

Firefighter

The magazine of the Fire Brigades Union

FBU CONFERENCE 2022

STANDING TOGETHER

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**'BAN UNLAWFUL BA POLICY'
FBU TELLS H&S EXECUTIVE**

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**FIRE SERVICE WHITE PAPER
THREATENS DISASTER**

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**#DEMANDCHARGES
JUSTICE FOR GRENELL**

See p12



WE'VE GOT YOUR BACK

June/July 2022



www.fbu.org.uk

ENOUGH IS ENOUGH

Since the last issue of *Firefighter*, the far-reaching effects of the cost of living crisis can be felt across our movement.

It is the result of global private profiteering and government mismanagement of the economy, and shows no sign of letting up.

The cost of living measured by the consumer prices index (CPI), was 7.8% higher in April 2022 than a year before.

Figures can feel meaningless, but what really stings is extortionate fuel costs, energy bills spiralling out of control, and the monthly food shop nearly double what it was a few years ago.

Public sector workers are bearing the brunt of these costs – as bills are skyrocketing, pay is stagnating. The government gives its friends in business profitable contracts, tax breaks and favours, but refuses to act to help ordinary workers.

The public sector, including the fire and rescue service, has faced decades of central funding cuts, pay caps,



Matt Wrack

Cost of living crisis:
public sector workers bear the brunt

The Grenfell community inspire us all with their relentless fight for justice and we stand in solidarity with them every step of the way

imposed pay review bodies and other limits designed to hold down the pay of all public sector workers.

On Saturday 18 June, FBU members stood with thousands of ordinary workers to demand better. To shout loudly that enough is enough, and the movement will not stand for it.

We marched through the streets of London condemning this government. Time and time again they

have shown they don't care about workers. As we enter pay negotiations with the National Joint Council, this will be at the forefront of our minds as we fight for our pay, terms and conditions.

GRENFELL

14 June marked five years since the fire at Grenfell Tower in West London.

FBU members from across the UK joined with the community at the silent walk.

Firefighters and the Grenfell community have a bond that was forged in tragedy and we stand in solidarity with all bereaved, survivors and residents.

Five years on, it is a time for reflection, and to remember all those who lost their lives and the loved ones they left behind.

Their legacy lives on in the fight for justice. The community has faced constant denials from those responsible for Grenfell being covered in cladding as flammable as petrol.

They have endured a wait for criminal charges that continues to this day. They inspire us all with their relentless fight for justice and we continue to stand in solidarity with them every step of the way.

■ **Wrack on the Road: p23**



Did you know ...?

During the pandemic the incomes of 99% of the world's population fell. At the same time, the richest 10 men in the world saw their wealth increase from \$700 billion to \$1.5 trillion. Don't let them tell you there is no money for wages, homes or public services.

Source: bit.ly/Oxfam-10-richest





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Firefighter

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NEWS

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BA POLICY

FBU calls on HSE to ban 'unlawful' changes

The Fire Brigades Union has formally reported two fire and rescue services to the Health and Safety Executive (HSE) for a breach of health and safety law involved in policies which would see firefighters sent beyond the bridgehead without their breathing apparatus (BA) turned on.

Hampshire and Isle of Wight and Dorset and Wiltshire fire and rescue services have both implemented the change, which was first suggested by National Fire Chiefs Council (NFCC) guidance.

Several other fire services have also been identified as bringing in this policy.

The FBU letter called for the HSE to "investigate our complaint and use its statutory powers to bring an end" to the policy.

FBU national officer Riccardo la Torre said: "It is disgusting that, after the horrors of Grenfell, chief fire officers are trying to send firefighters into high-rise fires without their BA turned on. This procedure is unsafe, unlawful and

unprofessional, putting firefighters and the public at greater risk."

The policy change involves instructing firefighters to go beyond the point of guaranteed clean air with their BA turned off in high-rise building fires.

Firefighters are to turn on their BA only if a gas monitor alarm is activated, and return to clean air.

In its letter to the HSE, the union says this is far too late, contradicts all expert advice and does not allow firefighters time to don their BA or escape to safety.

More broadly, the union argues that this policy is dangerous for further reasons, including that breathing apparatus is designed to be started in

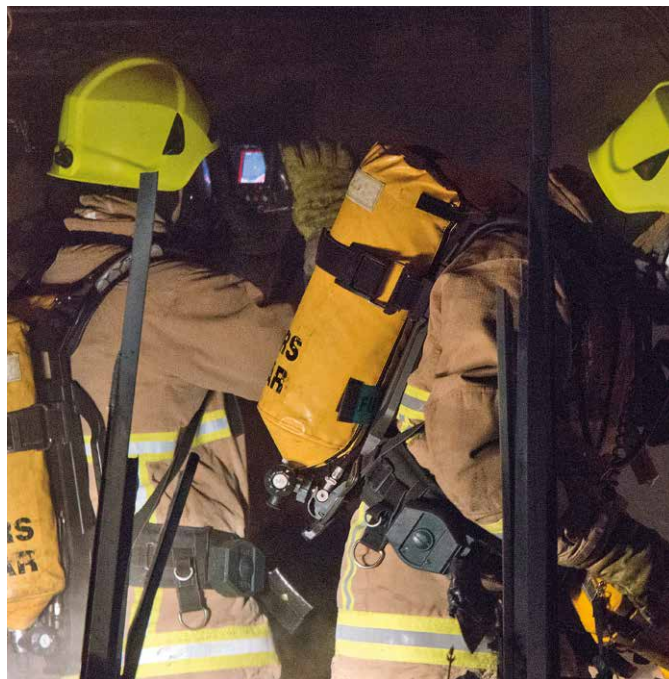
clean air conditions, any faults with BA sets may only be discovered after they have been started, and changing conditions may mean firefighters with their breathing equipment off may end up beyond the point of rescue.

Furthermore, the policy appears to run counter to the efforts of the DECON campaign to tackle fire contaminants and their effect on firefighter health.

Recent studies by Professor Anna Stec and the University of Central Lancashire warn that putting on BA too late, or taking it off too early, increases the risk of firefighters contracting cancer and diseases due to their occupation.

The union is also concerned that its officer members who are made to implement the policy could be subject to criminal charges, due to the legal breaches.

The policy has previously been struck down in London, by the fire service's health and safety advisory panel, due to it being unsafe. The NFCC guidance has not been removed despite the London ruling.



'This procedure is unsafe, unlawful and unprofessional, putting firefighters and the public at greater risk'



PICTURES: STEFANO CAGNONI

Firefighters demand better at TUC demo

Thousands of workers, including firefighters, took to the streets on Saturday 18 June at the TUC demo demanding a new deal for workers from the Westminster government.

FBU members marched through the streets of London carrying banners and placards, protesting at the cost-of-living crisis and ongoing

austerity impacting workers' pay and public services. FBU general secretary Matt Wrack and Kasey LeGall, Leicestershire national women's committee brigade rep, gave powerful speeches at Parliament Square denouncing the government's treatment of firefighters and the fire service.



