOUT SURVIVAL ITSELF'



LEFT
Angela Rayner spoke to conference about her journey into politics

response times and a commitment to five firefighters on every fire engine; investment in a new generation of firefighters and fire safety officers; a statutory duty for firefighters to respond to flooding in England; an end to police and crime commissioner takeovers of fire and rescue services; and the end of privatisation of training facilities and control rooms.

Two of Labour's front-bench team came to Blackpool to stand with firefighters struggling after a decade of Tory austerity. Karen Lee, the shadow fire minister, told conference that Labour would end this government's gutting of fire and rescue services and deliver an urgently needed pay rise for firefighters.

MORE WORKING CLASS POLITICIANS

Angela Rayner, the shadow education secretary, spoke passionately about her journey into politics through the trade union movement. She cemented her solidarity with firefighters facing cuts and increasing pressures, and called for the Labour Party to rely on its roots in the trade union movement to ensure more working class people enter parliamentary politics.

After a lively fringe event that detailed establishment politicians' decades-long war on trade unions, FBU delegates backed a campaign, led by *The Clarion* magazine, to free unions from restrictive laws. The resolution called for the next Labour government to overturn all of the UK's union-busting laws and to reinvest workers' rights and the union movement.

Wildfires have already torn apart swathes of the British countryside this year and flooding threatens to submerge entire nations. Conference supported revolutionary projects to tackle the climate emergency. Delegates called for an end to the damaging practice of fracking for shale gas and

RIGHT
Moyra Samuels, from Justice4Grenfell, speaks to north east BEMM rep Dean Pounder, during a tea-break



BELOW
Steve Shelton, retires as chair of standing orders and receives a warm farewell from the EC and delegates on his last conference



CONFERENCE SUPPORTED REVOLUTIONARY PROJECTS TO TACKLE THE CLIMATE EMERGENCY AND CALLED FOR AN END TO THE DAMAGING PRACTICE OF FRACKING

backed a socialist green new deal to reinvigorate the UK economy with radical environmental action and a programme of green-industrial jobs.

Nearly two years on from Grenfell, the UK's worst loss of life in a fire since the Blitz, the government has failed to take any serious action to prevent a similar incident. Removal of cladding has been slow, while risks beyond cladding have been almost ignored. The public inquiry into the fire has faced delay after delay, denying justice to the bereaved, survivors and residents and allowing the corporate and government interests responsible to escape without scrutiny.

Moyra Samuels, a teacher and activist from the Grenfell community and leader of the Justice4Grenfell campaign group, gave an emotional speech. She told delegates that the bereaved, survivors and residents were frustrated by repeated delays to the inquiry. The community, she said, know who is responsible for the tragedy – the businesses and politicians who created the conditions for the disaster, not the firefighters who risked their lives to save others that night.

Conference endorsed an executive council proposal to launch a public campaign to tackle the structural issues that led to the disaster. It will address tenants' rights and national accountability structures for fire safety, as well as practical issues like non-ACM flammable cladding, the "stay put" policy and the shortage of fire safety officers.

Grenfell is a story of systemic failings by

BELOW
The FBU shop doing business during conference at the Imperial Hotel, Blackpool

BOTTOM
Delegates welcomed Miguel Roldan to conference with a standing ovation

government and business. It was the result of decades of deregulation in the housing and construction industries, and the gutting of the national infrastructure for fire and rescue services. It was not an unforeseeable event, but a tragedy born from unheeded warnings.

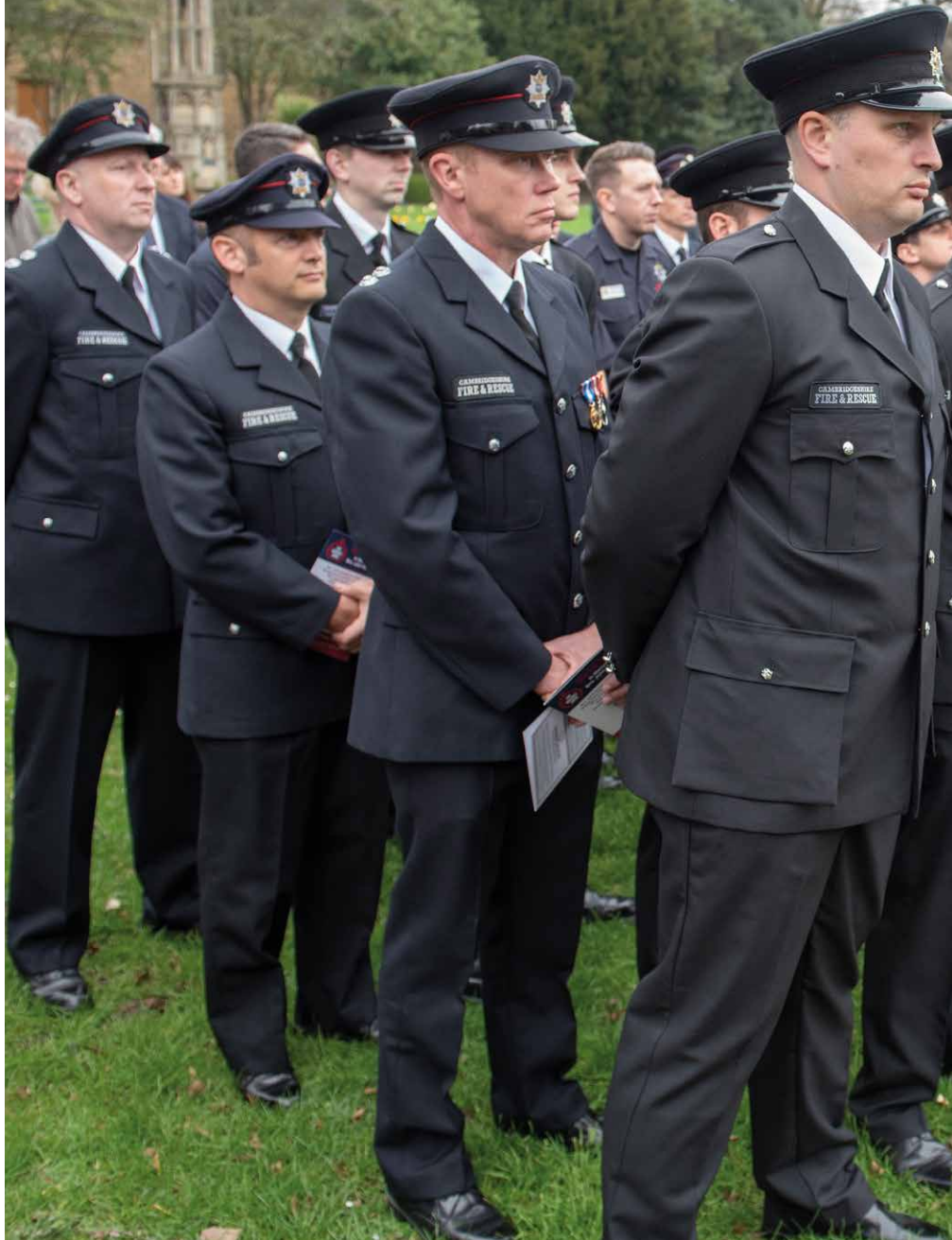
Recent years have been difficult for firefighters, as with workers across the public sector. But the history of the trade union movement demonstrates the strength of collective endeavours.

