

FIREFIGHTER

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918-2018

THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | FEBRUARY/MARCH 2018

HOW SMITHFIELD BREATHED NEW LIFE INTO FIREFIGHTER SAFETY

SEE P12





MATT WRACK

2018 – LET'S STEP UP THE FIGHT TO SAVE OUR SERVICE

WEST MIDLANDS CONTRACTS – NEGOTIATION, NOT IMPOSITION

We start 2018 with no let-up in the attacks on our service.

The cuts continue and we see an attack on collective bargaining by the employer in the West Midlands.

Non-agreed contracts for new firefighters are being brought in as a way to introduce new and non-agreed work into the service.

This is a clear attempt to bypass collective bargaining. All FBU members need to be aware of the threat it poses to all of us.

If an employer can introduce a non-agreed contract for new entrants then, over time, they can also threaten the working arrangements of existing staff.

This is a disgraceful approach and one we will resist. The FBU has made it clear to the national employers that we are willing to negotiate change, including changes in our role.

But this must be done through negotiation. It must include the proper attention to standards, equipment, training and procedure. And it must address pay.

At a national level those talks are continuing. They are taking place in very difficult circumstances. We have a government at Westminster that has a clear agenda to weaken and undermine the public sector and which is hostile to trade unions.

Nevertheless, our job is to argue for and represent our members whatever the circumstances. We shall see over the coming

weeks whether any progress can be made.

At least the national employers are negotiating. That cannot be said for the employers in the West Midlands.

They will find that FBU members do not take kindly to being pushed around. Our West Midlands members will have the full support of FBU members across the country.

FIREFIGHTERS 100: THE CENTENARY YEAR OF THE FIRE BRIGADES UNION

As we move into our centenary year, the union is looking back at the past and forward to the future in equal measure. Both perspectives are inextricably linked; we learn from the past in order to try to shape the future.

Our history is full of fascinating stories about the men and women who shaped the fire and rescue service – and built our union – about the incidents they attended

and how these brought changes and improvements to our trade. None of it was ever easy and we owe a huge debt to those who went before us.

We continue that struggle today in the shadow of Grenfell. Despite all the words of concern from government ministers, we have yet to see any clear sign that there will be fundamental change in policy relating to fire, to public safety, to public services or to housing.

Our history shows that it is only when ordinary men and women have organised themselves and fought and campaigned, that things have really changed. That needs to happen today as well, regardless of the difficulties we face.

During our 100th year there will be a number of initiatives that allow you to engage with the history – and future – of the FBU. There will be books, an exhibition

THE PEOPLE WHO WENT BEFORE US FACED HUGE CHALLENGES. THEY STRUGGLED, ARGUED AND CAMPAIGNED. MANY WERE VICTIMISED. BUT THEY BUILT AN ORGANISATION BASED ON UNITY IN ACTION. THEY DEVELOPED AN ALTERNATIVE VISION FOR OUR SERVICE – A BETTER ALTERNATIVE.

and a documentary film. We hope that showings can be arranged across the country – including fire stations.

Our archive of this magazine going back to the 1920s is now online and will be officially launched over the coming weeks.

The articles from this collection make absolutely fascinating reading, offering a unique insight into the struggles and challenges we have faced over the years, and battles we have won. They are also a unique archive for fire service history.

The people who went before us faced huge challenges to building an organisation. They struggled, argued and campaigned.

At times many of them were victimised. But they built an organisation based on unity in action. They developed an alternative vision for our service – a better alternative.

They pioneered the way. We continue that struggle into our second century.

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918–2018



CONTENTS

FEBRUARY/MARCH 2018

NEWS

- 4** FBU wins reversal of pensions ruling
- 5** Firefighters resist non-contractual work
FBU night-time cover victory
- 6** Ian Murray takes up post as FBU's 13th president

FEATURES

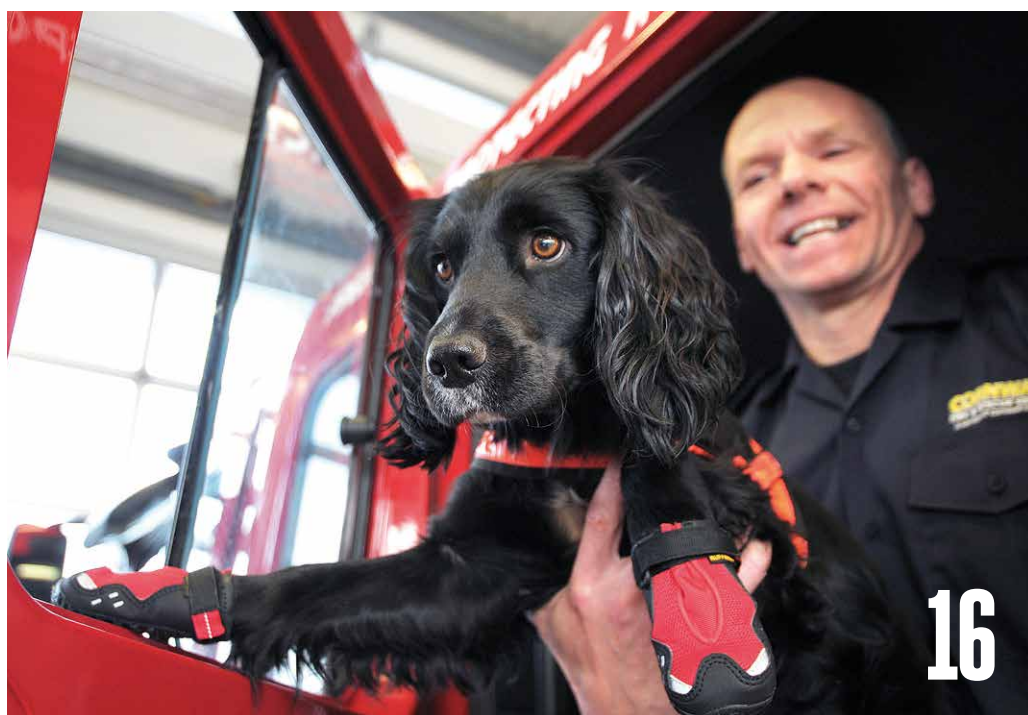
- 10** FBU centenary
An opportunity to tell the world of the value of our service
- 12** Smithfield fire
Sixty years ago a fire in London took the lives of two firefighters and led to major changes in BA and firefighting procedures
- 14** Helping the kids of Grenfell
Firefighters 100 Lottery helps out with a donation
- 16** Fire dogs
They've got a nose for trouble

REGULARS

- 5** Sounding off
New shadow fire minister Karen Lee, MP for Lincoln, reflects on her role
- 7** Focus
Retained duty recruitment crisis linked to rural response time increase
- 8** Aerial ladder platform
Smithfield fire victims remembered
- 18** Health and safety
Flu vaccination
- 19** Legal Beagle
Talking to the media
- 20** Noticeboard
- 21** Station Cat
Fire services in the news
- 22** 25-year badges
- 24** Firefighters 100 Lottery



MARK THOMAS



TIM NEALE

FIREFIGHTER

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NEWS

RURAL RESPONSE

Retained duty crisis linked to rural response time increases

p7



NEW PRESIDENT

Ian Murray takes up position as 13th president in the FBU's 100-year history

p6



FBU members at Westminster Central Hall in 2015 for a lobby of parliament against changes to their pensions

FBU CHALLENGE TO AGE DISCRIMINATION IN PENSION SCHEME WILL BE EXAMINED AGAIN

PENSIONS

An employment tribunal ruling that decided recent pension changes did not discriminate against younger firefighters has been overturned.