CHESHIRE

Firefighters slam pick-up truck move

Cheshire firefighters have condemned a plan which is seeing crews sent to incidents with no firefighting equipment except a single fire extinguisher, and no breathing apparatus.

Additionally, the plan involves attendance by only two or three firefighters in a pick-up truck, not a fire engine.

The policy is being implemented with 13 units, present at all on-call only stations (or where there is no wholetime pump attached to the station). Previously, only two such units had been in operation.

The union in Cheshire has

issued a Safety Critical Notice to Cheshire Fire and Rescue Service (CFRS).

CFRS issued a "go-live" for the vehicles which took effect on 1 June this year.

Andrew Fox-Hewitt, FBU Cheshire brigade secretary, said: "We've seen cuts before, but this is beyond farcical. It is a disastrous plan that will end in damage to the health and safety of firefighters and the public alike."

A growing number of fire stations have already said that they will not be crewing these vehicles due to safety concerns.



Sounding off

Right to Food campaign

Ian Byrne, Labour MP for Liverpool, West Derby, says the right to food must be made real and enforceable

It was wonderful to address the recent FBU conference on a Right to Food motion and to see it passed unanimously.

The fear felt across the nation during this cost-of-living emergency is palpable. Millions are worried if they will freeze or starve in their homes. Hunger is a political choice made by this Tory government; like the cuts to Universal Credit, benefit sanctions, the erosion of worker's rights, all alongside a decade of austerity that has cut our vital services to the bone.

The time for sticking plasters – such as reliance on thousands of foodbank and pantry volunteers and donors – is over. We need systemic change so that all people can live with the opportunity of health, happiness and dignity. Food rights must be made real and enforceable – and the government must be held accountable for making sure nobody in our communities goes hungry. A right to food must be enshrined in UK law.

The Right to Food campaign called on Chancellor Rishi Sunak to deliver a Right To Food in his Spring Statement. We asked him to end food poverty, with five key requests:

1. Providing universal free school meals
2. Stating how much of minimum / living wages and benefits (on which people are expected to live) is for food
3. "Right To Food" legislation to be accompanied by oversight and enforcement powers granted to a new independent regulatory body that will hold government to account
4. Funding community kitchens including dining clubs and meals-on-wheels services for the elderly and vulnerable, school holiday meals for those most in need and community cookery clubs
5. Ensuring food security – and taking this duty into account when setting competition, planning, transport, local government and all other policy

It is an honour to have the FBU join us in this fight and you can find out more about the Right to Food campaign at ianbyrne.org/righttofood-campaign

FIREFIGHTERS' MEMORIAL DAY



FBU marks Firefighters' Memorial Day

Firefighters, fire control staff and other fire and rescue employees around the country marked Firefighters' Memorial Day, on 4 May, with a minute's silence at midday, organised by the FBU.

The union laid a wreath at the National Firefighters' Memorial by St Paul's Cathedral in London, with FBU general secretary Matt Wrack, FBU president Ian Murray and FBU

members present. Matt Wrack said: "We are proud to commemorate those who have come before us and to recognise their sacrifice and their contribution to the safety of people in our communities."

Firefighters' Memorial Day honours firefighters who have lost their lives in the line of duty, of whom there are more than 2,300.

BUILDING RESEARCH ESTABLISHMENT

FBU calls for building safety work to return to public control

The FBU will fight for the Building Research Establishment (BRE) to be renationalised.

BRE tests and certifies materials for the construction industry. It was responsible for testing several of the key materials used in Grenfell Tower's refurbishment – including cladding and insulation materials – and fire safety tests.

It was privatised in 1997. The union believes that private ownership has led to failures of competency, with BRE pleasing corporate clients whose products it tested, ahead of ensuring safety.

The commitment came in the form of a motion passed at FBU conference. Read more about the conference on page 10.

CUMBRIA

Public reject joint police-fire commissioner plan

People in Cumbria have rejected Police and Crime Commissioner Peter McCall's bid to becoming a Police, Fire and Crime Commissioner (PFCC).

Of the 363 public and stakeholder responses in a public consultation, 54% preferred the option of a combined fire and rescue authority, compared to 46% in favour of a PFCC.

The FBU campaigned against the plan on various grounds, including that it may lead to three fire station closures,

put 18 jobs at risk, as well as concerns about democratic accountability and the separation between police and fire services.

FBU North West regional secretary Ed Burrows wrote to McCall to ask that he now drop the plan. "We fully expect that McCall will follow through on this consultation by taking the next step and withdrawing the plan," he said, adding: "bundling fire in with the police helps no one".

In brief

North Yorkshire firefighters speak out against proposed cuts

FBU members have serious concerns about a raft of proposed cuts that will put public safety at risk. They include cutting the second fire engine at night from Harrogate and Scarborough fire stations, changing Huntingdown fire station from full-time to part-time cover, and significantly cutting attendance to automatic fire alarm call-outs. FBU officials have expressed serious concern that these cuts would put public safety at risk by increasing response times to emergency incidents. The proposals have now been put to a public consultation by North Yorkshire Police, Fire and Crime Commissioner Zoe Metcalfe. The union is urging local people to reject the cuts.

FBU backed at Scottish TUC

The FBU delegation to the Scottish TUC moved two motions, one on fire engines being off the run and appliances being crewed below safe levels, and another on pension justice. FBU delegates also spoke on a motion on public sector pay and pensions. All of the FBU motions received resounding support and became STUC policy.



Pensions justice: action required

As detailed in circular 2022HOC0281MR members who have already retired and have been paid their pensions and lump sums under the terms of the 2015 Firefighters' Pension Scheme, when they should have been paid under the 1992 scheme terms, are asked to take action by emailing details. To find details of eligibility and what you need to do, go to: fbu.org.uk/circulars/2022hoc0281mr/pensions-immediate-detriment-lodging-claims-circular-requires-actions



The FBU delegation (l-r) health and safety reps Conor Haughian, Scotland, Gareth Beeton, London and Barry Johnstone, N Ireland with FBU national officer Riccardo la Torre and Szymon Kokot, deputy district fire chief, Nidzica, Poland

FBU work on cancer in firefighters was the focus of a Europe-wide meeting of firefighters and their representatives. Riccardo la Torre, FBU national officer, attended the meeting. He said: "DECON is here to stay in the UK fire and rescue service, and now firefighters from across Europe are keen to learn from us."

The union led the way on tackling cancer in firefighters with its pioneering DECON project, which includes ground-breaking research and detailed training.

The interim best practice report, published with the University of Central Lancashire, has been translated into eight

European languages.

The DECON project includes research which suggests that cancer rates in firefighters are four times higher than in the general population, and training to help mitigate this risk.

It was the focus of a



News Focus

Firefighters from across Europe discuss DECON

meeting of the European Public Service Union (EPSU) Firefighters' Network on 15 June. Riccardo la Torre and a delegation of FBU health and safety reps made a presentation on the latest news from the campaign.

