



final

AGENDA

Fire Brigades Union

88th Conference, Blackpool

12th, 13th, 14th and 15th May 2015

FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE

final agenda

The Standing Orders by which Conference is governed are
printed in full at the back of this booklet

NATIONAL JOINT COUNCIL

1. PAY

Conference reiterates its long standing view that pay in the Fire and Rescue Service is best addressed by means of an agreed formula.

Conference also endorses the stance taken by the Executive Council that the FBU is unwilling to trade conditions of service for fractional increases in pay.

Conference therefore instructs the Executive Council to continue pay negotiations with the employers whilst preparing the necessary steps in readiness for a trade dispute and ballot in the event of our employers failing to make an acceptable offer on pay.

NORTHERN IRELAND

2. DISCIPLINE PROCEDURES

This Conference notes the ever increasing problem of the misuse of the disciplinary procedures in the UK Fire and Rescue Service (FRS) against Fire Brigades Union Members.

In most cases a 'Final Appeal' against a dismissal will be heard by members of the respective FRS Fire Authority.

Conference demands a move to an 'Independent' appeal panel for all Final Appeals against a FRS decision of dismissal.

Conference demands the Executive Council, at National Joint Council level, seek improvements to the disciplinary procedures through the introduction of such 'Independent' appeal panels at the earliest opportunity across the UK FRS.

CLEVELAND

3. PAID TIME FOR FITNESS TRAINING

This Conference instructs the Executive Council to negotiate paid time for all of our members who are obliged to undertake mandatory fitness tests. We instruct the Executive Council to raise this with the employers at the NJC within six months.

NOTTINGHAMSHIRE

4. NATIONAL UNION

Conference demands that the FBU remains one body and be united in its cause to serve the UK Fire and Rescue Service with all members having the same “Scheme of Conditions of Service”.

NOTTINGHAMSHIRE

5. CPD EQUALISATION

Conference believes that the rate of CPD should be equalised across the UK to the highest rate currently paid by a Fire and Rescue Service. Conference instructs the Executive Council to achieve this at the earliest possible opportunity.

DORSET

6. REMOVAL OF CPD PAYMENTS UPON PROMOTION

Conference condemns the current practice of some Fire and Rescue Services, including Dorset, of removing CPD payments upon promotion. Conference instructs the Executive Council to enter into negotiations at the earliest possible opportunity with the aim of achieving an end to this practice.

DORSET

7. NATIONAL NEGOTIATING MACHINERY

This Conference re-affirms its support for the National Joint Council as the only negotiating body for the Pay, Terms and Conditions of all Grey Book employees in the UK Fire and Rescue Service, including Emergency Fire Control members.

CONTROL STAFF NATIONAL COMMITTEE

8. CONDITIONS OF SERVICE

Conference instructs the Executive Council to prepare the necessary steps in readiness for a trade dispute and ballot in the event of our employers forcing through detrimental changes to our conditions of service.

NORTHERN IRELAND

Amendment

After “for a trade dispute and ballot” **insert the words** “for industrial action”.

MERSEYSIDE

9. CLOSE PROXIMITY CREWING

Conference will be aware that Emergency Resolution 10 regarding Day Crew Plus and Close Proximity Crewing type systems was passed unanimously at Conference in May 2011. The resolution demanded that the Executive Council:

- Table this issue at the National Joint Council with a view to achieving a joint circular informing Fire and Rescue Services (FRS's) that such systems will not be supported by the NJC;
- Raises this matter with Thompsons seeking urgent legal advice regarding areas such as the Working Time Directive and Equality legislation;
- Sends out a circular to all members informing them of the dangers of such systems and urging them not to sign any "expressions of interest";
- Considers a strategy of co-ordinated action within the FRS's who are considering the implementation of such Duty Systems.

In South Yorkshire Fire and Rescue we have had two new Close Proximity Crewing stations introduced in October 2014. These stations have been introduced without any agreement with the Fire Brigades Union.

Therefore conference demands that the points raised in Emergency Resolution 10 May 2011 are acted on as soon as practicable and also:

- Ensure that all members are made aware by circular of the detrimental impact these systems have on the firefighter pension schemes.