This year's FBU conference provided an opportunity to plan for better, safer days ahead. As the FBU enters its 101st year, members and conference delegates know that those days will come from the dedicated work of firefighters across the country, working together through their union.





Nicola Barlow, FBU branch secretary at Stanground in Peterborough, Cambridgeshire, coordinated work to establish the red plaque that honours firefighter John Humphries. She talks about her experience and offers advice to members who want to do the same for their fallen comrades



A FITTING TRIBUTE TO A FAL

Cambridge FBU members first learnt about the Red Plaque Scheme and the plaque in East London already installed in memory of fallen firefighters Adam Meere and Billy Faust in late 2017. The scheme is funded by the Firefighters 100 Lottery and was set up to honour firefighters killed in the line of duty as part of the FBU's centenary celebrations.

On 22 March this year, 30 years to the day since he lost his life in a horrific explosion in the Fengate area of Peterborough, a red plaque in honour of firefighter John Humphries was unveiled in the city.

The process that culminated on that

day began when it was suggested that a plaque should be created for John, whose bravery and sacrifice is the first in Eastern region to be honoured by a red plaque.

Cambridgeshire firefighters have never forgotten John's sacrifice, but nothing had been done previously to recognise his bravery. A red plaque seemed a fitting tribute.

ORGANISING

Setting up a red plaque takes time, planning and dedication. A location has to be found, funding raised, and permission granted by the council for the installation.

The first step was contacting John's family. A red plaque gives firefighters

a way to honour their fallen colleague, but it also gives the family a place to remember their loved one and therefore it was crucial that John's widow, Lynn, was able to have input on the memorial.

Shortly after John was killed, there had been talk of naming a road in Peterborough after him, but this never came to fruition. Lynn was delighted that a memorial plaque would be set up in John's memory and asked for the firefighters on John's watch, blue watch, to be involved too.

The location of a red plaque has to be carefully considered. Red plaques are usually erected where the firefighter fell, but the Fengate area of Peterborough where John lost his life is



PICTURES: PETER EVERARD SMITH

poem was read by retired firefighter Mick Rayson – the same poem he had recited at John's funeral 30 years earlier.

John's former station commander, Ray McDonnell and sub officer Derick Hill, unveiled the plaque as the piper played *The Firefighter's Lament*. Wreaths were laid and the parade was brought to attention as the FBU centenary memorial bell was struck. There was a minute's silence as the FBU and Cambridge Fire and Rescue Service memorial standards were lowered.

It was a moving and poignant moment as we stood together in silence to remember John and his sacrifice.

Following the unveiling, everyone gathered at Stanground fire station and friends, family and former colleagues chatted and shared their memories of John. It was amazing to feel incredibly proud of our union for establishing such a fantastic scheme and

bringing people together for this memorial.

Firefighters risk their lives every day and it is a tragedy whenever we lose a firefighter in the line of duty. More than 2,300 firefighters have lost their lives while protecting their communities and each and every one deserves to be remembered for their bravery and sacrifice.

The response to John's plaque has been incredible. Following the unveiling, emails flooded in from retired and serving colleagues to compliment the plaque and the event honouring John.

John's death was a deeply traumatic and heart-breaking tragedy and many former colleagues suffered both physical and psychological trauma following the explosion that took John's life.

By creating this memorial, they have somewhere to reflect and remember him in peace forever more.

It was an honour and a privilege to help create a lasting tribute to John's bravery and sacrifice. For those that were directly involved in the Fengate explosion, 22 March 1989 is a day they will always remember. For those of us who were not, it is a day we should never forget.