An appeal hearing in late January heard that the government had failed to examine the financial impact on younger firefighters who would be worse off in retirement than older colleagues after the introduction of the 2015 firefighters' pension scheme.

The FBU told the hearing in London that this was a glaring omission. The case will now be re-examined by a new employment tribunal.

In January 2017 the FBU challenged the government plans at an employment tribunal. It decided that the government had a "legitimate aim", but it failed to consider the financial impact of the changes on younger firefighters when it ruled that the discrimination was lawful.

The union calculated how much

it would cost younger firefighters to achieve the same benefits on retirement as their older protected colleagues. The results were shocking.

Younger firefighters would have had to invest between £16,000 and £19,000 in the pension scheme every year to make up for the losses.

The government justified its position by saying that the younger firefighters, having had advance warning of the reduced pension, would have longer to prepare and adapt their lifestyles accordingly – a suggestion the FBU

'WE WERE OUTRAGED LAST YEAR WHEN THE TRIBUNAL DID NOT CONSIDER OUR EVIDENCE OF THE IMPACT ON UNPROTECTED FIREFIGHTERS BUT, THANKFULLY, THAT RULING HAS NOW BEEN OVERTURNED'

described as "outrageous".

Matt Wrack, FBU general secretary, said: "We were outraged last year when the tribunal did not consider our evidence of the impact on unprotected firefighters but, thankfully, that ruling has now been overturned.

"This is a blow to a government that believed it could ride roughshod over our concerns about our members' financial security.

"We have a long way to go, but this is good news and it keeps our challenge alive.

"The affected younger firefighters will now get the chance to show the real cost of these unfair and age discriminatory pension changes."

The government's alleged need to implement the transitional arrangements for the 2015 firefighters' pension scheme will now have to be balanced against the damage that the arrangements would make to firefighters who were denied protection because of their age.

AUTHORITY SEEKS TO MAKE FIREFIGHTERS TAXI DRIVERS

WEST MIDLANDS

Firefighters in the West Midlands are campaigning against “flexible” contracts that would force new joiners to carry out work which has not been agreed and which is not part of the current contract.

West Midlands fire service has to provide transport services for local hospitals after signing a contract with them during emergency medical response trials, even though transport of patients was never any part of the trials.

The service ignored warnings from the FBU that the trials could cease at any time – as they did.

Since then, the service has been paying support staff more money than firefighters to fulfil this contractual obligation.

Local FBU members believe there is a risk of money being transferred from frontline emergency response to prop up non-fire service work under the various

contracts signed by the west Midlands fire service with local authorities.

It is unclear whether the service has made a profit from these contracts.

Senior managers are now frantically attempting to alter firefighters’ employment contracts to oblige new recruits to do this work and any other roles that the service is commissioned to do.

Andrew Scattergood, chair of the FBU in the West Midlands, set out the opposition of the FBU to new contracts being imposed on new firefighters without negotiation with the union and without agreement.

He explained that this approach is a threat to the contracts of all firefighters in the West Midlands and, if adopted elsewhere, a threat to all FBU members.

“It is imperative that we fight off these contracts,” he said.

- **Sign the petition at:** bit.ly/2G7eqsf
- **Tweet your support using** #FiredUp



Rotherham firefighters at work

MPs' BACKING AIDS FBU VICTORY

SOUTH YORKSHIRE

Cuts to night-time fire cover in Doncaster and Sheffield have been reversed in a big win for the FBU in South Yorkshire.

Neil Carbutt, secretary of the FBU in South Yorkshire, paid tribute to the efforts of officials, members and local Labour MPs.

“Our hard-working officials have worked doggedly highlighting the effects of these cuts in recent months, culminating in the

decision to reverse these cuts,” he said.

“Lobbying of local MPs and the determination of our members has forced the service to use more of its budget to protect frontline services.”

Elsewhere in the brigade, officials are still battling to reinstate a second night-time appliance in Rotherham that was axed in March 2017.

As part of its campaign, the local FBU branch is holding two Labour fire authority members to account after

they voted to get rid of the appliance, despite being pictured with firefighters in a local newspaper recently holding up “No fire cuts” leaflets.

“We are affiliated to and support the Labour party, but when their councillors make the wrong decision for Rotherham residents, we will not hesitate to call them out,” Carbutt said.

“Thankfully, we have support from Labour MPs in the region, as well as the vast majority of councillors and constituency Labour parties.”

SOUNDING OFF

New shadow fire minister Karen Lee, MP for Lincoln, reflects on her role

I WANT TO BE YOUR VOICE IN PARLIAMENT

I am very proud to be appointed as the new shadow fire and emergency services minister.

Before being elected to Parliament, I was a nurse for 15 years and a councillor for 13. While serving as a councillor, I worked with colleagues to prevent the closure of the overnight fire station in Lincoln.

I understand and admire the vital work you do in our communities. The fire and rescue service must be protected from the government’s austerity approach.

I will continue to build upon my friend and predecessor Chris Williamson’s great work as an advocate of the fire service.

It is essential that funding for the fire and rescue service is expanded to meet the new challenges it faces.

Rather than cutting, the Labour Party will properly resource the fire and rescue service to handle the issues in both metropolitan and rural areas.

There are also further questions of pay, conditions and support for firefighters.

The Labour Party is clear: the public sector pay cap must end. We are committed to offering a pay rise to reflect the vital work you, as firefighters and emergency control operators, undertake.

I am meeting with your general secretary Matt Wrack and national officer Dave Green soon and I will be attending FBU events in the coming months.

I want to hear your concerns and suggestions on how the fire and rescue service can be protected and improved. I want to be your voice in Parliament.

With your help, I will highlight and resist the damage the current government is doing to our fire and rescue service.





The Fire Brigades Union unveiled a memorial to fallen firefighters Jack Fourn-Wells and Richard Stocking on 23 January, the 60th anniversary of the Smithfield market fire in London. Story, p12

IAN MURRAY IS NEW PRESIDENT

FBU ELECTION

Ian Murray has taken up the position of FBU president – the 13th in the union's 100-year history.

Hailing from Hull in East Yorkshire, Murray won the election late last year to replace president Alan McLean, who retired having held the post since 2010.

Murray said: "It is an honour to have been elected president of the FBU. We face a myriad of challenges over the next few years and, as president, I will endeavour to do all I can in order to improve the working lives of all of our members."

"I would like to pay tribute to my predecessor Alan McLean, who has presided over the FBU at a very difficult time in the union's history."

"Faced with a government hell bent on cutting all public services, Alan has had to make very tough decisions to ensure the future of our organisation and I thank him for his commitment and loyal service to our union."

"After any election, it is important that our union comes together and unites



Ian Murray: Our union remains strong, united and battle ready

in order to fight for our members – they are who we serve."

"After this election, I am pleased that there will be no question that our union remains strong, united and battle ready."

"I am pleased to say the election was conducted in a comradely and respectful manner with my opponent Tam McFarlane, who as

usual, conducted himself professionally and with dignity and passion."

Murray joined Humberside fire and rescue service in 1994 and served at West Hull and Hull Central fire stations.

He was elected to the union's executive council representing the Yorkshire and Humberside region in 2010 and served as the FBU vice-president from 2014.

LETTER

STICK WITH YOUR UNION

After 26 years of retirement from the fire service, the best advice I can give today's firefighters is to enjoy the adulation you are presently getting from politicians. It will not last!

The minute you ask for a living wage you will be back to being the worthless layabout, card-playing wasters who laze about, day after day.