EPSU is a collection of more than 260 unions spanning Europe and representing eight million public service workers. Its firefighters' network brings together firefighter sections from across Europe, including the FBU.

Riccardo la Torre said: "We know the value of international solidarity and, as part of that, we are

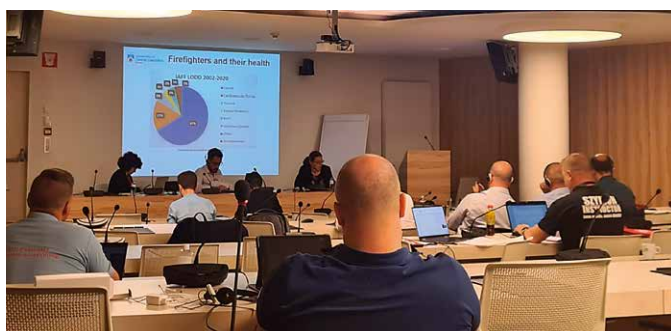
enthusiastic about sharing our work with our European brothers and sisters.

"This meeting was also a huge opportunity for us to listen and discuss these issues, and we look forward to getting back to the UK and working with fire and rescue services to make progress on DECON and saving firefighters from early, needless deaths."

Two discussion sessions took place, both focussed on "Cancer as a professional disease for firefighters, the impact of fire effluents and decontamination".

Other speakers in the discussions included Professor Anna Stec of University of Central Lancashire, who has worked with the FBU on DECON, and representatives of firefighters from countries including Poland, Sweden, and Italy.

■ Scan the code for more information on the EPSU firefighters' network.



A large crowd of people, mostly men, are gathered at a conference. Many are holding up signs that say "DECON TO PREVENT & PROTECT". The signs have a colorful, abstract background. In the foreground, three people are prominently featured: a woman on the left with short blonde hair and glasses, a man in the center with a beard and a white shirt, and a man on the right in a dark suit with a red sash. They are all holding "DECON" signs. The background is filled with more people, some also holding signs, creating a sense of a large-scale event.

THE BIG PICTURE

FBU CONFERENCE 2022

The FBU's DECON campaign is making waves across the world, with representatives from the Italian General Confederation of Labour, CGIL, and the European trade union federation EPSU at the union's annual conference in Brighton in May to speak about its DECON campaign on the carcinogens firefighters encounter in the course of their work. EPSU's Paola Panzeri thanked the FBU for its activity in this area, and said that it helped provide a scientific basis for this work. CGIL's Mauro Giulianella said that it was time to understand the links between these hazards and the higher rates of cancer found among firefighters, and to make sure that counterparts across Europe are working together.



Fundamental rights

The first FBU conference since the pandemic took place in Brighton in May. It reminded us how valuable it is to discuss matters in person, says national officer **Mark Rowe**

Resolutions and debates at this year's FBU conference covered subjects ranging through maternity and paternity pay, shift patterns, pay in the fire and rescue service, and role maps. FBU general secretary Matt Wrack introduced an executive council policy statement renewing "our commitment to the people of Grenfell, to the community and to our members who attended that night".

He highlighted the extent of the building safety crisis that affects "hundreds of thousands of working class people across the country," saying: "we're talking about the fundamental right of people to live in safe and secure homes".

In a powerful debate around sexual harassment, women members recounted the disgraceful treatment women still face in the service.

'Our union must be at the forefront. It must be setting the example that misogyny and sexism cannot be allowed in our workplaces'

Rosa Crowley-Bennett, national women's committee rep for the North East, said: "Our union must be at the forefront. It must be setting the example that misogyny and sexism cannot be allowed in our workplaces".

ERADICATE INEQUALITY

It is clear from the contributions of women at the conference that FBU officials and members must redouble efforts to eradicate any and all inequality from our workplaces.

We must not leave somebody else to challenge these issues. Each one of us must challenge inappropriate behaviour or comments every time we see or hear them.

Several conference resolutions backed and called for the expansion of the union's DECON campaign to minimise harm from fire contaminants.

The FBU will now look to expand DECON principles in national



Above: Humberside branch rep Lloyd Akers, a first time speaker at conference

Left: Brendan Woodhouse is awarded the first FBU solidarity medal by general secretary Matt Wrack (l) and president Ian Murray



Black and ethnic minority members national chair Karen Bell speaking on resolution 66 – All different all equal



operating guidance and fire station design principles. It will seek to expand DECON research on the effect of PFAS (per- and polyfluorinated alkyl substances) – so-called “forever” chemicals.

Delegates heard devastating, heartfelt and hard to forget speeches in the DECON debate. One speaker explained how, after the death of his firefighter father from cancer, he wanted to be able to tell his mother that a DECON motion he was speaking on had been backed at our conference.

North East regional chair Karl Wager told of visiting a dying firefighter in a hospice, whose last wish was to speak to him about this issue and to find out what more could be done to raise awareness.

The conference saw the award of the first FBU solidarity medals, which recognise outstanding displays of solidarity inside and outside the union.

Brendan Woodhouse has helped save the lives of more than 8,000 refugees at sea and campaigned against the awful treatment of refugees to our country.

STRENGTHENED RESOLVE

His moving speech will have strengthened the resolve of everyone at conference to end our country’s disgraceful border policy. As Brendan said: “Our border is the deadliest in the world and we have made it happen.”

John McDonnell MP has for decades stood shoulder-to-shoulder with FBU members in their battles. FBU vice president Ben Selby said: “He has been a friend of ours and firefighters for decades, standing on picket lines with us even when it was unfashionable.”



Assistant general secretary Andy Dark speaking in the debate on continual professional development

The FBU will now look to expand DECON principles in national operating guidance and fire station design principles

Melanie Gibb, region 1 fairness at work rep, and Scottish north west area national women’s committee rep Kerry McCrone, who spoke on resolution 67 – Our union tackling misogyny – with Notts brigade organiser Nick Hardy

Pictures: Mark Thomas

McDonnell said that he will “cherish this medal and cherish this moment for the rest of my life”. The job of a Labour MP is to be with the FBU “in Parliament and on the picket line,” he added.

Guest speaker Labour MP Sarah Jones MP, shadow fire and rescue minister, thanked the FBU for its work and said that 12 years of Conservative government had taken its toll on the service.

TUC general secretary Frances O’Grady thanked members for what they had done throughout the pandemic and said that the rest of the movement looks to the FBU for leadership.

She urged all members to attend the protest against the cost of living crisis in London on Saturday 18 June.

UNION STALWARTS

Several people were at conference as an official of the FBU for the last time, including assistant general secretary Andy Dark, Eastern EC member Brian Hooper and Dorset & Wiltshire brigade secretary Karen Adams.

All three have been union stalwarts for many years and were an inspiration to all conference delegates as they returned to workplaces determined to fight for FBU values and principles.