SOUTH YORKSHIRE

Amendment

Final paragraph **delete** "as soon as practicable".

MERSEYSIDE

10. DUTY SYSTEMS

This Conference condemns the budgetary pressures that the National Fire and Rescue Service are being subjected to by the Coalition Government. The method that a number of Fire Authorities are using to meet these budget cuts is through changes in duty systems.

Therefore, this Conference instructs the Executive Council to establish a working group to collate all information on current duty systems being worked in the UK Fire and Rescue Service and the advantages and disadvantages of them. This information should then be made widely available to all Officials to assist them in their unavoidable discussions on shift pattern changes.

DERBYSHIRE

Amendment

Final sentence **delete** "their unavoidable".

MERSEYSIDE

11. STEPS TO ADDRESS PARTIAL PERFORMANCE

Conference demands that the Executive Council take steps to address issues related to partial performance.

To this end the Conference calls upon the Executive Council to:

- a. ensure that discussions are commenced with the appropriate Government departments; local employers and/or national employers as appropriate on the matter of partial performance; and,
- b. investigate whether the Fire Authority or senior managers who took these decisions have to any extent breached their statutory responsibilities, or in any way acted unlawfully.

This is necessary due to the unprecedented nature by which partial performance was implemented in Buckinghamshire during the course of the pensions dispute.

A Fire and Rescue Service which implements partial performance prior to and/or following periods of strike action does so in the full knowledge that fire cover is being jeopardised. This exposes the public to extended periods of risk. The motivation by the employer in Buckinghamshire for making this decision was financial.

This financial gain was at the expense of the health and safety of the public and firefighters from the surrounding Fire and Rescue Services. The employer made a deliberate decision to preserve its financial position to the detriment of public safety. This is an erroneous decision and one which Conference unreservedly denounces.

If during the course of this work it becomes apparent that the Fire Authority or senior managers who took these decisions have breached their statutory responsibilities, or in any way acted unlawfully, the FBU shall utilise all legal avenues to hold those decision makers to account for their actions.

BUCKINGHAMSHIRE

Amendment

2nd sentence, after the words "To this end" **delete** the word "the".

MERSEYSIDE

12. NATIONAL OVERTIME BAN

This Conference recognises with concern that many Fire and Rescue Services across the UK are blatantly using pre-planned overtime to 'fill gaps' and save money.

Fire Brigades Union Members should not be used to 'prop up' a failing service caused by years of Government financial cuts.

Therefore, in order to, in the longer term, increase employment opportunities in the UKFRS and in the shorter term protect FBU Members from working excessive hours, this Conference demands the immediate introduction of a national overtime ban which will run until further notice and can only be lifted by national Conference/Recall Conference.

CLEVELAND

13. SECONDARY CONTRACTS

Conference agrees that no FBU member should work under a secondary contract that has not been agreed, either nationally or locally, by the FBU.

DEVON AND SOMERSET

FIRE AND RESCUE SERVICE POLICY

14. “LIFE RISK BASED” FIRE & EMERGENCY INCIDENT COVER

Conference demands that UK Fire and Rescue Services implement “life risk based” Fire and Emergency Incident Cover as required by the principle of Integrated Risk Management Planning and that this continues to be sustainably funded.

Conference also recognises the need for robust emergency response standards to be agreed and implemented to ensure public and firefighter safety on the incident ground by providing an effective speed of response and weight of attack to emergency incidents based on the Critical Attendance Standard (CAST) scenarios developed by the FBU. The need for this is also clearly acknowledged by Fire and Rescue Services in the Brigade Response Operating Standards (BROS) that have also been developed based on the assessment of risk on the incident ground.

Conference further demands that local Brigade Officials and the Executive Council challenge, by judicial review and/or via the Health and Safety Executive, any local cuts that undermine the principle of “life risk based” Fire Cover, the safety and security of firefighters and the communities we serve, where the evidence clearly supports this.

SCOTLAND

Amendment

Final paragraph after the words “and the communities we serve” **insert** a full stop and **delete** “where the evidence clearly supports this.”