Brothers and sisters, stick with the union. Show the politicians that you will fight for that which you deserve.

Do not be taken in by their waffle and crap. They go to classes to learn the skills of dishonesty, disloyalty and the art of being mealy mouthed.

Now aged 81, all I can say to the present membership is; the union is not perfect – it can make no claim to perfection – but stick with it.

You are the union. I have a vision that one day firefighters will get the recognition they very much deserve.

I am still a firefighter at heart.

Ally Spence
Retired member, Aberdeen

IN BRIEF

GRENfell DONATION

Comcen Computer Supplies has donated several HP toners to the Justice 4 Grenfell project free of charge. The company provides the FBU with IT equipment. We thank them for their generosity.

BODY-WORN CAMERAS

In our last issue, *Firefighter* reported that a pilot scheme for body-worn cameras was under way in West Yorkshire. In fact, the scheme was only ever a proposal and the idea shelved after the local fire authority refused to sanction the proposed trial. We apologise for this oversight.



Firefighters tackle a barley stubble fire in rural Yorkshire

RETAINED DUTY RECRUITMENT CRISIS IS LINKED TO RURAL RESPONSE TIME INCREASE

Longer response times and a recruitment crisis in the retained duty system (RDS) featured in a recent episode of BBC One's *Countryfile* programme that looks at rural news and issues.

The broadcast followed the release of government statistics showing that response times to fires and other emergencies in rural areas are lengthening at double the rate of fires in towns and cities.

Countryfile revealed that, over the last five years, average response times to rural fires in England and Wales increased by 44 seconds, double the amount of urban areas.

The average in Wales increased by almost a whole minute – 58 seconds. In North Wales, where *Countryfile* was filming its segment about retained firefighters, rural fire response times increased by two and a half minutes.

NFU Mutual, the insurance arm of the National Farmers Union, cited increased response times as the cause of a 26% increase in the cost of farm fires to £44 million in 2016.

Electrical faults and arson were

the most common cause of fires, said the insurers.

Tim Price, NFU Mutual rural affairs specialist, said: "Farm fires are one of the greatest hazards to the lives of farmers, workers and livestock. As the UK's leading farm insurer, we know that people in the countryside are concerned by longer fire service response times in very rural locations."

Long-standing failure to recruit enough retained firefighters has been blamed for the increase in response times.

Fire services aim to have more retained firefighters available at any one time than are needed to crew an

appliance. A pool of firefighters this size means it is more likely an appliance can be mobilised quickly.

Pete Preston, from the FBU's national retained committee, told presenter Tom Heap: "It is significantly more difficult to maintain good 24/7 cover in rural areas compared to 25 years ago."

"Retained firefighters normally have to be available for 120 hours a week – that's a huge turn-off to potential recruits."

Some services are trying to fill vacancies by advertising positions on social media as well as getting teams to speak to local businesses; many of which are wary about hiring retained firefighters as they could be called off the job at any minute.

In North Wales the service is adopting a flexible approach to the number of hours that retained firefighters have to be available.

"This helps us when we come to recruit, as well as stemming the flow of people leaving the service," says Preston. "This is how we'll start to tackle the problem."

'IT IS SIGNIFICANTLY MORE DIFFICULT TO MAINTAIN GOOD 24/7 COVER IN RURAL AREAS COMPARED TO 25 YEARS AGO'

AERIAL LADDER PLATFORM



The 1958
funeral
cortège



ONE OF THE SAD LESSONS OF HISTORY IS THAT IT TAKES LIVES TO SAVE LIVES

The London Smithfield Market fire in 1958 that killed station officer Jack Fourt-Wells and firefighter Richard Stocking led to the Fire Brigades Union's successful campaign to modernise breathing apparatus and BA control procedures – a campaign that continues today.

FBU general secretary Matt Wrack spoke at a remembrance event at the market on 23 January this year organised by the union. A plaque (part of the union's Red Plaque scheme) was unveiled and a wreath laid in honour of the two firefighters.

London Fire Brigade director of operations Tom George attended on behalf of the brigade.

■ See p12

■ fbu.org.uk/blog/sixty-years-smithfield-fire

MAIN PICTURE: MARK THOMAS

FIREFIGHTERS



FIRE BRIGADES UNION CENTENARY 1918–2018

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A HUNDRED YE

The union's centenary gives firefighters an opportunity to tell the world of the value of our service, writes **Lynne Wallis**

It is no mean feat for a specialist industrial union to maintain its independence for an entire century, and it is something of which the FBU is immensely proud.

Anniversaries such as this cannot go unmarked, but the centenary of the union is more than just a celebration – it is a landmark that will sow the seeds of unity and underline its importance for the next generation of FBU members.

Our first 100 years began as the First World War ended. There was a whiff of revolution in the air and a government so concerned at growing post-war social unrest that it deployed warships and put tanks and troops onto the streets.

The Russian revolution of the previous year had an impact around the world and workers everywhere were in revolt. In the UK the police went on strike, women were fighting hard for the vote, and the first specialist trade union for the country's firefighters was born.

As we begin our second 100 years, a different state of chaos surrounds us. We have a right-wing

government that is hell bent on cutting the fire and rescue service to the bone, that has done its utmost to destroy the freedoms of the trade union movement, and refused to pay public sector workers properly for eight years. In short, a government determined to undermine public and emergency services.

EVERY REASON TO BE ANGRY

Firefighters today have every reason to be angry and demoralised. But 100 years ago, before they had a union, firefighters worked with uniform and equipment that had changed little since Victorian times.

They generally worked the continuous duty system – permanently at the workplace with a day off every other week. There were no pensions. Sick and holiday pay entitlement was patchy and mostly confined to firefighters who worked for the big professional or police brigades.

All the improvements to the working lives of firefighters today have been fought for. It is important to recognise our achievements as trade unionists so that the next generations of FBU members approach the

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FIRE BRIGADES UNION CENTENARY 1918-2018

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FIRE BRIGADES UNION CENTENARY 1918-2018

ARS OF UNITY

next century with zeal and purpose. The FBU has campaigned vigorously over the past decades for improvements to firefighter and public safety, often following big incidents such as King's Cross, Bradford City and the Woolworths fire in Manchester.

And now, of course, sadly, we can add Grenfell Tower to the list of horrors. When there has been large scale loss of life it is often only then that much needed improvements are brought about.

But it's not always quick to happen – the Thatcher government allowed ten years to pass after the Woolworths fire in Manchester in 1979 before it finally put a ban on the flammable foam-filled furniture that made the fire so deadly.

During that decade of waiting for legislation, more people, including children, perished in fires caused by this deadly furniture.

The importance of campaigning and lobbying is something the FBU has never failed to grasp, and we continue this critical work now in the shadow of Grenfell. Our centenary year will also be one

Images of firefighters from the past 100 years appear in designs that will be used to promote the FBU's centenary

of remembrance, as we use funds raised by our Firefighters 100 Lottery to commemorate fallen firefighters around the UK by erecting red memorial plaques, either at their stations or the sites where they perished.

During October, the month when the "Firemen's Trade Union" (later to become the FBU) was officially established a century ago, we will be holding a memorial event in Southwark Cathedral to remember the fallen, and mark our 100th birthday.

UNIQUE OPPORTUNITY

The union's centenary gives us a unique opportunity to tell the world of the value of our service and our profession – too often demonstrated over the decades by the loss of the lives of our members.

We will promote not just our history, but fire-fighting, our industry, our value, and our worth.