Grenfell justice #Demand Charges

Calls for charges against the greedy and the guilty for the Grenfell Tower fire are growing, reports **Helen Hague**

On 14 June, five years ago, toxic flames tore up Grenfell Tower in the early hours, killing 72 people in London's richest borough. Since the building burned, in dignified silent walks through nearby streets, survivors, the bereaved, supporters and firefighters have ensured that they are not forgotten.

The fifth anniversary silent walk, organised by Grenfell United, ended with repeated calls for "Justice" ringing out from the base of the tower. Five years on, no one has been prosecuted and thousands of buildings remain swathed in combustible cladding.

The Grenfell inquiry is still running – but already enough shocking evidence of corporate greed, lax regulation and safety measures flouted has emerged to ramp up the calls for those responsible to face criminal charges.

Grenfell United banners on the silent walk, featuring damning inquiry evidence, spelt out the growing demands for those responsible to face criminal prosecution with the hashtag #DemandCharges.

North Kensington firefighter Dave Badillo, the first firefighter to enter Grenfell, says his life was changed by what he saw – and what he was unable to do – that night.



Below: With Grenfell Tower seen behind them, Grenfell United campaigners take part in a silent walk five years after the fire to demand justice for the victims, survivors and community

Left: FBU members from all regions took part in the silent walk



government's refusal to bring in personal emergency egress plans (PEEPS) to help disabled people escape.

He spent six hours in the Grenfell Tower lobby in the early hours, passing on details of residents trapped in the building, unsure if it was about to collapse. He watched anxious firefighters return from smoke-filled stairwells, some carrying casualties, some unable to speak.

WARNING WHISTLES SCREAMING

Their effort to save life, was, he says, "total", with many firefighters staying up the stairs and corridors filled with toxic smoke, "warning whistles on their breathing apparatus screaming".

Firefighters rescued Nicholas Burton and his wife Pily from their flat on the 19th floor, guiding them down the toxic smoke filled stairwell.

They left the building at 2.33am. Pily, who had dementia, later died as a result of the blaze. Since the fire, Nicholas has forged strong links with North Kensington firefighters and has attended the inquiry as both witness and observer.

He wept when he heard Dave's testimony on trying to rescue Jessica. He says the government's refusal to bring in PEEPS is a "punch in the stomach".

Nicholas says people who survived the night and lost relatives need to see those responsible for their loss held to account and thought rapper Lowkey caught the growing mood on the fifth anniversary gathering:

"Can the system give us justice or does it lack the will to try? It's five years and not one executive is inside. This is a message to the government and I bet it gets through – you arrest them or we arrest you."

Increasingly, people are speaking out. At a Grenfell memorial service at Westminster Abbey, veteran journalist Jon Snow said those responsible for the fire "must face justice".

Meanwhile, Nicholas and others who lost loved ones at Grenfell, watch, wait and campaign to get justice. "At this rate it could be a decade before people go to prison. We need to up the ante," he says.

"All this evidence, still no closure, still no action, still no justice #DemandCharges"

With the building filling with toxic smoke, he went with a colleague to the 20th floor to rescue 12-year-old Jessica Urbano Ramirez, whose "panicked and anxious" older sister had passed him the flat keys outside the tower.

With a colleague he battled smoke and toxic fumes, but found the open flat empty. Jessica had gone up to the 23rd floor, where she died with others.

Since that horrendous night, Dave has thrown himself into helping rebuild the community, forging deep bonds with Grenfell residents. He is a regular at the

firefighter guard of honour on Ladbroke Grove, part way through the silent walk route – where walkers clapped as they passed by on the fifth anniversary. At a memorial service earlier in the day Dave laid a wreath for those who died on behalf of North Kensington firefighters.

He "cried every day" after that chaotic night where, despite their best efforts, firefighters could not reach those who needed rescuing. He has suffered guilt and nightmares.

POST-TRAUMATIC STRESS

Like many other firefighters at Grenfell, Dave has had post-traumatic stress counselling. And every time the bells go down, he prays he is not being called to another high-rise wrapped in flammable material.

He fears there could be another Grenfell, as the government has failed to "heed the wake-up call".

High rises can still have just one stairwell and no fire alarm. And, "disgracefully" the government has ruled out personal evacuation plans for disabled residents, as already recommended by the inquiry – because it would be costly. Fifteen disabled residents died in Grenfell Tower.

Former Hendon station manager Peter Wolfenden is also appalled at the

Above left: North Kensington firefighters' guard of honour

Below: Emotional scenes from members of the community and firefighters



Government plans court disaster

Plans to silence the voice of frontline firefighters and to weaken their ability to protect their pay and conditions should be unthinkable, says general secretary **Matt Wrack**



In May the Westminster government announced a long-awaited fire and rescue service white paper. We had known that the paper was coming for some time and had some idea of its content. But it was still breathtaking to read the scale of this attack and the lies used to justify it.

The white paper discusses removing firefighters' right to have a collective say on matters including pay and conditions, and the work that they do.

Time and time again the government and fire employers have shown that they cannot be trusted to get it right. Time and time again the importance of having the voice of frontline firefighters at the table has been proved.

In the white paper, the government has created a false narrative around the fire and rescue service response

It is not too late for the government to change tack and get this right

to the pandemic and criticised the tripartite agreement for stopping services supporting their communities. This is categorically untrue.

Before a Covid agreement between the Fire Brigades Union, chief fire officers and employers (the tripartite agreement), Covid positive firefighters were deployed to doorsteps.

The agreement ensured proper health and safety assessments were conducted before deploying firefighters to additional activities such as transporting bodies and delivering supplies to vulnerable people, as part of virus control, which enabled thousands of firefighters to carry out extra tasks.

WE ARE PROUD OF OUR ROLE

These arrangements provided firefighters with the confidence to volunteer in large numbers to assist with additional pandemic related work. We are proud of them for doing so and of our role in assisting.

It is no accident that fire employers and government ministers get these

Left: November 2010, London
firefighters on strike against shift changes and mass sackings

Below: September 2009, South Yorkshire
firefighters strike over imposed shift changes and mass sackings

sorts of things wrong. They are serving a political agenda designed to spend as little money as possible and silence the voices of frontline workers. Frontline firefighters, on the other hand, go to work to protect public safety and to save lives.

Firefighters deserve, as all working people do, to have a say over their terms and conditions, in proper negotiations with their employer. It is a basic democratic right.

It is a right that helps protect pay and conditions. It should be utterly unthinkable that the government could weaken workers' rights in the middle of a cost of living crisis, yet here we are.

It is not too late for the government to change tack and get this right. While we may always have differences with Conservative governments, we hope that Lord Greenhalgh, the fire minister, will listen.

However, currently, the government is being poorly advised, by politically motivated parties including the former chief fire inspector Tom Winsor and particular fire bosses. These people are providing misleading advice to government. Frontline voices must be heard rather than excluded.