■ If your region is interested in setting up a red plaque in memory of a fallen firefighter, contact your regional secretary for more information.



**FIREFIGHTERS 100
LOTTERY**
FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1910

IT WAS AMAZING TO FEEL
INCREDIBLY PROUD OF OUR
UNION FOR ESTABLISHING
SUCH A FANTASTIC SCHEME

largely industrial with little footfall. A tranquil space in the memorial garden on Bishop's Road, which backs onto the cathedral grounds, was chosen instead, through a group decision at branch level.

On the day it was unveiled, guests gathered in Peterborough town hall, near the memorial garden. Firefighters from across the East of England were present, alongside FBU officials and Lynn. After months of preparation, it was a special moment to finally meet her and show her the FBU's tribute to her husband.

Led by a piper, the congregation paraded from the town hall to the red plaque site, where speeches were heard from FBU general secretary Matt Wrack and FBU president Ian Murray. A short

LEN FIREFIGHTER

FIREFIGHTING CLIMATE CHANGE

Firefighters are central to tackling climate change, says FBU general secretary **Matt Wrack**

Climate change has dramatically moved up the political agenda in recent months, spurred by the activism of school student strikers and Extinction Rebellion campaigners. Firefighters have long recognised that changes to the climate are affecting the UK, because climate affects almost every area of our work.

Firefighters are the first line of climate defence, whether it is tackling floods or wildfires in heatwaves and other extreme weather. Drought and water shortages directly affect our ability to tackle fires.

In our industry, planning for risks and preparing for a range of current and future emergencies is critical – firefighter safety and public safety depend on it. The FBU therefore welcomes the renewed political focus on climate change, because it is a matter for firefighters today and the foreseeable future.

The Westminster government's *UK Climate Projections 2018* report found solid evidence of climate change in the UK.

Average temperatures over the past decade have been 0.8°C warmer than the 1960s. Nine of the 10 warmest years on record have occurred since 2002. Average temperatures during the most recent decade have been around 1°C warmer than during the pre-industrial period – consistent with warming observed on a global scale.

SEA LEVELS HAVE RISEN BY 16cm

In the past few decades annual average rainfall has increased over the UK, particularly in Scotland. Sea levels have risen by about 16 centimetres since the start of the 20th century.

Over the next half century, if global emissions continue to increase, UK summers could be as much as 5°C warmer and winters 4°C colder.

Extreme weather is likely to increase. The rise in sea levels is expected to continue. The climate projections report concluded: "It is ... a cornerstone principle of resilience preparation that we plan for a wide range of possible future changes, in parallel with taking actions to reduce the likelihood of the

worst scenario becoming reality."

Last summer's heatwave provided a glimpse of the future. We saw some of the worst wildfires in recent years. Climate scientists suggest such high temperatures could become the norm by the 2050s.

In June and July 2018, the North West of England witnessed more than 30 consecutive days of wildfires. At the peak of operations on Saddleworth Moor in Greater Manchester, 220 firefighters, 57 fire engines and four high volume pumps were deployed. Some 15 other fire and rescue services sent personnel across borders to assist.

Firefighters also tackled other significant wildfires, such as Winter Hill in Lancashire, Glenshane Pass in Northern Ireland and the Vale of Rheidol in Wales. The South West of England, the West Midlands and Yorkshire also experienced big grassland fires. The Scottish Fire and Rescue Service issued 21 wildfire danger warnings last year.

If ever there was an example of the irreplaceable role of firefighters in emergency intervention, then



DANNY LAWSON/PA IMAGES

these fires confirmed it. If ever there was an example of why firefighters need common UK-wide professional standards for training, equipment and kit, these fires demonstrated it once again.

Firefighters respond to around 20,000 flood incidents a year across the UK, although official figures almost certainly underestimate the scale of intervention. While many floods affect only the basement of a single building, major floods can affect whole communities, high streets, farmland, transport and critical infrastructure.

FBU REPORTS

The FBU produced detailed reports on the 2007 summer floods and on the 2013-14 winter floods, demanding resources and action from governments. Academics have increasingly made the links between climate change and individual weather events that can lead to flooding.

The FBU has campaigned for fire services to have a legal duty to respond to floods and wants them to have the



Matt Wrack addresses a Declare A Climate Emergency Now rally in Parliament Square that was organised to coincide with a motion in the House of Commons, tabled by Labour party leader Jeremy Corbyn, to declare an environment and climate emergency

resources from central funding to match such a duty. There is a legal duty for fire and rescue services to respond to major floods in Scotland, Northern Ireland and Wales – but not in England. The Labour Party is committed to introducing a duty when it forms a government at Westminster. The Westminster government's National

Risk Register highlights flooding, severe weather and wildfire as major risks facing the UK. Yet there has been very little central government guidance directed towards the fire and rescue service to ensure national resilience. Instead, central government has imposed austerity cuts and left local fire authorities to deal with the consequences.

The FBU therefore welcomes the Labour Party's proposal at Westminster in May to declare a "climate emergency".

The union believes climate activists are right to agitate for more action to tackle climate change before damage becomes irreversible.

RIGHT EQUIPMENT

We want investment in more firefighters, the right equipment and facilities for this arduous work.

Firefighters are key to understanding the impact of climate change on our communities. The FBU campaigns for a "just transition" to a low-carbon economy. Workers are essential to finding the way out of climate chaos before it is too late.