Firefighters prove their worth every single day by protecting their communities and keeping people safe. But if this message is not getting through to the government ministers and civil servants who make decisions about funding, that's no good.

Our centenary should enable us to make sure we are heard loud and clear. We are going into our second century fighting for a fully funded, professional, safe fire and rescue service.

WE GO INTO OUR SECOND CENTURY FIGHTING FOR
A FULLY FUNDED, PROFESSIONAL, SAFE SERVICE

A TRAGIC TURNING POINT

Sixty years ago a fire at Smithfield Market in London killed two firefighters. **Matt Wrack** examines the fire, and the debates about BA and procedures that followed

At 02.18 on the morning of 23 January 1958, London Fire Brigade (LFB) received a call to a fire at the Union Cold Storage Company in the basement storage area of the poultry building of Smithfield Market.

Crews from Clerkenwell, led by station officer Jack Fourt-Wells, were first on the scene of the blaze, which quickly became a four-pump fire with an emergency tender (ET).

The basement was a warren covering 2.5 acres of galleries and cold-storage compartments. Firefighting operations were seriously hampered by the layout and construction of what fast became a smoke-logged maze.

Fourt-Wells entered the basement with a crew via a spiral staircase to locate and unlock a padlocked door. Three of the crew reported low pressure on their "Proto" oxygen BA and left. Fourt-Wells and Richard Stocking, both of Clerkenwell, stayed. They were subsequently found, tragically, very near to the exit.

The fire was fought for three days

with firefighters attending from brigades outside London. The building was completely destroyed.

Firefighter magazine for March/April 1958 includes detailed accounts of the incident, steps taken by the FBU in the aftermath and questions raised at the inquest. It provides a unique insight into the debates that were taking place among firefighters before and after the fire.

EMERGENCY MEETING WITH CENTRAL FIRE BRIGADES ADVISORY COUNCIL

The Central Fire Brigades Advisory Council (CFBAC), established under the 1947 Fire Services Act to address issues relating to standards, equipment, training and procedures, was administered by the Home Office. FBU general secretary John Horner called immediately for an emergency meeting to discuss the Smithfield fire. He called for:

1. A common system of BA control to be obligatory for all brigades

2. The mandatory adoption of an audible distress-signalling device for each BA wearer
3. The adoption of an audible warning system for low pressure on BA cylinders
4. The design of BA itself be urgently addressed
5. Firefighters to be able to familiarise themselves with the risks in local premises.

These issues reflected debates firefighters had already raised through the FBU. Horner was made aware that the conditions at the fire had made it difficult to read pressure gauges. A number of fire brigades already used the "pip horn" – an early manual distress signal device.

This issue had been discussed since the death of Leading Fireman Willoughby in 1956. The pip horn did not address the issue of low pressure, but it provided a manual system for a distressed BA





Aftermath of the fire at Smithfield's Poultry Market. In all, 389 pumps and 1,700 firefighters fought the fire for 40 hours

wearer to alert colleagues. But London's chief officer, Frederick Delve, continued to oppose its use in the LFB.

THE INQUEST: BA CONTROL, GUIDELINES AND KNOWLEDGE OF RISK

The inquest highlighted issues the FBU was already pushing for. There was no accurate record of when the two men went missing, nor when searches commenced. This was largely because a control unit did not arrive until 03.56.

A system of BA control procedures existed in the LFB, but could only be implemented by the control unit, which was mobilised once the attendance was up to a minimum of five pumps. So the first attendance crews had no system of BA control at all.

Firefighters were getting angry. No system of lines, tape or bobbin lines was in use in London at the time, despite their use elsewhere. Instead, firefighters were trained to follow hose-reels or

lengths of hose – at Smithfield the hose-reel ended “some considerable distance from the door which was being sought, and through which the two dead men had entered”.

The inquest addressed fire crews' lack of familiarity with Smithfield Market. There was no evidence that the LFB was aware of the scale of the risk, nor that local stations knew of the potential hazards. Fourt-Wells and Stocking had been sent into a fire in a basement they had never seen, despite it clearly presenting a serious risk. There had been several big London basement fires in previous years.

DEMANDS FOR ACTION

Firefighters refused to continue waiting for change, demanding modernisation of equipment and of their procedures.

The same edition of *Firefighter* reported on the successful rescue of two Middlesex firefighters who fell from a roof – their pip horns enabled rescuers to locate them quickly. London station reps called for the immediate introduction of the pip horn.

Nationally, the FBU pressed these issues through the CFBAC. Horner welcomed the immediate creation of a new CFBAC committee on BA, chaired by the chief inspector of fire services.

It held its first meeting a month after the fire and identified many issues to be addressed, including those raised by the union.

The CFBAC agreed to recommend the introduction of the pip horn. It was an important step in BA safety and a move towards some of the modern systems protecting firefighters today.

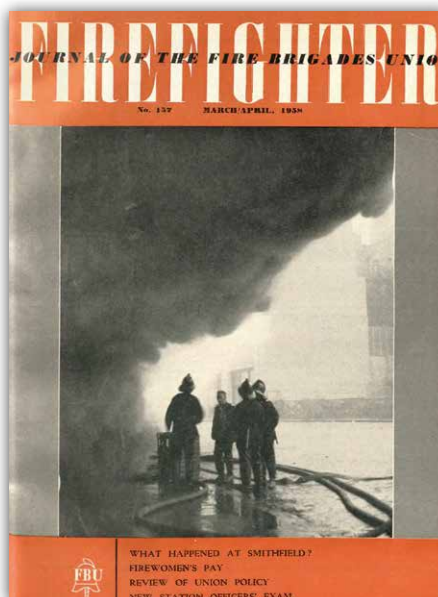
WE REMEMBER

The CFBAC came under intense criticism during the 1990s when it was accused of being slow and cumbersome and of preventing “change”.

New Labour abolished it in 2004. Nothing of similar status has replaced it. Since then we have seen a number of firefighter deaths with resulting investigations, inquiries and inquests. Recommendations are made but not always implemented.

This complacency stands in stark contrast to the speed with which the issue was addressed following Smithfield.

As we honour the bravery and sacrifice of Jack Fourt-Wells and Richard Stocking, we remember the lessons learnt from their tragic loss. The events of 1958 should not simply be commemorated. They also remind us how progress was fought for and won and should stand as a guide to action today.



Firefighter 60 years ago – What happened at Smithfield?

HELPING THE KIDS OF GRENFELL

The Firefighters 100 Lottery has donated thousands of pounds to charities helping people affected by the Grenfell Tower fire. We spoke to Zoe LeVack, founder of Kids on the Green

Six months after Grenfell Tower was engulfed in flames, a local community group based in Latimer, the area of North Kensington that is home to the tower, was holding a Christmas party for the dozens of children who had been caught up in the atrocity.

It was, for the most part, a joyous event that succeeded in its mission to give the kids of Grenfell a memorable treat after a rotten year.

The reindeers, Christmas trees and snow inside the hall reminded one parent of Narnia. Even social media sensation Eric, a skateboarding French Bulldog, turned up, kitted out with a Christmas jumper, to show off a few moves.

But the aftermath of the disaster hung heavily in the air. As a group of youngsters made cakes, one child, unprompted, iced out the image of the tower in flames on top of the cake. Even in their happiest moments, when their minds should be a million miles away from thinking about the fire, they are all still haunted.

"A lot of the kids are fixated on the tower," says Zoe LeVack, the founder of Kids on the Green, who organised the party. "There were so many funerals in the weeks leading up to Christmas. It was a really tough time for everyone."