Now, with inflation currently at levels we have not seen for decades, I know that FBU members are seriously worried about making ends meet during this cost of living crisis, and it is more vital than ever that firefighters and control staffs' voices are heard in pay negotiations.

If the government has its way, those voices will be silenced, and this union will not stand for it.

WE WILL NOT STAND FOR IT

And when we say we will not stand for it, we need you. This union is its members. And I know that every single member and official of this union will detest these plans as much as I do and fight against them as hard as I will.

There's a quote on the wall of the FBU office in Kingston, London. It's from Percy Kingdom, the FBU general secretary between 1929 and 1939.

He said: "Those of us who have been in the service can well remember the time when the destiny of those in the fire service was entirely in the hands of the authorities to do as they wished, and it is as well, perhaps, to reflect on what would have happened had there been no such organisation as the Fire Brigades Union".

The destiny of those of us in the fire service should be in the hands of its workers. That's as true today as it was in 1929 and it is a basic democratic point.

Leaving it to fire chiefs will only lead to disaster.



William Fraser was a firefighter locally regarded as the “hero of Aberdeen”. Aged 28, he made the ultimate sacrifice while tackling a large fire at a warehouse in the city’s Adelphi

Court on 2 March 1909. He left a nine-month-old daughter and wife.

His outstanding bravery has also left a lasting legacy in Aberdeen, which has now been duly remembered 113 years later.

Fraser’s funeral was reportedly attended by thousands of people – bringing the city to a standstill.

In the years that passed however, his story faced being forgotten entirely.

SOCIAL MEDIA APPEAL

But through the research of FBU member Ross Urquhart of Central Community fire station, Fraser’s legacy was once again brought to light.

Urquhart felt it was important that Fraser was remembered appropriately and went on to lead a successful social media appeal to trace the fallen firefighter’s relatives.

Now, through the FBU’s Red Plaque scheme, William Fraser can once again be remembered and reinstated as Aberdeen’s local hero.

A procession and plaque unveiling – the first in the north-east of Scotland – at the site where Fraser died in the line of duty took place in Aberdeen on Sunday



FBU members Ross Urquhart and Peter Forbes with general secretary Matt Wrack and William’s grandsons William and Douglas and members of the family



William’s grandson Douglas Niven unveils the plaque

PICTURES: DEREK IRONSIDE / NEWSLINE MEDIA

A LASTING LEGACY BROUGHT TO LIGHT

William Fraser, Aberdeen’s fallen firefighter, was remembered 113 years after his death in the line of duty. **Jamie Wilde** reports



Leanne Stewart, a representative from Scottish fire and rescue service family support trust pays her respects



Members of North East Scottish Fire Heritage Clubs lead the convoy

24 April, with a beautifully preserved 1915 model North East Scottish Fire Heritage Club engine leading a large convoy of fire service vehicles.

Crowds looked on in awe as local firefighter and piper Jack Stewart heralded in the procession before a range of speakers paid tribute to Fraser, commemorating his sacrifice for the city of Aberdeen.

The words of William Niven, Fraser's grandson, resonated most with those that gathered for the unveiling.

His thanks to Urquhart for "finding out more about my grandfather than I've ever known" was a particularly poignant moment.

The plaque unveiling, led by Niven and Aberdeen's Lord Provost, Barney Crockett, was met with a great reception of applause by all in attendance.

Its bright red base is etched with the words "honour" and "bravery" – a

fitting tribute to Aberdeen's last serving firefighter killed in the line of duty whose story will now live on for generations to come.

For Niven, uncovering his grandfather's story has been a revelation.

"It's been 113 years since he passed in the line of duty and my mother never had the chance to know her father," said Niven.

"There were no stories to relate back to – we didn't even know where his grave was.

GOT THE FAMILY TALKING

"But now, with Ross' research into my grandfather, it's opened things up and got the family talking about it."

Niven added that he was "very pleased" with the day's events and hopes Fraser's legacy can inspire future generations of firefighters.

"As far as I know, no others in the

'It's been 113 years since he passed in the line of duty and my mother never had the chance to know her father. There were no stories to relate back to – we didn't even know where his grave was'

family have signed up to the fire service as yet. But I do hope this can inspire some younger people to join the ranks," he said.

For Lord Provost Barney Crockett – a former firefighter himself – commemorating Fraser and the continued bravery of the fire and rescue service is something he felt was crucial for the city.

"I think it's really important that we remember the great risks that our safety services take – in particular, our firefighters," said Crockett.

'IT MAKES MY HEART SWELL'

"To have this red plaque here in Aberdeen, it makes my heart swell.

"I'm very pleased to see it, to appreciate the work of our firefighters and also of their union."

Chay Ewing, Aberdeen City's senior local officer, also added that the qualities that Fraser displayed as a firefighter over 100 years ago remain prevalent today.

"In the early 1900s, William worked with horse drawn water pumps as a fireman," said Ewing.

"Things are a lot more modernised now, but the backbone of wanting to do something good for the general public is definitely still there.

"I'm immensely proud to see this red plaque being unveiled today. It's a great initiative organised by the Fire Brigades Union and it reminds us all of the commitment that firefighters put into their cities."

Steve at work
at Royston
fire station,
Hertfordshire

A full-page photograph of a firefighter, Steve Greaves, standing in front of a red fire truck. He is wearing a tan fireproof jacket with reflective yellow stripes, tan trousers, and black boots. He is holding a yellow and black fire helmet in his left hand. The fire truck is red with white accents and has "CCTV SYSTEM IN USE" written on the front. The background shows a fire station with a brick building and a blue sky with clouds.

Back on track

Steve Greaves has a simple message: It's OK not to be OK and seeking help can change lives. **Steve Morgan** heard his story

Keepest it in the family. It's a maxim Steve Greaves knows better than most – it helped turn his world around. A proud firefighter since 2004, he follows in well-worn footsteps: a member of the Greaves clan has been fighting fires in Hertfordshire since Steve's granddad – another Steve – signed up in 1963 at Barnet.

As Steve tots up the family generation game: “My uncle, also Steve, joined in ’72, my dad Ted joined in 1974, my uncle Dave in ’82” – he reckons he’s the fifth Greaves of seven to serve. There’s also cousin Neil and brother Paul, who worked as a retained firefighter for a year.

What Steve had not realised was just how important those family ties, and in particular his second, extended family – his brigade brothers in arms – would prove.

Early in 2017, a crash on the way to a callout, with three other watch members resulted in the death of a pedestrian. This came just a month following a near miss for Steve, then 40, and a colleague, when a ceiling collapsed during a thatch blaze.

PROMISING FOOTBALLER

A former soldier, Steve had always been sporty. Legendary England striker Jimmy Greaves was a cousin of his grandad’s. A promising teenage footballer with Stevenage Borough himself, Steve was also a keen rugby player scouted by Saracens in his youth, “long before they turned professional”.