MERSEYSIDE

15. FIRE AND RESCUE SERVICES INSPECTION PROCESS

Conference notes with concern the use of peer reviews in the audit and validation process and the potential for imbalances of standards across the whole of the United Kingdom Fire and Rescue Service. With this in mind this Conference calls upon the Executive Council to embark upon a campaign for a single recognised independent inspectorate for the Fire and Rescue Service with a view to replace the current system of the peer review inspections system by neighbouring Fire and Rescue Services. This will ensure that all Fire and Rescue Services are inspected and validated in a standardised way.

TYNE & WEAR

16. INCREASED THREAT TO PUBLIC SAFETY

This conference will be alarmed at the number of CFO'S wanting amendments to the Scheme of Conditions of Service 2004 (Grey Book) and in particular to Role maps and Duty Systems. This would allow for further efficiency savings and front line cuts.

This is further evidenced in the Knight Report of 17th May 2013, where he calls for the widespread use of on-call firefighters as the preferred way forward to achieving significant savings.

The recruitment and retention of RDS (on call firefighters) remains increasingly difficult to achieve for a large number of Fire and Rescue Services (FRS's). Some are looking at increased response times of 15 minutes and even an hour, as a way of attempting to mask this problem. Simply reducing Wholetime firefighter numbers is not a safe and effective way of reducing cost.

The continuing reduction of firefighter numbers to below acceptable resilience levels in some areas will only increase the risk to both firefighters and the public we serve.

We call on this Conference and the Executive Council to continue to raise the concerns around the Knight Report and look at a national media campaign to highlight to the public the dangers and increased risks that their local FRS are willing to put them under. Using the Knight Report to force through cuts to frontline services and draconian working patterns, enforced by the continuing funding reductions from central government will have a detrimental impact on public safety.

NORTH YORKSHIRE

Amendment

1. 4th paragraph, 1st line **delete** "resilience".

MERSEYSIDE

2. Final paragraph, 6th line, after the words "will have a detrimental impact on" **insert** the words "firefighter and".

MERSEYSIDE

17. INDEPENDENT FIRE SERVICE COMPLAINTS COMMISSION

This Conference has very serious concerns regarding probity, fairness and transparency in the UK Fire and Rescue Service.

This Conference therefore urgently calls upon the Executive Council to explore at both National Joint Council and Department of Communities and Local Government level the possibility of the introduction of a National “Independent Fire Service Complaints Commission” (IFSCC) for the UK Fire and Rescue Service similar to the model used by the Police Service.

Conference insists the outcomes of the Executive Councils explorations are communicated to the next national Fire Brigades Union Conference and that if it is found to be possible then an “IFSCC” be set up at the earliest opportunity.

CLEVELAND

18. FIRE AND RESCUE SERVICE CUTS AND CAMPAIGN MATERIAL

Fire and Rescue Services are cutting their establishment of firefighters, reducing pumps and crewing levels under the guise of austerity. Locally and nationally the FBU are campaigning against the cuts and making best use of the resources available to make the case against the cuts with the public and politicians.

The resources available are supplemented and very much based on the work undertaken by the FBU into task analysis and response times. These technical arguments that have proved useful whilst engaging with Fire and Rescue Management regarding Integrated Risk Management Plans (IRMP) proposals, however these technical arguments can present difficulties in making the case and highlighting full impact of IRMP proposals to the public and politicians.

Therefore this Conference, demands that the FBU continue to build on the work already undertaken and look to produce a video or short film that highlights the impact on the safety to the public and firefighters involved in an emergency incident with slower response times and reduced crewing levels.

CHESHIRE

Amendment

1st paragraph, 2nd line after the words “reducing pumps and crewing levels” **insert** a full stop and **delete** “under the guise of austerity”.

MERSEYSIDE

19. FLOODING – A STATUTORY DUTY

Conference welcomes the Labour Party's commitment that they will prioritise a statutory duty for Fire and Rescue Authorities/Services to respond to flood incidents. However, currently Fire and Rescue Service and Fire Authorities are still paying for the cost of training, equipment and responding to the ever increasing threat of flooding.