The community group hosts art classes for the children of Grenfell, allowing them the opportunity to process their

grief through expressive art therapies like creative drawing and painting, and organises fun events and counselling sessions.

Nearly all of the children who attend these classes knew someone who died in the fire. "At this point they are just about processing the magnitude of what happened. They'll ask questions like 'why can't I play with my friends anymore?' or 'Do you get ice-cream in heaven?' They are thinking about it all the time. We have some seriously damaged kids here," Zoe says.

'IT WAS A WAR ZONE'

Zoe, a youth worker based in nearby Shepherd's Bush, could see Grenfell Tower from her flat. She turned up at Edward Woods Community Centre to volunteer on the morning of the fire and was disturbed to see the groups of young people crowded in the surroundings of Grenfell looking agog at the burning tower. "It was a war zone," she says. "We had to get them out of there."

Channelling her inner Pied Piper, Zoe rounded up all the young people she could find and brought them to a tranquil green space away from the tower, away from the trauma. That's how Kids on the Green was born.

Research has shown that art psychotherapy can improve psychological health and reduce rates of depression, post-traumatic stress disorder and the social anxiety that can result from exposure to trauma.

"Most children and young people do not have the cognitive maturity to start processing and verbalising loss," says Eleanor Port-Burke, a member of the British Association for Counselling and Psychotherapy.

"If a child or young person is not supported to process their loss and grief, there are significant implications and risks for their mental health: anxiety, low mood, depression, post-traumatic stress etc.

"Projects like Kids on the Green provide necessary early intervention and reduce risks by helping children and young people to develop the understanding and skills needed to manage their emotional well-being."

It is clear that Kids on the Green is making a huge difference to the children of Grenfell. It recently organised a surprise birthday party for a girl who, in the months since the fire, had become depressed, was not eating and would rarely leave her bedroom.

To see the same girl smiling, laughing with friends and resembling her old self was a personal highlight for Zoe.

Kids on the Green is one of a number of groups helping the community to adapt to life after the fire and, just like any art project, or public service for that matter, funding is tight. So a recent £5,000 donation from the Firefighters 100 Lottery was a welcome lifeline.

RUN ON A SHOESTRING

The group is run on a shoestring and most people donate their time. The funding has been useful for things like paying the expenses of people like Jump London, who come to teach the kids Double Dutch skipping.

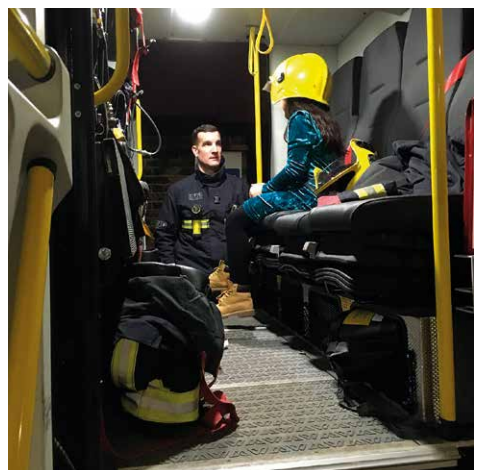
Then there is Safari Pete, who brought his wildlife roadshow of, among other species, snakes, meerkats and lizards.

Zoe cannot thank enough the firefighters who responded to Grenfell and who have stood by the community ever since.

"The firefighters, FBU and LFB have all been wonderful helping us out. I'm still in awe of what the firefighters did on that night to save lives", she says.

"During the monthly silent marches through Grenfell it all comes back to me. I can keep it together, more or less, but when I see the firefighters, that's when I go. That's when I start tearing up."

■ To date, the Firefighters 100 Lottery has raised more than £170,000 for good causes and paid out more than £100,000 to winners. For your chance to win, and to support projects like Kids on the Green, get tickets at www.firefighters100lottery.co.uk



Dogs were used in the aftermath of the Grenfell Tower fire when they searched the building for accelerants.

The London Fire Brigade brought them into the tower after the incident turned into a recovery, rather than a rescue, operation. Being a lot lighter than humans, dogs are ideal to send into structurally unsound buildings.

A man who knows all about fire dogs is Bodmin fire station watch manager Mark Smith. He is the handler for Cornwall Fire and Rescue Service's two cocker spaniels, Archie and Woody.

Known as hydrocarbon investigation dogs, they are sent into properties that have been damaged by fire to search for the presence of flammable and ignitable liquids that may have been used to start a fire deliberately.

Archie and Woody's training helps Mark to identify even the smallest trace of accelerants. They can detect a variety of substances, including petrol, paraffin, diesel, methylated spirits, acetone and barbecue lighter fluid.

When they pick up a scent of an accelerant at the scene of a fire, they will alert Mark by sitting down on an area where the strongest scent is, a sample of which is then taken by a crime scene investigator (CSI). This is then packaged up and sent off to police labs for forensic analysis.

"Any breed can be trained to become a fire dog, but it's generally the gun dogs (breeds like spaniels, labradors and pointers) which are the best fit," says Mark. "If they're bright, enthusiastic and have a good sense of smell and know who's in charge, they'll be good candidates. Obviously you need a dog that you can control and direct so that you can effectively complete a search at an incident."

REWARD STRATEGY

Archie and Woody were trained using a simple reward strategy; locating a tennis ball that had been hidden next to a hydrocarbon compound.

When they found the tennis ball, their treat, they would smell the compound as well. Over time they would associate the hydrocarbon smell with a treat. This process was then reinforced before they were assessed by the Fire Service College ahead of going into the field.



THEY'VE GOT A NOSE FOR TROUBLE

Dogs are, as the saying goes, man's best friend. But, for some FBU members, they are work colleagues as well, writes **William Murphy**



TIM NEALE

Mark Smith
with Archie

The dogs go through annual testing with instructors to make sure that they are not falsely indicating and are working well with their handlers.

Mark and his team have been responsible for unearthing critical evidence that has resulted in people being charged with arson.

As well as helping to raise the team's high profile locally – Archie has his own Twitter account and the team regularly visit schools and take part in fire station open days – Mark believes that the dogs can deter potential fire starters.

"If people know we have these highly trained dogs that can suss out a suspicious fire, they'll hopefully think twice before committing arson," says Mark.

RESISTANCE

Fire dog handling is a well sought-after position – Mark was one of 16 applicants when the role became available in 2010. But it wasn't always that way. Twenty

years ago, there was a lot of resistance to the deployment of canines to investigate fires.

Clive Gregory is credited for introducing the first fire investigation dog to the UK – a black Labrador called Star – in 1996 at West Midlands fire service. Now 17 fire and rescue services have fire dog investigation teams.

It's not just fire investigations that dogs assist with. They are also being used in water rescues, a growing area of work

**'IF PEOPLE KNOW WE HAVE
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for firefighters. In South Yorkshire, firefighters recently took part in a training day with three newfoundlands and a leonberger. Sessions were designed so that firefighters could practise a number of water rescue techniques incorporating the dogs – a first for the fire and rescue service.

ONE HELL OF A WRENCH

Handlers are notorious for growing close to their dogs, and how could they not?

Archie and Woody live with Mark so, as well as working with them, he has to provide all the care a regular dog owner would. When a handler retires, the dogs usually go with them, but there's no guarantee they can take their canine partner. If the dog is still young enough to bond with another handler, the service may keep them on.

The thought of being split from Archie and Woody does not appeal to Mark. "That would be one hell of a wrench," he says.