That love of rugby had continued with the fire service’s England side – following in the footsteps of his dad and uncle – and opened the door to a remarkable series of adventures in international veterans’ rugby.

After playing for FRS England against Wales in a 2015 warm-up match preceding an England-World XV fundraiser for stricken players Joost van der Westhuizen (South African World Cup winner) and former England prospect Matt Hampson, Steve was asked to turn out at second row for the ex-pros.

Having impressed names such as Mark Cueto and Mark Tindall with his efforts, he was asked back in February 2016, a few months before the accident – and then, for a third time, in February 2017.

While the rugby offered a distraction, demons were dogging and fogging his thoughts. Steve had hit the proverbial wall.

“That was the icing on the cake,” he remembers. “I had a lot of time off work after the accident – maybe a month, or two. I don’t think Julie, my wife, quite understood it – and I didn’t really.”

‘I didn’t really want to talk to anyone – but this was like getting on a life raft’



Top: Steve’s start for England in 2018 at the Twickenham Stoop with former England International Chris Sheasby

Above: With colleagues (l-r), Andy Stone, Jack Howes and Lorenzo Vaughan



PAUL FILEP

By way of illustration, he recounts a panic attack during a getaway break to Australia and New Zealand to celebrate his 20th wedding anniversary, his 40th and daughter Chloe’s 18th birthdays. He was unable to ride on the tour bus. “Every time we turned a corner, I just felt sick,” he says.

Then came the suggestion that he contact the Fire Fighters Charity. “I knew it was on offer, but didn’t think I needed it,” he says. “But I was feeling absolutely awful. So, I rang, and they said: ‘Come down straight away’.”

It was a pivotal moment. “I came back pretty much a new man after that first visit,” Steve says.

A one-to-one session with a therapist with a military link was revelatory. “I didn’t really want to talk to anyone – but this was like getting on a life raft.”

Slowly, having been given a diagnosis of moderate to severe PTSD, with the support of his wife, Julie and kids Tom, George and Chloe, Steve started to heal.

FINAL OUTING

And rugby returned to play its part once more. In 2020, there was a final outing for England, before the intervention of Covid finally brought the curtain down on his playing days.

Steve remains hugely grateful for the release fire service sport has offered, a break from the strain of the job, it has allowed him to make good friends with people he would regularly pay to watch.

Now back on track and a proud grandfather, Steve still visits the Fire Fighters Charity and is still actively involved in its fundraising activities.

His message to others is that, if you need help, you should use it.

“As everybody says these days, it’s OK not to be OK,” he says. “If that advice can change one life – I like to think I’ve saved a few in the day job as well – that’s great to have helped someone in need. I know I’ve been very lucky with the support I’ve had.”

'Much has been achieved – but there is still a way to go'

Ronnie Stanley retired from his job in April after 42 years fighting fires – and for more than 20 of them working to make the fire service more representative of the communities it serves

The first black firefighter in Derbyshire, Ronnie began his career in 1981 as inner-city riots broke out. Though there were vacancies on three station watches, the 19-year-old was assigned to white watch and soon found himself “baptised into racism”.

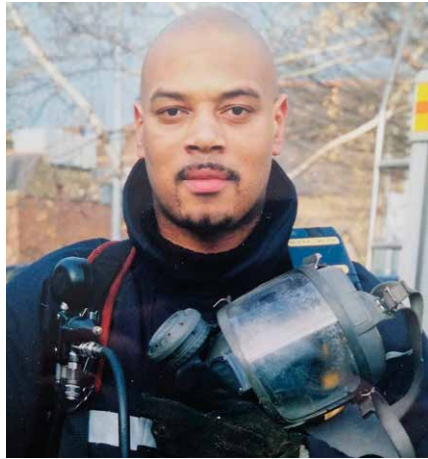
This involved not just demeaning “jokes” and “banter” – but apparently well-intentioned “compliments” which spoke volumes – “I don’t really like black people, but you’re alright”.

Ronnie, who won a coroner’s commendation for saving a four-year-old who sadly later died, loved the job. He fought back against racism at work, using “banter” – such as asking those who said they didn’t like black people just how many black people they had met.

By 1988, he was starting to feel he’d “had enough” of both Thatcher and the relentless micro-aggressions at work.

There was a “trigger moment” when the station’s tradition of giving the watch member with the longest service a chance to train as driver was ditched.

The vacant post went not to Ronnie, but to a firefighter who had just joined the watch. “No-one spoke up for me,” he says.



Soon after, on a skiing trip to Canada in 1988, he met firefighters who encouraged him to relocate. Before long he was fighting fires in British Columbia – the start of 11 formative years and “a good grounding in trade unionism and equality”.

Much had changed when he returned to England in 1999. Labour was in power and newly launched FBU equalities sections were starting to champion the needs of firefighters from minority groups.

Ronnie, now a firefighter in Essex, soon dived in. Within a couple of

months, he was black and ethnic minority members (B&EMM) brigade rep, regional rep in Essex, and helping to shape policies on the national committee.

Carl St Paul, a founder member of B&EMM, first met Ronnie at the section’s national school at Wortley Hall.

“It was clear firefighting ran through his blood,” says Carl. “His experience of observing racism in the service, and indeed dealing with it at first hand, was quite extensive – though at 6’ 4” he had a particular way of making sure racist cowards avoided him.”

Amit Malde, B&EMM national secretary, says Ronnie inspired many firefighters, “embodying the B&EMM motto ‘lift as you climb’”.

Ronnie welcomes the union’s commitment to diversity and equality, but says black members are “well aware” that the union’s executive no longer has anyone on it who “looks like us” to convey black members’ take on policies.

He is quick to acknowledge advances in the workplace – with more white colleagues speaking out about the need for equality and inclusion.

Good employers are getting the message too, though “pockets of negativity” remain. “Much has been achieved – but there is still a way to go”.



MARTIN JENKINSON





Meet the rep

Philippa Smith – Brigade organiser West Midlands

1. What made you want to become a rep?

I've always been interested in the FBU, from sitting on the picketline with my dad and his watch during the 2002 strike to when I became a firefighter and joined the union in 2014. Becoming a rep was a natural progression, especially working on a strong FBU watch that included the branch rep. My old gaffer and the last firefighter to retire are still keen ROOT members, so I wanted to ensure the momentum was carried on.

2. What is your proudest moment as a rep?

Helping create a women's committee for the West Midlands. It's brought more women into the decision-making process, and has resulted in the brigade taking more notice of issues such as female-fit fire kit. I was also proud to see a trainee firefighter on my watch take up the mantle of women's rep and continue that FBU momentum of our blue watch predecessors.

3. Who are your ultimate heroes?

My parents. They raised my brothers and me during the 80s and 90s on a firefighter's wage, and continue to encourage and inspire all four of us.

4. Describe yourself in three words.

Introverted, tenacious, advocate.

5. What was the last conversation you had that made you think differently about something?

Realising that not everybody will feel as passionately about issues as you, and not breaking your neck to convince them: some people just don't want to listen, and that's not your problem.