Conference instructs the Executive Council to urgently raise this issue with both the employers and the Government to make progress in this vital area of a statutory duty for flooding.

LINCOLNSHIRE

Amendment

At the end of the resolution **delete** full stop and **add** "and other related water rescue incidents."

SHROPSHIRE

20. FIREFIGHTER IN CHARGE

Conference is astounded that despite continuing firefighter fatalities and injuries to operational crews, a number of Fire and Rescue Services are still pressurising Firefighters to ride in charge of appliances in order to improve statistics. This practice is being used by our employers to mask the true figures relating to availability and crewing of appliances, and instead of investing in training and recruitment, Fire and Rescue Services are putting the lives of firefighters and the public at risk in order to save money.

Conference therefore demands that the Executive Council produce a policy statement instructing our members not to take charge of any appliance unless properly qualified to do so, regardless of the subsequent availability of any appliance. This policy shall be produced within 12 months.

SOUTH WALES

21. PRIVATISATION AND MUTUALISATION

Conference notes the insidious and ideologically driven shift towards privatisation and mutualisation of the Fire and Rescue Service.

Greater swathes of the service have been privatised or outsourced over recent years, and at least two local Fire and Rescue Services have launched a drive towards mutualisation.

Wider mutualisation and privatisation of the Fire and Rescue Service is facilitated and encouraged by the Localism Act 2011 and Sir Ken Knight's Government-commissioned *Facing the Future* review.

This trajectory, along with the statement by cabinet office minister Francis Maude in December 2014 that Fire and Rescue Services could be run 'outside the public sector', suggests that no part of the service, not even the frontline, is immune from the threat of being sold off, contracted out or mutualised.

Evidence from industries and services elsewhere demonstrates that privatisation invariably results in an inferior service and a detrimental impact on the pay and conditions of employees.

The threat of privatisation and mutualisation (which is a stepping stone to privatisation) is real and growing.

This Conference reaffirms its belief in a publicly owned, publicly funded and democratically controlled Fire and Rescue Service, not one run in the interests of profit-seeking privateers.

Conference further calls on the Executive Council, in partnership with Brigade committees, to monitor developments keenly and place high priority on the fight against ever deepening privatisation and mutualisation.

LONDON

Amendment

Delete final paragraph and **insert**:

"Conference further calls on the Executive Council, in partnership with Regional and Brigade committees, to challenge developments and place as a high priority the fight against privatisation and mutualisation."

MERSEYSIDE

22. OPERATIONAL PREPAREDNESS OF FLEXI-DUTY OFFICERS

The ever increasing non-response work being carried out by Middle and Strategic Managers is severely impacting on the time they have available to dedicate to their own operational preparedness.

The reduction in this time means that they are often underprepared to deal with the full range of foreseeable risks that can be expected to occur at incidents within the areas in which they work. This has been highlighted in most, if not all of the recent investigations into incident related Firefighter fatalities.

Conference calls upon the Executive Council to campaign for a national minimum standard for the operational training provided to Flexi-duty Officers in relation to foreseeable risk within each individual Fire and Rescue Service, and the time made available for individual Officers to develop their own operational preparedness. This is to be carried out with a view to establishing minimum auditable National standards of operational capability for all Flexi-duty Officers.

Conference requests that this work commences immediately and includes regular input and advice from the Officers National Committee.

OFFICERS NATIONAL COMMITTEE

Amendment

Final paragraph **delete** "requests" and **insert** "instructs".

MERSEYSIDE

23. INCIDENT COMMAND COMPETENCE

Conference notes, with concern, that many Brigades have reduced the number, role and required competence of Incident Commanders. This has the clear potential to severely compromise the Health, Safety and Welfare of Firefighters and the public we serve.

As a result the Incident Command System is under threat, in terms of the role, number and competence of commanders being planned or available to attend. Conference calls for a national minimum standard for Incident Command attendance. This should include such that no incident is attended without at least one competent Incident Commander being mobilised and that the levels, being proposed within the draft Incident Command guidance, include a national standard for the minimum command competence at each level.