FLU OUTBREAK GET A JAB THIS WINTER

The UK is facing its worst flu outbreak in 50 years and anyone working with the general public is particularly susceptible to catching it, including firefighters

Around the country, GP surgeries are bursting at the seams because of the outbreak of Australian flu. The UK is in the midst of its worst flu outbreak for 50 years, with one Oxford University professor warning that it could be more severe than the devastating swine flu outbreak of 2009 which killed 214 people.

According to flusurvey.org.uk, an online tool tracking the spread of flu, no area of the UK has been left unaffected by the Australian strain and Public Health England has reported that more than 150 people have died so far this winter from flu – three times as many as last year.

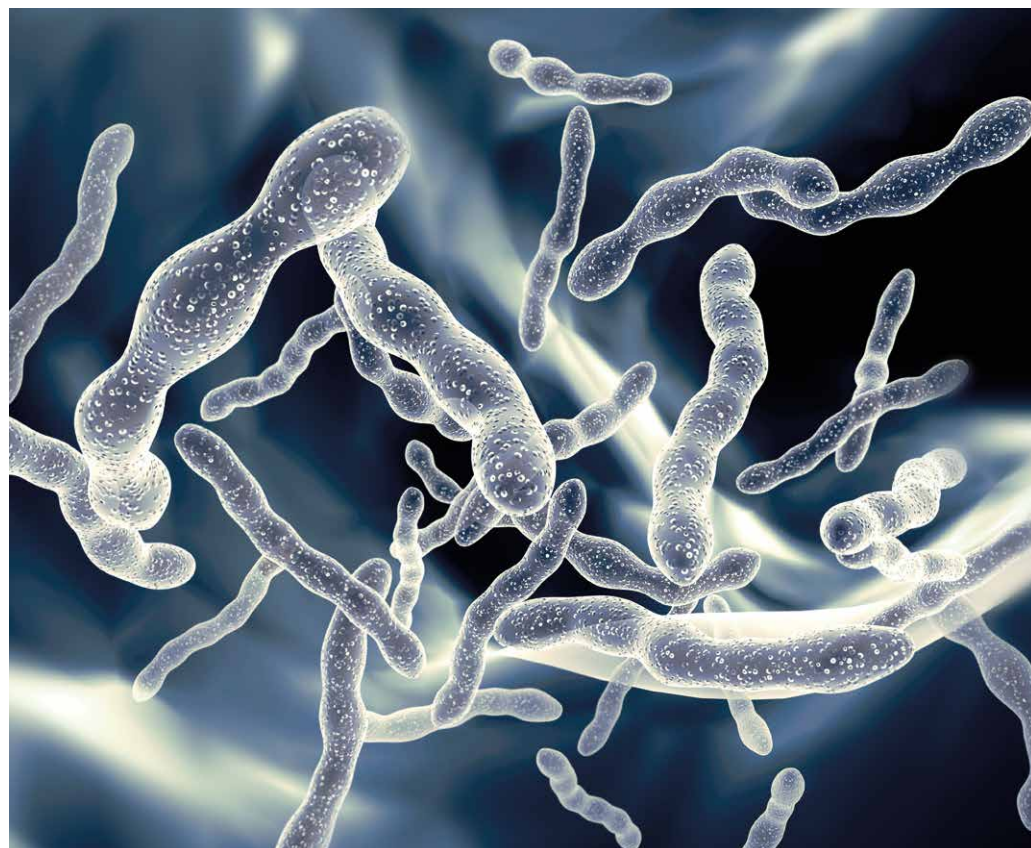
FREE VACCINATION

It is mainly the very young and the very old who are at increased risk of catching the flu. But it can also affect pregnant women and people with long-running health issues.

A vaccination for these at-risk groups is available free of charge from the NHS, but doctors are worried about its low uptake.

The latest statistics from the NHS show that fewer than half those eligible for a free winter flu jab have had one.

The low take-up could mean that thousands more



people than necessary will be admitted to hospital suffering from flu, putting an already struggling health service under more pressure.

For the majority of people who catch it, flu is unpleasant, but for some it can lead to chest infections, severe complications and death.

Dr Bruce Warner, professor of pharmacy practice at the University of Huddersfield, says that a number of myths surrounding the flu vaccination may be responsible for discouraging people from choosing to have it.

“Many people believe the flu vaccine causes you

to have flu”, he says. “As a pharmacist, I can tell you quite categorically it’s impossible to get flu from the flu vaccine, because the adult vaccine doesn’t contain live viruses.

IMMUNE SYSTEM

“While it is true that a small number of people can experience side effects such as headache or muscle pain, in these small number of cases it is the body’s immune system recognising the vaccine and creating a reaction.

“Although these symptoms can be uncomfortable, they will usually disappear within days after the injection, and most people do not feel much more than an achy arm.”

The message is clear – get your jab this winter!

PEOPLE AT RISK

People who fall into one of the categories below should consider going to their GP or local pharmacy to discuss having a jab pronto, as they are in one of the at-risk groups where flu is more likely:

- anyone aged 65 and over
- pregnant women
- children and adults with an underlying health condition (such as long-term heart or respiratory disease)
- children and adults with weakened immune systems.

LEGAL BEAGLE

BE CAREFUL WHAT YOU SAY TO THE MEDIA

FBU members are often involved in incidents that capture the attention of the news media, none more so than the devastating Grenfell tragedy.

When a major event such as this begins to play out across the news, members on the front line may want to make their views known – especially if there are criticisms to be made of an employer or others, like the owners of buildings.

There are, however, legal ramifications that should be taken into account when considering talking to the media. Caution is advised.

All employees are protected against being dismissed or subjected to any other detriment on grounds related to union membership or activities.

So if it is part of a trade union representative's official function to comment on any particular issue, then this is likely to be an acceptable reason to talk to the media.

But if you are not talking in your capacity as an FBU rep, then this protection will not apply.

EMPLOYMENT CONTRACT

Your employment contract will almost certainly include a clause prohibiting you from bringing your brigade into disrepute.

If you breach that clause of your contract by comments you make to the media, you are at serious risk of being disciplined.

Even if you are an FBU rep, you still need to be careful about what you say about matters relating to your employment. The general rule for comments made to the press are:

- The comments must be

made at an “appropriate” time and place

- The comments must not be malicious – in other words, in bad faith or dishonest
- The comments must be factually true and relevant to the issues at hand
- The comments must be in the public interest.

If, for example, you decide to speak out against your employer in a media interview, this could be considered a less “appropriate” setting than a public meeting on the topic, or a private meeting between you and the employer.

If any comments made to the media are seen to be malicious and/or factually untrue, and you are outside the scope of your employment or union responsibilities, then this can

make you vulnerable to a defamation claim.

It is also extremely important to consider the legal context in which any comments are being made.

If there are any sort of criminal proceedings under way, you need to ensure that any comment you make does not have the potential to undermine or prejudice that case, which may be a contempt of court.

Similar considerations apply to comments which you make on social media. Even if you are commenting on matters which do not directly relate to your employment, experience tells us that you need to take care about posting material which your employer may find offensive or inflammatory, or which could affect the rights of

other people or organisations.

Harassment, contempt and libel laws apply in full to what is said on social media.

WHISTLEBLOWING

There are situations in which members might investigate leaking information to the media. While there are legal protections for whistleblowers, before going public there are significant hurdles to overcome and it is always best to discuss these issues with your union and to take legal advice where necessary.

In general, you are protected as a whistleblower if:

- The information being shared is a definite breach of a legal obligation, a miscarriage of justice, a danger to health and safety or to the environment
- The information must be made known to the employer or the industry regulator, unless:
- You genuinely believe you will be punished as a result of sharing the information
- You have already shared the information with your employer and no action was taken
- You believe with full confidence that the information is substantially true and is not being shared for personal gain.