FIGHT TO FREE OUR UNIONS

Riccardo la Torre, FBU eastern regional secretary, and **Sacha Ismail**, Free Our Unions campaign organiser, say that we need strong legal rights to be able to take action to support our own campaigns as well as those of other workers and climate campaigners

Anti-union laws, severely restricting the right to organise and take industrial action, are a barrier to workers defending their interests and building up the labour movement's strength. All of them – from David Cameron's 2016 Trade Union Act back to the first of many laws passed under Margaret Thatcher, from 1980 – need to go.

That was the clear message from this year's FBU conference.

Delegates unanimously passed a resolution from Suffolk brigade making the FBU the first national union to formally support the Free Our Unions campaign, set up last year and backed by union branches across the country.

The motion calls for a clear commitment from the Labour Party to repeal all anti-union laws and replace them with strong legal rights for workers and unions.

At the "Free Our Unions" fringe meeting sponsored by Eastern and West Midlands regions, speakers included FBU general secretary Matt Wrack, anti-blacklist campaigner Dave Smith and school student activist Patrick

Wakefield, who talked about the recent school walkouts over climate change and why workers need the right to take action on the same issues.

There was a good discussion, including about how we balance fighting to repeal anti-union laws and, while they remain, resisting the tendency to let them dampen down unions' activity.

We want the right to take industrial action when and how workers choose, without the current absurd procedures and restrictions; the right to take action on any issue, from basic workplace

issues to solidarity with other workers, to broader questions like fire safety or climate change; and the right to picket freely.

Anti-union laws prevent the kind of inspiring action UK workers organised in the not-so-distant past, like mass pickets, miners and printers striking to support NHS staff, or indeed workers taking action over green issues.

For many unions these hinder national industrial action, as shown by the recent difficulties of PCS and UCU in meeting ballot thresholds, despite huge turnouts and yes votes.

WORKPLACE ACTIVISM

But perhaps most importantly these laws make the basic business of workplace organising much more difficult than it should be. Fighting to scrap them and, meanwhile, not letting them intimidate us, is essential to rebuilding a strong culture of workplace activism throughout the economy.

Because employers and this government are so afraid of workers' potential power, unions are among the most tightly regulated organisations in the UK. The absurdity of this set-up is



Sacha Ismail addresses the fringe meeting



PA ARCHIVE



STEFANO TARNANINI



IAN MARLOW

shown by the fact that firefighters have had to ballot to collectively refuse to do work which is not in their contracts.

We need an end to laws which empower fire chiefs to dictate where and how striking firefighters can picket – even after they have cleared all the ballot and other procedural hurdles. We do not need government ministers telling unions how they can and cannot spend their members' subs.

More broadly, consider the injustices we face – like those that still plague the Grenfell community two years on. We hold meetings, we petition, we march. But imagine the change we could effect if workers were able to withdraw their labour to stand up in solidarity with other workers and the wider community.

CLEAR COMMITMENT

The Labour Party has made some important promises on workers' rights, but it is far from clear whether it will repeal all the anti-union laws or simply the 2016 Trade Union Act. Labour movement campaigning to win a clear commitment on this is essential, and with its affiliation to Labour and support for the Free Our Unions campaign, the FBU can take a leading role.

The union nationally will be promoting the campaign, so look out for more; but, meanwhile, raise these issues locally. Educate yourself and other members and integrate the call to scrap the anti-union laws into your wider arguments and campaigning.

■ For more information email riccardo.latorre@fbu.org.uk

■ For more on the Free Our Unions campaign go to www.theclarionmag.org/campaigning-against-anti-union-laws