OFFICERS NATIONAL COMMITTEE

Amendment

2nd paragraph, 3rd sentence after "This" **insert** "standard", **delete** "include such" and **insert** "direct".

MERSEYSIDE

24. AMBULANCE SERVICE COLLABORATION

Conference notes that the last few years have been very challenging for all Blue light services with regard to funding and maintaining an efficient service to the public, the Ambulance and Fire Service have especially been under immense pressure. Conference calls on the Executive Council to carry out a study into further blue light collaboration with the Ambulance Service, this would explore possible additional funding, training and membership numbers. This report is to be presented at the next full Conference.

TYNE & WEAR

25. FIRST RESPONDER AND CO-RESPONDER SCHEMES

Conference acknowledges the current FBU policy relating to first responder and co-responder schemes within the UK Fire Service. Conference also recognises the importance of the ongoing work at the National Joint Council workstreams in potentially agreeing new duties and negotiating financial recompense as part of national pay and conditions for Firefighters.

In addition conference acknowledges that despite the current FBU policy a number of first responder and co-responder schemes currently exist within the UK Fire and Rescue Service and that these schemes directly and indirectly affect FBU members. Furthermore Conference believes that FBU members affected by existing or proposed schemes or trials deserve the protection of working within FBU policy.

To that end Conference demands that the Executive Council are given the authority to consider and permit any first responder or co-responder trial or scheme provided that clear benefits can be identified in working towards a nationally negotiated position.

HUMBERSIDE

26. CO-RESPONDING

Conference instructs the Executive Council to enter into negotiations with a view to formalising the role of Firefighters regarding emergency medical response. To this end Conference lifts the current ban on members undertaking co-responding duties.

DORSET

TRADE UNION AND LABOUR MOVEMENT

27. LABOUR PARTY RE-AFFILIATION

Conference recognises the frustration and resentment towards the previous Labour Government felt by some within this Union and the wider Trade Union movement.

However, Conference must acknowledge that time has moved on and given the support shown by the Labour Party in the firefighter pensions dispute and their backing of Early Day Motion 454 the time is right to re-affiliate and influence the direction of the Labour movement and any potential future Labour Government.

Conference calls upon this union to re-affiliate to the Labour Party at the earliest opportunity.

DURHAM

28. RE-AFFILIATION TO THE LABOUR PARTY

Conference welcomes the support shown by the Labour Party and moving the debate in the House of Commons in support of our pensions campaign. In addition to this the speech made by the Shadow Fire Minister Lynn Brown MP, to the Fire Sector Summit rejected privatisation and also confirmed that a Labour Government will make it a priority to introduce a statutory duty for the Fire and Rescue Service to respond to flood incidents.

To help build on the political campaigning with the Labour Party, Conference instructs the Executive Council to re-affiliate with the Labour Party.

LINCOLNSHIRE

29 ISRAELI INVASION OF GAZA

According to the UN Office for the Co-ordination of Humanitarian Affairs (OCHA), 2,256 people were killed during the 51 day illegal invasion of the Gaza Strip, 1,568 of whom are believed to be civilians, including 538 children and 306 women. More than 11,000 Palestinians were injured, many of them permanently, by the time of the ceasefire on 26 August 2014. During this time there were approximately 110,000 internally displaced persons living in emergency shelter and with host families.

Conference supports the call from Amnesty International, the Palestine Solidarity Campaign and others in calling on the UK Government and the EU to end immediately arms trading with Israel including all military and industrial collaboration. The TUC should, working with the relevant unions, press those companies involved in supporting Israel's military to cease to do so. It is a scandal that despite the killing of so many Palestinians during the illegal invasion of Gaza, that the UK continues to supply the oppressive apartheid state of Israel with weapons of death.

Conference supports the TUC call for the suspension of the EU-Israel Association Agreement until the rights of the Palestinians are established and calls on the Israeli state to pay for humanitarian assistance and rebuilding Gaza.