If you have been approached by the media, or would like to share any information with the press and are not acting in an official union capacity, the advice of Thompsons, the FBU solicitors, is always to seek legal advice from your union first.

■ **More information at**
www.thompsonstradeunion.law/trade-unions/fbu

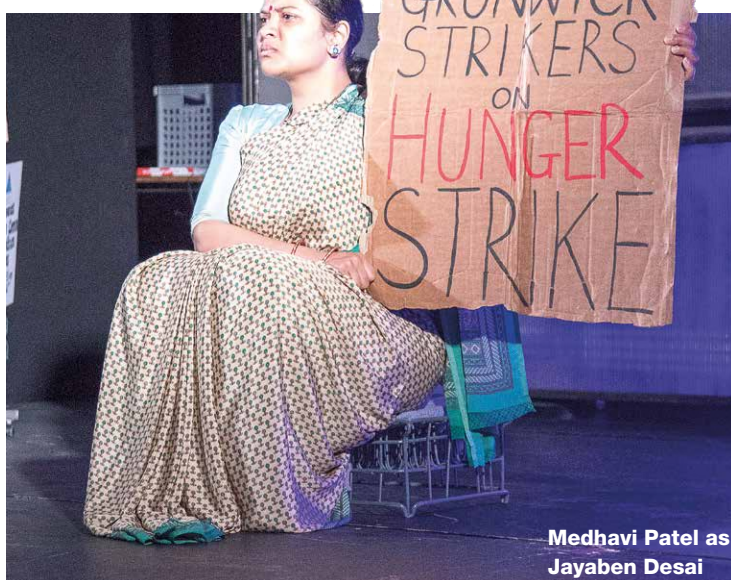


**FBU FREEPHONE
LEGAL ADVICE
0800 100 6061
IN SCOTLAND
0800 089 1331**

What you are running here is not a factory, it is a zoo. But in a zoo there are many types of animals. Some are monkeys who dance on your fingertips, others are lions who can bite your head off. We are the lions, Mr. Manager

Jayaben Desai

The lessons highlighted in a new play about an industrial dispute of more than 40 years ago are as relevant today as they were then, says **David Wibberley**



Medhavi Patel as Jayaben Desai

UNITY, AS ALWAYS, IS STRENGTH

Directed by Louise Townsend, *We Are The Lions, Mr Manager!* relives the extraordinary true story of the Grunwick Strike in the 1970s, a dispute that challenged the way women and ethnic minorities are treated in the workplace.

At the heart of the play is the fight for the right to be treated with dignity and to be represented by a union.

These are issues that are very relevant today at a time of zero-hour contracts and changed attitudes to, and ignorance of, the value of trade unions. They are also coming to the fore again with talk about post-Brexit changes to European laws to remove the few rights and protections they provide workers.

The dispute – at the Grunwick photo-processing plant in Willesden, north west London – highlighted and challenged the perception of Asian women by wider society and challenged trade unions to recognise the rights of minority and women workers.

Neil Gore of Townsend Productions, who wrote the play, believes “it is vital to highlight the story of a strong Asian woman, as an inspiration to all, but to younger women in particular ... many people have not heard of Jayaben Desai, but are so very thankful that her story is being told”.

And that was certainly true of the audience the night I went to see the play at The Witham Arts Centre in Barnard Castle, County Durham.

Alongside me in the audience were several Durham teaching assistants, who have been through their own bitter industrial dispute. They were told they were to be made redundant and would have to re-apply for their own jobs. If successful, they would face a 23% pay cut. Like the Grunwick workers, they chose to fight.

The *Guardian* drew parallels between the Durham teaching assistants and Grunwick workers: “Treated like dirt, these teaching assistants have become the Lions of Durham”.

The Grunwick dispute was over trade union recognition and the treatment of low-paid workers, and began with a walk-out after an

that not only deals with challenges by minority ethnic workers to management, government and establishment, but also to a traditional white male trade union leadership.

In an attempt to resolve the dispute, the then Labour government commissioned an inquiry, chaired by Lord Scarman, which recommended both union recognition and reinstatement of the workers. But the employer, backed by the right-wing National Association For Freedom (NAFF) and the Conservative Party, rejected the recommendations.

Mrs Desai’s message at the end of the play, that unity is strength, is more important than ever as, year on year, decade on decade, we see our precious rights being chipped away.

Some of the strikers said that their education was not at a college, but on the picket line. The same could be said for some the Durham teaching assistants I met at the performance.

Quite simply, *We are the Lions, Mr Manager!* is a brilliant piece of political theatre, making you laugh, feel and think in equal measure. It is a must-see production for anyone who is even remotely interested in equality and fairness in the workplace.

■ Townsend Productions is touring the play countrywide until the middle of May. Make time to see it if at all possible. See the company’s website at <http://bit.ly/WATLMM> for details.

THE STORY OF THE GRUNWICK STRIKE HAS TREMENDOUS CONTEMPORARY RELEVANCE – IMMIGRATION, WORKPLACE EXPLOITATION, LOW PAY, WOMEN’S RIGHTS, RACISM

employee was sacked for “working too slowly”.

It led to a two-year strike between 1976 and 1978 and involved thousands of trade unionists from all over Britain in picket line confrontations with police. There were more than 500 arrests and frequent police violence.

The important and inspirational story of Jayaben Desai and the Grunwick Strike has tremendous contemporary relevance – immigration, workplace exploitation, low pay, women’s rights, racism. It is a tale

STATION CAT FIRE SERVICES IN THE NEWS

WATCH OUT FOR THE KYLE FILE

Your Cat hears that Jeremy Kyle has been spotted at fires in Liverpool.

He's been spending time with the Merseyside Fire And Rescue Service filming for his show *The Kyle Files*.

This sees Kyle swapping his talk show for investigating issues that impact badly on people's lives.

Past episodes have looked at irresponsible driving, hate crime, the dangers of a night out and Britain's obesity crisis.

Your Cat understands that Mr Kyle was seen filming in Liverpool just before Christmas for an episode focusing on the impact of funding cuts to the emergency services – speaking to crews and even going to a fire in Aintree with them.

Merseyside's chief fire officer Dan Stephens has warned government cutbacks are forcing firefighters to choose between putting out fires and rescuing people trapped in buildings and were taking their toll on response times, particularly for the second fire engine arriving on a scene.

Mr Stephens added that Merseyside had lost almost half its funding since he took over, seeing its strength reduced from about 1,000 firefighters in 2011 to around 700 today.

The ITV show does not yet have an air date, but it's thought the new series will hit your screens in March.

I predict a night in front of the TV for your Cat.



THERE'S COCOA DOWN THE BACK OF THE SOFA

Your Cat took a great interest in the incident just after Christmas in which a crew from North Yorkshire FRS



used hydraulic cutters to free a 12-week-old kitten from a sofa. Cocoa the kitten was unharmed, which is more than can be said for the six-month-old furniture.

Emma Clark, Cocoa's owner, told her local paper, "they absolutely saved Cocoa's life, without them she absolutely would not be here".

Your Cat hopes Cocoa's owners were in time for the DFS sale.

THERE'S FAKE NEWS, THEN THERE'S THE SUN

We are all, by now, accustomed to fake news – false information or propaganda published under the guise of being authentic information in an attempt to mislead the general public and spread misinformation.

Hopefully, the majority of our firefighters, and certainly all our Merseyside colleagues, will be unaware of the latest use of fake news directed at them by the *Sun* newspaper.