6. What's your favourite band or musician?

The Rolling Stones will always be a favourite.

7. If you weren't a firefighter, what would you be?

I'd probably still be backpacking and seeing the world, waiting for a fire service to start hiring again.

8. If you could travel back or forward in time, where and when would you travel to and why?

I'd go back to the Blitz, to see how my great uncle found being a firefighter in the AFS, and to meet those doing our job in the worst of times. As well as offering them all a cup of tea as any good firefighter would.



Legal Beagle

Vincent Reynolds, a principal lawyer at Thompsons Solicitors, on Grenfell Fire legal proceedings five years on from the tragedy

More than 100 FBU members continue to seek justice for the injuries they sustained as rescuers on the night of the Grenfell fire. Their experiences caused them both physical and psychological injuries and, for many, those injuries continue to profoundly affect their personal and professional lives.

In the absence of anyone being willing to accept responsibility for the tragedy and injuries caused, Thompsons Solicitors has issued court proceedings against multiple corporate defendants including the owners and landlord of the tower, the manufacturers of the retrofitted cladding, and the architects and contractors responsible for fitting the cladding.

Before then and since, we have been gathering medical and other evidence to support the claims.

Thompsons is determined to reach a just settlement for the FBU members as soon as possible

The defendants and their insurers must not be allowed to drag their feet when the evidence coming from the Grenfell Tower inquiry has laid bare their significant, collective failings which caused the tragedy and the injuries to the firefighters.

Contact

FBU Freephone legal advice:
0800 100 6061

In Scotland: 0800 089 1331

**thompsonstradeunion.
law/trade-unions/fbu**

SHOP.FBU.ORG.UK



Baby bibs now on sale in the FBU shop – £6.50 each, in navy, red or white.

Wording available: My Auntie, My Uncle, My Daddy, My Grandad, My Nanny
 ■ shop.fbu.org.uk

Story of a harrowing journey and life

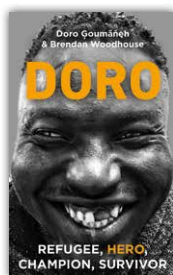
Doro – Refugee, Hero, Champion, Survivor, by Brendan Woodhouse and Doro Țoumăneș

Doro Țoumăneș, like many refugees, has a heart-breaking and emotional story to tell.

He entrusted FBU member Brendan Woodhouse, who also works with the organisation Sea-Watch (sea-watch.org) helping to rescue migrants in the Mediterranean, to bring it to a wider audience. It details the harrowing journey he has encountered in his life.

The union has purchased 100 copies of the book which will be available to buy from the FBU shop – any profits from the sales will be given directly to Doro.

■ Solidarity medal for Brendan Woodhouse – see p10



Retired firefighter Colin Wood is attempting to sea kayak solo and unsupported from Land's End to John o'Groats (and possibly further) to promote mental wellbeing of blue light emergency service workers. He began his journey from Plymouth in May - you can check on his progress, see which charities he is supporting and donate via this website – or just give him a message of support: bigbluekayak.com/



FBU conference delegates enjoy the new-look *Firefighter*

FBU PHOTO COMPETITION

Don't forget to enter your best high resolution firefighting photo to this year's FBU photo competition. The competition closes on 1 August 2022 – for entry details, see: fbu.org.uk/news/2022/04/04/photo-competition-2022

Entries to: firefighter@fbu.org.uk

FBU political fund – Notification of right to give withdrawal notice

To all members who joined the FBU on or after 1 March 2018 and to those members who opted-in to the political fund on or after 1 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 e-mail to the following email: membership@fbu.org.uk

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



Wrack on the Road

■ At the FBU's conference in May, Matt joined a Justice for Colombia fringe meeting chaired by FBU national officer Riccardo la Torre



■ Matt also spoke at Stop the War's fringe meeting with among others, Clare Mosely from Care4Calais, BEMM national secretary Amit Malde and Weyman Bennett from Stand up to Racism.



■ 8 April – Women's school

■ 8 June – Matt spoke at the online rally Enough is Enough – Time to Demand Better – to promote the TUC protest in London on 18 June. It was hosted by Arise, bringing together MPs, trade unionists, social movements, campaigns and Labour left groups.



■ 18 June – Matt, along with many other union general secretaries, spoke at the TUC's We Demand Better rally.

COMING UP:

■ 15-17 July – Tolpuddle

Foregone conclusion

Station Cat looks into the future

How did Sir Thomas Winsor get his new £900-a-day appointment, investigating the departure of Metropolitan Police Commissioner Cressida Dick?

The answer, your Cat can reveal, is that he auditioned for it. He made speeches and gave interviews subtly hinting that he was a sound chap who would report what ministers wanted to hear.

Winsor, you'll recall, was the man chosen to advise the government on the fire service, and he told his ministerial paymasters that the way to make it work better was not to have more firefighters. No, the trick was to ban firefighters from striking.

What a clever idea, said Home Secretary Priti Patel.

Now Patel wants Sir Thomas to examine the forced resignation of Cressida Dick after a series of revelations about the Met. One concerned Charing Cross police station, where officers posted dreadful stuff about women,

about Jews and the Holocaust, yet nine of them were still serving in the Met when Dick left, with two promoted.

Even today, the Met is still pursuing the women who protested after a serving Met police officer murdered Sarah Everard.

Dick believed her plans for reforms were good enough, but London mayor Sadiq Khan did not. Patel would like a report that says a left-wing mayor forced Dick out for political reasons.

So Sir Thomas carefully reminded her what a sound chap he is. After Sarah Everard's murder he told journalists Cressida Dick should not resign, saying: "She's one of the most talented and far-sighted police leaders the police has had in living memory."

He had welcomed Patel's earlier decision to give Dick a two-year extension, telling the Police Superintendents Association that his own time in his £179,375-a-year job as Inspector of Constabulary was almost up "unless they do a Cress on me".

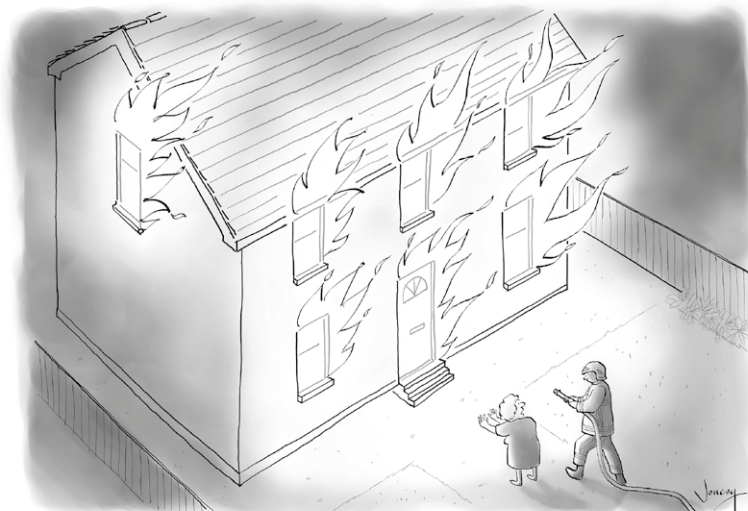
In an interview on 31 March 2022, he claimed to be worried about the politicisation of the police – but this had nothing to do with ministers. His target was locally elected leaders who "find ways" to force out police commissioners. People like Sadiq Khan, for example.