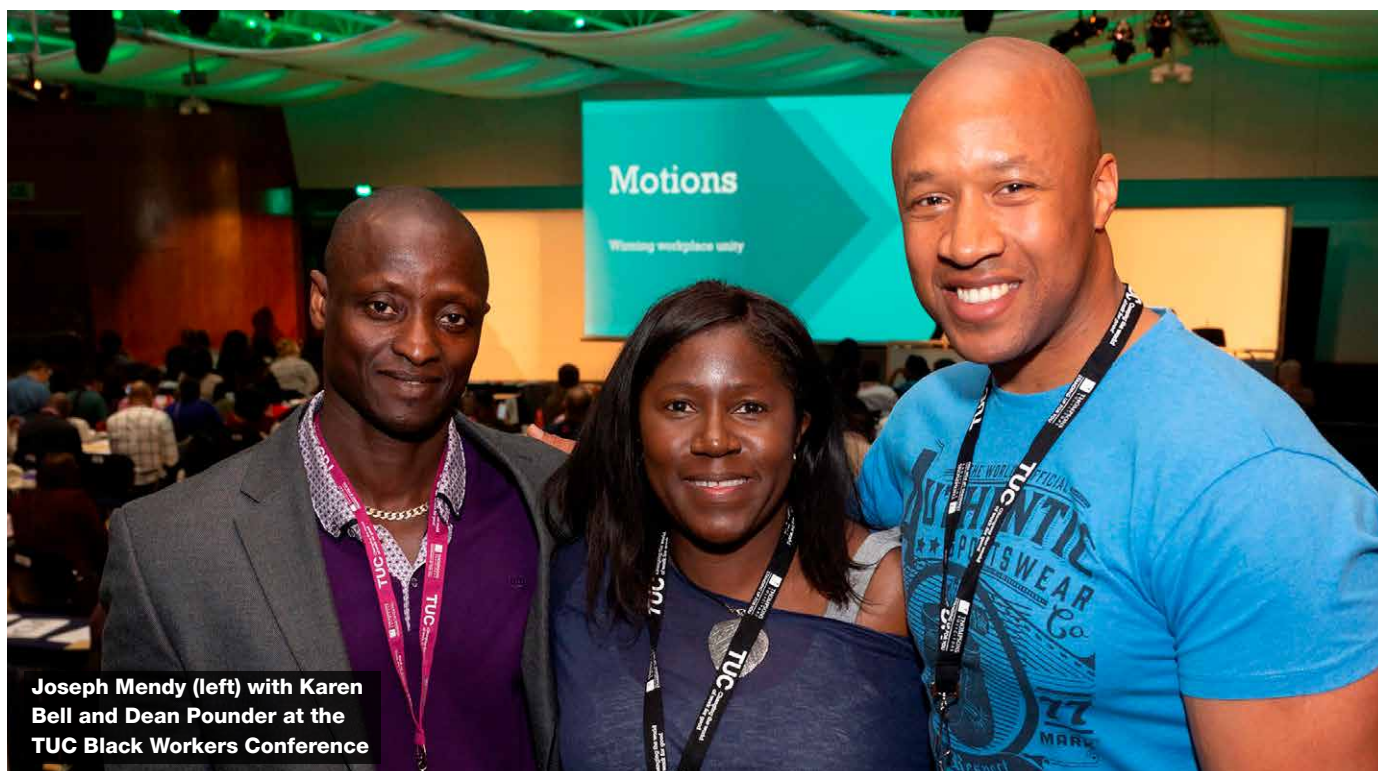
A REVOLUTION IN WORKERS' RIGHTS

Matt Wrack, FBU general secretary, said that John McDonnell, the shadow chancellor, had pledged Labour would repeal the punitive 2016 Trade Union Act.

"While that is an important and necessary step," he said, "2016 was the culmination of decades of government antagonism to unions, not the beginning.

"A Labour government needs to support and build the labour movement. That means tackling the decades of anti-union legislation we suffer under.

"Nearly 30 years after her resignation, Thatcher-era union-busting laws remain in place. The Labour government that we fight for must repeal all of the UK's anti-union laws and deliver a revolution in workers' rights."



Joseph Mendy (left) with Karen Bell and Dean Pounder at the TUC Black Workers Conference

STILL A LOT OF GROUND TO COVER

Joseph Mendy, FBU Black and Ethnic Minority Members (BEMM) national secretary, reports on this year's TUC Black Workers Conference

Delegates from the FBU's BEMM section arrived in London in April for the conference. There were 226 registered delegates from 28 member unions in attendance, alongside a host of visitors and observers.

The conference was held against a backdrop of rising racial tension. The percentage of people from ethnic minorities experiencing racial discrimination has risen to 71%, while far-right parties have surged across Europe.

Conference debated 23 motions – and tackling the tide of racist politics stood at the forefront of the agenda.

Motions ranged from Windrush, resisting the “hostile environment”, and tackling the far-right to workplace issues like

pensions and non-disclosure agreements.

In my role as BEMM national secretary, I attended as an official. Dean Pounder made his TUC debut as a delegate representing North East region, while Karen Bell, BEMM national vice chair, attended her second Black Workers Conference.

Dean successfully moved a motion calling for recognition of workers' struggles of the past with a working class history week. Communications Workers Union delegate Trish Lavelle described the motion as “crucial if we are to counter

the false working class narrative of the right”.

“I am really pleased with the reception we received from conference,” Dean said. “It was my first written motion and it carried unanimously on my first time. The entire weekend was enlightening and sombre, listening to stories and experiences of other BEMM members and the things they have had to endure whilst giving everything in their respective professions.”

FBU delegates supported a motion calling for a renewed inquiry into the death of seven-year-old Zane Gbangbola, who may have

been killed by toxic fumes rising from a former landfill site during the Surrey floods.

Delegates seized the opportunity to network and share contact details, ideas and best practice in dealing with different issues.

The FBU has a strong history of representation at TUC Black Workers. At last year's conference, Karen Bell received a standing ovation, after moving her motion calling for better diversity measures in fire and rescue service recruitment.

It was an honour to represent fellow black and minority ethnic members at the conference. But our strength comes from unity – and unity requires action from all those in our movement.

We are asking all black and ethnic minority members and allies to get more involved in the union and our section. BEMM rights have come a long way, but there is still much ground to cover.

■ Joseph Mendy has been elected to the Scottish TUC's Black Workers Race Relations Committee.

'THE ENTIRE WEEKEND WAS ENLIGHTENING AND SOMBRE, LISTENING TO STORIES AND EXPERIENCES OF OTHER BEMM MEMBERS AND THE THINGS THEY HAVE HAD TO ENDURE WHILST GIVING EVERYTHING IN THEIR RESPECTIVE PROFESSIONS'

VICTIMISATION

HOW THE LAW CAN PROTECT YOU

Rachel Halliday

of Thompsons Solicitors examines how the law can protect UK trade unionists against victimisation

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

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

THE LAW SAYS ...

1 Workers have the right not to be subjected to a “detriment”, if the employer’s main purpose is an “unlawful purpose”

A detriment means a disadvantage. Examples of detriments include being demoted, being asked to work extra or unsociable hours or having disciplinary action taken against you.