Your Cat chose to investigate so you don't have to.

Under the headlines "FLAMING CLAIMS" and "Firefighters paid £4.5

million in past two years for compensation claims ... including £50,000 for falling off a chair", the *Sun* said that this was evidence of fire and rescue services giving away thousands of pounds in questionable compensation claims.

As well as the chair incident, the *Sun's* list included a firefighter "who slipped down a manhole cover", and cases of an injured back and tinnitus.

The *Sun*, notorious for its untruths about Liverpool Football Club supporters at the Hillsborough disaster, provided no detail of any of the cases in its "exclusive" and quoted the so-called TaxPayers' Alliance which has a track record of criticising public services.

Anyway, your Cat has got to find something to line her litter tray with.

A LESSON TO BE LEARNT?

It's your Cat's sad duty to report that five members of the same family lost their lives in a house fire in the city of Jaipur, in Rajasthan, western India, recently.

Vidhyadhar Nagar city fire brigade arrived 45 minutes after the initial emergency call.

The neighbour Vishal Khandelwal, who made the call, said that the fire brigade was "not fully functional" and that "firefighters were not ready to step inside" the building.

"The fire engine that came was totally ill-equipped. The ladder did not open, then the hoses did not work. The firefighters did not open the water till 20 minutes



Jeremy Kyle
has been seen
filming with
Merseyside FRS

after their arrival," Mr Khandelwal said.

Following the incident, the Jaipur municipal commissioner Ravi Jain suspended three firefighters. Two officials – Rajendra Nagar, assistant fire officer, and Jalaj Ghasiya, acting chief fire officer – were charged with carelessness, *Daily News and Analysis*, India, reported.

Under-resourced and ill-equipped brigades, delays in attendances times, non-fire service personnel entering building to affect rescues.

Your Cat is grateful that scenes like this could not be repeated here. Could they?

NEW YEAR'S HONOURS

Reviewing the 2018 new years honours list, your Cat could not help but notice that, alongside those deservedly receiving awards, the usual establishment types were honoured for carrying out their regular business of not being very good.

The honours system was traditionally a means of rewarding individuals' achievement, service to the United Kingdom and personal bravery – like that demonstrated than by emergency services personnel.

But there was no mention in the list of the Grenfell Tower fire or last year's terror attacks.

Words can and do change their meaning over time. Your Cat would like to propose a further definition for the word "honour": The acquisition of establishment recognition by financial disbursement and/or the marketing of one's soul.

25-YEAR BADGES



Stu Adams (r), officers' rep, Carlisle, Cumbria, receives his 25-year badge from brigade secretary Ed Burrows



Ian Herd (l), Prestatyn, North Wales, receives his 25-year badge from brigade secretary Pary Davies



John Finnan (l), Clydebank, Scotland, receives his 25-year badge from branch rep Andy McGregor



Gary Love (r), fire investigation, Yorkhill, Glasgow, Scotland, receives his 25-year badge from West Area organiser Seona Hart



Stevie Thompson (l), Scotland national training college, receives his 25-year badge from District 6 chair Alan Johnston



Graham Davies (r), Warrington, Cheshire, receives his 25-year badge from branch secretary Steven Haste with Matt Kinson and Anant Patel looking on



Jason Dean (l), and **James McDonald** (r), fire investigation, West Midlands, receive their 25-year badges from brigade secretary Steve Price-Hunt



Robert Christie (r), fire investigation, Yorkhill, Glasgow, Scotland, receives his 25-year badge from West Area organiser Seona Hart



Robbie McCracken (r), Newry, Northern Ireland FRS, receives his 25-year badge from regional secretary Stephen Boyd



Mark Chadwick (c), Hanley, Staffordshire, receives his 25-year badge from brigade organiser Mick Mosley with red watch colleagues looking on



Harry Graham (r), Newry, Northern Ireland FRS, receives his 25-year badge from regional secretary Stephen Boyd



Mike Worsley (r), blue watch, Whitehaven, Cumbria, receives his 25-year badge from branch rep Ade Kevern



Alan Rutherford (r), and **Andrew Cameron** (l), Bishopbriggs, Scotland, receive their 25-year badges from branch rep Rachel Rogers



Ross Sutherland (c), now retired, and **Robert Watt**, Dingwall, Scotland, receive their 25-year badges from Derick Graham



John Ross (l), Dingwall, Scotland, receives his 25-year badge from Derick Graham



Paul Berrisford (r), red watch, Central, Aberdeen, receives his 25-year badge from branch chair Alan Paterson with members looking on



John Paul (l), Paisley, Scotland, receives his 25-year badge from District 6 chair Alan Johnston



Gary Bennett (r), health & safety co-ordinator, NW England, receives his 25-year badge from regional secretary Mark Rowe



Paul Coyle (l), area commander, northern area command, Northern Ireland, receives his 25-year badge from NI executive council member Jim Quinn



Colin Ferguson, operational assurance, Newbridge, Scotland, **Lawrie Smith** and **Derek Anderson**, training and employee development, Thornton, receive their 25-year badges from FBU rep and Fife local senior officer Allan Still



Matt Lawrie (3rd l, back row), white watch, Feltham, London, receives his 25-year badge with (back l-r): CM Ryan, FF Guy, FF Ashley, CM Simpson and SM Malcharek (front l-r), FF Betts, FF Smith and FF Appleby



Tim Orr (r), Kilkeel, southern area command, Northern Ireland, receives his 25-year badge from regional secretary Stephen Boyd



Vaughan Jenkins (l), South Wales officers' branch, receives his 25-year badge from officers' rep Ian Buckley



Richard Webb (l), South Wales officers' branch, receives his 25-year badge from officers' rep Ian Buckley



Tim Cook (l), red watch, Lewes, East Sussex, receives his 25-year badge from branch secretary Dave Amiet with colleagues (l-r), Alex Edwards and Chris Beagley looking on



Andrew Burnell (l), Kenfig Hill, South Wales, receives his 25-year badge from WM Billy John with colleagues looking on



Nigel Meredith (r), West Midlands, receives his 25-year badge from brigade organiser Billy Holland



Steve Barclay (l), Abingdon, Oxfordshire, receives his 25-year badge from branch rep Duncan Smith with large crowd

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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

0800 100 6061

ENGLAND, WALES AND N IRELAND

0800 089 1331

SCOTLAND

THE LINE PROVIDES ADVICE FOR PERSONAL INJURY, FAMILY LAW, WILLS, CONVEYANCING, PERSONAL FINANCE AND CONSUMER ISSUES. FOR DISCIPLINARY AND EMPLOYMENT-RELATED QUERIES CONTACT YOUR LOCAL FBU REPRESENTATIVE.

T THOMPSONS SOLICITORS

Please send good quality, high resolution digital files or prints to: firefighter@fbu.org.uk or Firefighter, FBU, 68 Coombe Road, Kingston upon Thames, KT2 7AE. Please include full details for every picture – 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.



FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918



Dale Youth Boxing Club is a place run by people who love the sport. It's not about making money, it's about community

When the Grenfell Tower fire destroyed the club, the trainers and children were devastated

But, thanks to a £10,000 donation from the Firefighters 100 Lottery, they are back up and running

**SIGN UP TO THE FIREFIGHTERS 100 LOTTERY TODAY AND
HELP US TO SUPPORT MORE GOOD CAUSES. BUY TICKETS AT:**

www.firefighters100lottery.co.uk

Always play responsibly, if you need to talk to someone about your gambling, please contact www.gambleaware.co.uk.
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