Sir Thomas, knighted by a Conservative government in 2015, will put in a report blaming Khan.

You read it here first.



Sir Thomas caused a stir in 2013, when he wore uniform to a National Police Memorial Day event in Cardiff



Could you give me a minute? I can't afford to turn on my heating

25-year badges



Guy Williams (l), Shropshire HQ, receives his 25-year badge from brigade organiser Louise Fletcher



Paul Reames (l), FBU national standing orders committee member and Cleveland brigade organiser, receives his 25-year badge from brigade secretary Davy Howe with colleagues from Grangetown



Joe Bathurst (l), operational readiness, Kent, receives his 25-year badge from his friend and colleague Shaun Humphries



Craig Murphy (l), Dregthorn, North Ayrshire, Scotland, receives his 25-year badge from branch rep Chris Smart



Nick Hall (l), red watch, Darlington, receives his 25-year badge from colleague Marc Stover



Kevin Phillips (r), Martock, Devon & Somerset, receives his 25-year badge from brigade organiser Dave Lock with colleagues looking on



Matt Bill (r), Swadlincote, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp with (l-r) Joe Noble, Johnny Harris, Amy Walker and Hayden Johnson



David Oakes (l), Biddulph, Staffordshire, receives his 25-year badge from brigade organiser Adam Bowen with colleagues (l-r) Ian Lovett, Jeff Ash, Jake Faulkner and Lewis Matthews



Tracey Preston (l), prevent & protect, Staffordshire, receives her 25-year badge from Sandyford branch rep Danny Smith with (l-r) Lee Russell, Tariq Khali, Mark Shea and Mark O'Leary



Paul Lennon (r), Bishop Auckland, County Durham & Darlington, receives his 25-year badge from FBU chair Dave Welsh



Mark Shea (l), Sandyford, Staffordshire, receives his 25-year badge from brigade organiser Adam Bowen, with colleagues (l-r) Andy Litherland, Martin Davies and Gareth Procter



Francis Barlow (r), Biddulph, Staffordshire, receives his 25-year badge from brigade organiser Adam Bowen



John Sayle (r), Kendal, Cumbria, receives his 25-year badge from brigade organiser Ben Jones



Andrew Litherland (l), Sandyford, Staffordshire, receives his 25-year badge from brigade organiser Adam Bowen



Dave Kelly (front row, 4th right), Kentish Town, London, receives his 25-year badge at the North West Area meeting from EC member David Shek (l) and regional secretary Jon Lambe (r), with colleagues looking on



Adam Watson (r), Broughton, Buckinghamshire, receives his 25-year badge from branch rep Oli Finch with green watch colleagues looking on



Ray Harney (l), Channel Tunnel, Kent, receives his 25-year badge from branch rep Kev Grows with branch members looking on



Gareth Proctor (r), green watch, Sandyford, Staffordshire, receives his 25-year badge from brigade organiser Adam Bowen



Ian Legg (r), risk inspection team, Yeovil, Devon & Somerset, receives his 25-year badge from brigade organiser Dave Lock with colleagues looking on



Glenn Mallabone (r), orange watch, Binley, West Midlands, receives his 25-year badge from brigade H&S rep Alex Daw



Colin Ford (r), blue watch, West Bromwich, West Midlands, receives his 25-year badge from Paul Evans with (l-r) Inderpal Singh, John Watton, Sarah Lawson, Sam Brayley, Debbie Shakespeare, Chris Evans, Craig Hall and Lee Mitchell looking on



Martin McManus (l), West Midlands, receives his 25-year badge from West Midlands BEMM rep Leon Johnson



Darren Mumbray (r), Ruislip, London, receives his 25-year badge from EC member Dave Shek



Steve Barton (r), training, Northamptonshire, receives his 25-year badge from assistant brigade secretary Jed Goodfellow



Damian Cameron (l), Cleckheaton, West Yorkshire, receives his 25-year badge from branch rep Matt Freeman with colleagues (l-r) Greg Pearce, David Haigh, Gareth Papworth, John Whiteley, Nicola Leah and James Meakin



Richard Browne (l), Cleckheaton, West Yorkshire, receives his 25-year badge from branch rep Matt Freeman with (l-r) Darren Haley, Chris Arnott, Will Basnett, Ryan Simpson and Nicholas Ward



Steve Bainbrigg (r), white watch, Ascot Drive, Derby, receives his 25-year badge from Derbyshire brigade secretary with colleagues (l-r) Ryan Herbert, Will Wheeldon and Becky Hinchley



Darren Weston (l), Southern Leicester, receives his 25-year badge from brigade organiser Harry Brant (c) and Steve Kisby with colleagues looking on



Simon Condon, Canterbury, Kent, receives his 25-year badge from branch members



Earl Samuel (r), red watch, Bishop Auckland, Durham & Darlington, receives his 25-year badge from brigade chair Dave Welsh surrounded by his colleagues

40-year badges



Mick Hunter (r), fire control Surrey and Sussex, receives his 40-year badge from Surrey brigade chair Simon Harris



Alan Heywood (r), blue watch, Todmorden, West Yorkshire, receives his 40-year badge from brigade organiser Ryan Binks



Ryan Fitzgibbon (r), Epping, Essex, receives his 25-year badge from colleague Tony Knight



Michael Robertson (l), blue watch, Darlington, receives his 25-year badge from crew manager Linzi Blake following a retirement walk with his watch up Roseberry Topping (in background)



Paul Dennis (l), Channel Tunnel, Kent, receives his 25-year badge from branch rep Kev Grown with branch members 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.

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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

England, Wales and N Ireland

0800 100 6061

Scotland 0800 089 1331

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



THOMPSONS
SOLICITORS



FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

A LOTTERY SUPPORTING OUR FIREFIGHTERS

The Firefighters 100 Lottery is a weekly online lottery created to support firefighters, their bereaved families and to honour the bravery and sacrifice of firefighters killed in the line of duty



The Red Plaque Scheme, which honours firefighters killed in the line of duty, is entirely funded by the Firefighters 100 Lottery
redplaque.org.uk



The Firefighters 100 Lottery is funding groundbreaking research to help firefighters better protect themselves from toxic fire contaminants and help to prevent cancer and other diseases
fbu.org.uk/campaigns/decon-fire-contaminants



By playing the Firefighters 100 Lottery you are helping to save lives – you could also win a few bob

A ticket costs £1 with at least 50p going to good causes

www.firefighters100lottery.co.uk