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

It is automatically unfair to dismiss someone if the principal reason for the dismissal is an “unlawful reason”

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

3 It is automatically unfair to dismiss someone by reason of redundancy if the principal reason for selecting them for redundancy is an “improper purpose”. For courts to find that a detriment or dismissal is unlawful, the employer has to have an improper purpose. In assessing this, tribunals look not only at the effect of their actions but also at the

objective they were aiming to achieve.

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

TRADE UNION ACTIVITIES: YOUR RIGHTS

To be protected, trade union activities must take place at “an appropriate time”. This usually means outside the member’s working hours, or at a time during working hours when the employer

has agreed to the employee taking part in trade union activities.

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

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

CLAIMS THAT TRADE UNIONISTS CAN BRING

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

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

■ For more information, contact your local FBU representative.



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

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

FBU PHOTO COMPETITION 2019

Previous years' photo competitions have attracted much interest from members. With kind sponsorship once again from College Hill Press, we are inviting members to send in their photos by **30 July 2019**.

We are looking for powerful, creative, intriguing and/or educational photographs which showcase the huge range of work our members undertake. So, whether it's a dramatic picture of firefighters in action, or control operators dispatching engines, or staff on downtime, working in the community, undertaking training, or returning from a shout please submit your photo and see if you could win.

The first prize will be £500, with two runners up prizes of £100.

HOW TO ENTER

You can enter either by email or by post. Include your full name, address, membership number, contact telephone number, email address, and a short description of your picture detailing where and when it was taken and the story behind it.

Digital images must have a minimum size of 3,000 pixels on their longest edge. Physical prints or slides must be of sufficient quality and resolution to be printed at large size. Original negatives for prints must be available.

■ **Email:** firefighter@fbu.org.uk
 ■ **Post:** Photo Competition, Communications Department, Fire Brigades Union, Bradley House, 68 Coombe Road, Kingston-upon-Thames, Surrey, KT2 7AE.

TERM The 2019 FBU photo contest opens to entries from 1 May 2019 and closes on 30 July 2019. By submitting an entry, each entrant agrees to the official rules.

WHO MAY ENTER The competition is open only to individuals who are current FBU members.

CONTEST PRIZES First prize of £500
 Two runners up will receive £100

JUDGING The judging panel will be made up of Matt Wrack, FBU general secretary, a representative from our sponsors College Hill Press, Anna Zych from the FBU communications team as well as editor and designer Alan Slingsby and a guest photojournalist.

OFFICIAL RULES This competition is only open to FBU members whose membership fees are up to date. All entries must be the original work of the entrant and must not infringe on the rights of any other party. Each image entered must be the work of the individual submitting it and must not have been published elsewhere nor have won a prize in any other photographic competition. It is the responsibility of each entrant to ensure that any image they submit has been taken with the permission of all people recognisable in it and that the image does not infringe the copyright of any third party or any laws. Copyright in all images submitted will remain with the entrant. But each entrant grants a worldwide, irrevocable, perpetual licence to the Fire Brigades Union to feature any or all of the submitted images in any of its publications, websites and/or in any other material published by the union.

There is no limit on the number of entries per person. Entries will be considered from fire service photographers. The competition closes 30 July 2019. We cannot guarantee entries will be returned. The decision of the judges will be final and no correspondence will be entered into. Entrants must warrant that they took the photograph they submit and that they own its copyright. Submission of an entry will be taken as acceptance of the rules of the competition.

LETTERS



MID AND WEST WALES FRs PENSIONS CASE

With reference to the news on page 4 of the April/May 2019 issue of *Firefighter* regarding the union victory in a pensions appeal.

As one of the members affected by this case, I write to convey my heartfelt gratitude to both the FBU and Thompsons Solicitors and Ivan Walker (whom I've written to separately) for fighting this case on behalf of myself and my colleagues, as a result of a three-year legal process I am now in a substantially better position than I was previously.

Many thanks
 FBU member
 (Name and address supplied)



NOTICE

Notification of right to give withdrawal notice – FBU political fund

To: All Members who joined the FBU on or after 1st March 2018 and to those members who opted-in to the political fund on or after 1st March 2018.

Dear Brother/Sister,

The Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by the 2016 Act) Section 84A (1) and (2) requires the Fire Brigades Union to notify you of your right to give a withdrawal notice, and hence opt-out from the political fund that you opted-in to join on or after 1st March 2018.

The withdrawal notice will take effect at the end of the period of

one month beginning with the day on which it is given.

If you wish to opt out of the political fund then you can do this by the following measures:

- (a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
- (b) by sending it by email to the following email: membership@fbu.org.uk

If you have any queries please contact the email detailed above.

Yours fraternally
 Dave Green – National Officer

TWEETS



Angela Rayner
 @AngelaRayner

Follow

Speaking today at the @fbunational conference in Blackpool. FBU a fighting and campaigning trade union led by the widely respected general secretary @MattWrack. Thanks for the fantastic reception from delegates, solidarity to all Firefighters, Fire Rescue&support staff 🙌



12:37 PM - 17 May 2019 from Blackpool, England

STATION CAT QUESTIONS OF LEADERSHIP

A Graz, Austria,
firefighter assesses
the plight of a
trapped hedgehog

© GRAZ DEPARTMENT DISASTER
CONTROL AND FIRE BRIGADE



A LITTLE BIRD TOLD HER

North Yorkshire Police, Fire and Crime Commissioner Julia Mulligan is turning to Twitter in an attempt to help members of the public take part in scrutiny of leaders of the police and fire and rescue service over the impact of cuts.

Your Cat wonders where she got that idea from and, more importantly, what she might find?

LEADING QUESTION

Every day the world seems to be getting just a little bit stranger. Young people are finding it more and more difficult to find a job unless they have suitable work experience. In short, another excuse to pay people as little as possible.

And then this came floating into your Cat's basket ... The current head of West Sussex Fire and Rescue Service, Gavin Watts, announced his decision last month to retire after 29 years in service.

Apparently candidates to be West Sussex's new chief fire officer do not need to have fire service experience to be considered for the role.

The job advert says that "fire service experience would be helpful; it is not essential for this leadership role".

Your Cat cannot help but think it is a bit like going for open heart surgery and asking your surgeon: "Have you done anything like this before?"



Firefighters battle the Notre Dame blaze

PRICKLY PROBLEM

It used to be cats and trees that had a special relationship with firefighters. OK, man's "best friend" occasionally got a look in, but it was cats who had the special relationship. Times, however, appear to be changing.

Your Cat has just learnt that firefighters in Austria have rescued a hedgehog from a gate.

The plump hedgehog who got stuck in a gate in Graz had to be cut free by firefighters using heavy-duty cutting equipment. An angle grinder was used to cut through the gate and free the hedgehog from its prickly predicament.

The hedgehog's escape comes just a few months after firefighters in Germany rescued a rat that had become wedged in a manhole cover.

You have got to admit Station Hedgehog or Station Rat (although I have met a couple of those in my time) doesn't sound the same does it?

PENNY DREADFUL

Can you imagine if a serving firefighter was to enter the public arena and in their professional capacity utter a series of profanities?

Your Cat would suggest that at the very least they should be on the receiving end of some form of disciplinary action. And quite rightly so.

Former Fire Minister, Royal Naval reservist and our former boss Penny Mordaunt is on record as delivering a House of Commons speech laced with innuendo.

Apparently, valuable time in the House of Commons was used after her Royal Navy colleagues presented her with a puerile forfeit for a "misdemeanour" during training.

Well, who's laughing now? Ms Mordaunt has been promoted to Secretary of State for Defence.

Anyone for a spot of effing and jeffing?

CROSS CHANNEL COMPARISON

Your Cat has tried to steer clear of the "B" word but feels the time has come to make a comparison between the lot of firefighters here in the UK and that of our continental cousins.

Firefighters in Paris battled throughout the night to save expensive works of art and religious relics. They were, quite rightly honoured for their bravery and hard work.

Firefighters in London battled through the night to save people's lives and suffered a gruelling inquiry for their bravery and hard work.

Is your Cat right in thinking, at the closest point we are only 19.8 miles from France but light years away in terms of government attitudes towards our firefighters?

LIES, DAMN LIES AND STATISTICS

Edwin Ekow Blankson, the chief fire officer of Ghana, has told the Modern Ghana news website that, of the 300,000 fire and emergency calls received by the Ghana National Fire Service between December 2018 and January 2019, only three were from people who were genuinely in distress.

This means that only 0.1% of emergency and fire orientated distress calls were genuine. If true it would mean that Ghana was one of the safest countries on earth.

Imagine what would happen if those figures appeared in the UK press. Your Cat understands Westminster Fire Minister Nick Hurd is trying to contact Mr Blankson.

25-YEAR BADGES



Richard Gee (r), green watch, Ascot Drive, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



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



Lee Mahady (r), Burntisland, Fife, Scotland, receives his 25-year badge from East Scotland RDS rep Gordon Nimmo



Keith Covell (l), protection, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



Colin Weaver (r) legislative fire safety, Dunfermline, Scotland, receives his 25-year badge from Fife LSO official Allan Still



Paul Hawker (l), Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



Mark Roberts (l), Bala, North Wales, receives his 25-year badge from EC member Grant Mayos



Gary Edwards (l), Wythenshawe, Greater Manchester, receives his 25-year badge from branch chair Paul Hardman



Mick Dutton (l), green watch, The Ridge, Hastings, East Sussex, receives his 25-year badge from brigade organiser Graham Geer with watch colleagues looking on



Max Gilbert (l), green watch, Bohemia, Hastings, East Sussex, receives his 25-year badge from brigade organiser Graham Geer with watch colleagues looking on



Alex Rousell (r), blue watch, Yeovil, Devon and Somerset, receives his 25-year badge from brigade organiser Dave Lock with blue watch and group support staff, Yeovil, looking on



John Munro (l), Inveray, Scotland, receives his 25-year badge from West Area secretary Seona Hart



George Lynch (r), Springburn, Scotland, receives his 25-year badge from branch secretary Craig Smith



Ian Kemp (r), RDS, Arbroath, Scotland, receives his 25-year badge (about 14 years late!) from branch rep Henry Hay with (l-r) Richard Howe, Stuart Gersok, Ross Anderson, Scott Grahame, Stuart Low and Gavin Paterson



Steve Isaac (r), green watch, Barnstaple, Devon and Somerset, receives his 25-year badge from brigade chair Scott Young with colleagues looking on



Dave Showering and **Wayne Townsend**, Station 15, Avon, receive their 25-year badges from branch chairman Kevin O'Neill



Tony Pearson (r), Barmouth, North Wales, receives his 25-year badge from EC member Grant Mayos



Colin Gilchrist (r), red watch, Middlesbrough Cleveland, receives his 25-year badge from brigade secretary David Howe with watch members looking on



Chris Cooper (r), red watch, Cleveland, Middlesbrough receives his 25-year badge from brigade secretary David Howe with watch colleagues looking on



Reggie Hawkings (r), white watch, Clacton, Essex, receives his 25-year badge from colleague Jim Bowyer



Jim Bowyer (r), white watch, Clacton, Essex, receives his 25-year badge from colleague Rob Ward



Andy John (r), Barmouth, North Wales, receives his 25-year badge from EC member Grant Mayos



Michael Richardson and Steven Holloway, fire safety, London, receive their 25-year badges from regional secretary David Shek (centre r) and London regional treasurer Jason Hunter (centre l), with colleagues looking on



Donald MacDonald, Inveray, Scotland, receives his 25-year badge from West area secretary Seona Hart



South West regional chair Guy Herrington (r) receives his 25-year badge from national officer Tam McFarlane with brigade officials at their meeting in Birmingham



Karen Adams, Dorset and Wiltshire brigade secretary, receives her 25-year badge from national officer Tam McFarlane at FBU conference



Neil McKechnie (c), Port Glasgow, receives his 25-year badge with (l-r) colleagues Craig Donnelly, Joanne Cooper, Marc McGarrity and Kevin McSkimming



Stephen McIntyre (l), Des Kearney (c) and Paul White, Maryhill, Scotland, receive their 25-year badges



Bruce Scott (r) Livingston, Scotland, receives his 25-year badge from branch secretary Dave German with members of green watch and the Livingston day shift crew looking on



Paul Adams (l) Baldock and Letchworth, Hertfordshire, receives his 25-year badge from brigade organiser Rob Fortune

25-YEAR BADGES



Andy Turner (c), green watch, Hollins, Greater Manchester, receives his 25-year badge from branch/divisional secretary Stephen Wiswell with watch members (l-r) Jenna Cooper, Tony Hornby and Chris Mills



Mark Hunt (r), Cammelshead, Plymouth, Devon and Somerset, receives his 25-year badge from brigade secretary James Leslie with (l-r) Dave Roberts, Lawrence Trerice, Chris Blackmore and Neil Argyll



Dave Oakley-Ives (l), receives his 25-year badge from East Sussex brigade organiser Graham Geer with colleagues from the brigade training centre



Harvey Campbell (r), Wrexham, North Wales, receives his 25-year badge from former executive council member Grant Mayos



Clive Lewis (l) green watch, Leatherhead, Surrey, receives his 25-year badge from brigade vice-chair Jamie Devey



Steve Stimson (l), blue watch, Hastings, East Sussex, receives his 25-year badge from brigade organiser Graham Geer with watch colleagues looking on.



Catrina Dunn (l), white watch, Paignton, Devon and Somerset, receives her 25-year badge from brigade vice chair Chris Balcombe with colleagues looking on



Lee Yates (l) Wainfleet, Lincolnshire, receives his 25-year badge from Sean Yates alongside Wainfleet crew



Neil Armour, Inveray fire station, Scotland, receives his 25-year badge from West area secretary Seona Hart



James Tuffley (l), training school, Buckinghamshire, receives his 25-year badge from brigade secretary Greg O'Neill with former colleagues from Aylesbury looking on



Michael Statter, (l), green watch, Leatherhead, Surrey, receives his 25-year badge from brigade vice-chair Jamie Devey



Janis Ross-Williamson (r), training department for operations control, Edinburgh, Scotland, receives her 25-year badge from East Area secretary John McKenzie



Martin Raeburn (l), Peebles, East of Scotland, receives his 25-year badge from East area vice-chair Gus Sproul



Bill Lamont (l), Maryhill, Scotland, receives his 25-year badge from branch secretary Mark Gillies



Amanda Edwards (r), fire control, West Midlands, receives her 25-year badge from brigade secretary Steve Price-Hunt

40-YEAR BADGES



LIKE FATHER, LIKE SON

In April this year Kevin Harris was at Blenheim Palace in Oxfordshire, attending the 20 years' long service and good conduct medal presentation to his son James, FBU brigade chair, of Oxfordshire.

"Before we went into the palace he said he had something to give me," says Kevin.

"He presented me with the 40-year FBU badge. I've served for 42 years operational with Hereford and Worcester Fire and Rescue Service, and I am now working as a technician for the service linked into USAR.

"This February I completed 46 years with the brigade.

"This was such a surprise and a honour for me to receive this award from my son on behalf of the FBU I wouldn't have wanted it any other way."



John Speak (l), Market Weighton, Humberside, receives his 40-year badge from brigade secretary Gavin Marshall



Richard Kirk (c), London, receives his 40-year badge from general secretary Matt Wrack and London regional secretary David Shek (r)

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

firefighter@fbu.org.uk or

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

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

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

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

158 Muller Road, Horfield,
Bristol, BS7 9RE
0117 935 5132, 13rs@fbu.org.uk

Change of address or next of kin

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

FBU FREEPHONE LEGAL ADVICE LINE

0808 100 6061

ENGLAND, WALES AND N IRELAND

0800 089 1331

SCOTLAND

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

**T THOMPSONS
SOLICITORS**



**STARTING A
SYNDICATE**



**FIREFIGHTERS 100
LOTTERY**

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918



PLAY TOGETHER WIN TOGETHER



**MORE
CHANCES
TO WIN**



**BUY TICKETS
WITH FRIENDS AND
COLLEAGUES**



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Syndicates are easy to set up and run. To help guide you through the process download the 'how to' PDF from the link below and just follow the instructions.

You'll have your syndicate set up in no time.



www.firefighters100lottery.co.uk/syndicates