Conference also supports the demands from the International Community for the fact-finding commission set up by the United Nations and tasked with investigating Israeli violations of international and human rights law in the Palestinian territories, with a focus on the Gaza Strip, to be allowed to conduct its investigation unhindered into the offensive and calls on the Israeli authorities to lift their block on Amnesty International and other human rights organizations entering Gaza.

Conference further welcomes the approval of the application by the Palestinian authority to join the International criminal court to permit the court to exercise jurisdiction over war crimes committed on land governed by the Palestinian Authority and condemns the punitive action taken by the Israeli government to withhold taxes due to the Palestinian authority and the US Government's threats to withhold agreed funding. Conference condemns this attempt to bully and intimidate the Palestinian people from joining recognized International Institutions and the use of US Government's veto to prevent the UN from formally recognising Palestinian statehood. These actions must not be allowed to succeed and are clearly designed to undermine attempts to achieve a just and lasting peace by maintaining the Palestinians as unequal partners in any future negotiations.

SCOTLAND

30. PALESTINE

Conference reiterates its condemnation of the Israeli oppression of the Palestinian people and their right to self-determination, and calls on the Executive Council to maintain its support of the Palestine Solidarity Campaign.

CUMBRIA

31. SUPPORT FOR GAZA FIREFIGHTERS AND PARAMEDICS

This Conference abhors and condemns Israel's attacks on Gaza in July and August 2014, which killed over 2,000, damaged or destroyed thousands of buildings, and further compounded misery in an area already suffering badly from Israel's continued illegal siege and collective punishment.

In the light of the attacks, ongoing siege and repression by Israel, this Conference expresses its solidarity with the Palestinians of Gaza, and in particular the firefighters and ambulance workers of the Palestinian Civil Defence Force in Gaza, who faced death and injury from Israeli forces during the 2014 attacks while trying to perform their duties, hazards no emergency service workers should have to endure.

This Conference agrees to pursue, as a matter of priority, ways of establishing direct and meaningful links with the firefighters of the Civil Defence in Gaza, if possible in association with unions representing UK ambulance workers, and to investigate and promote practical ways to better publicise and support the needs of civil defence workers in Gaza.

DEVON AND SOMERSET

Amendment

1st paragraph, 1st sentence after "which killed over 2,000," **delete** the comma and **insert** "people,".

MERSEYSIDE

32. LIVING WAGE CAMPAIGN

Conference applauds the Living Wage Campaign and supports the work of the TUC, STUC, Trade unions, campaigners and The Living Wage Foundation in persuading employers to implement the Living Wage currently set at £7.85 per hour and £9.15 per hour in London.

Conference recognises that the Living Wage is the bare minimum needed by workers to meet their living costs and is the first step to ending the scandal of poverty pay that is currently suffered by millions of workers in the UK. Conference therefore also recognizes and supports the related campaign to ultimately achieve a minimum wage of £10 per hour for a full working week to properly reward workers and help enable them to have a sustainable standard of living. Outsourcing, zero hours contracts, contracting out and privatisation of public services have suppressed the pay of many low paid workers in recent years making millions of workers dependent on state benefits for survival. This also effectively provides unscrupulous employers with taxpayer funded subsidies to support their policy of poverty pay that then allows them to win and retain contracts by undercutting responsible employers. Workers welfare benefits are also being constantly cut as part of the Tory led Government's destructive and divisive austerity agenda.

Conference therefore demands the Executive Council lobby the NJC and that Brigade Committees lobby Fire and Rescue Authorities to ensure all employees of Fire and Rescue Authorities are paid at least the living wage. Consequentially, all contracts awarded by Fire and Rescue Authorities should go to accredited companies and businesses that are committed to paying the Living Wage and have been awarded the license to use the Living Wage employer mark.

Conference further demands that the TUC and STUC lobby the UK and devolved Governments to commit to paying at least the Living Wage and further demands that all Government and public sector contracts are awarded only to employers committed to paying at least the Living Wage and that have been awarded the license to use the Living Wage employer mark.

SCOTLAND

Amendment

1. 2nd paragraph, 2nd sentence **delete** the word "also".

MERSEYSIDE

2. 2nd paragraph, 5th line, **delete** the words "for a full working week".

SHROPSHIRE

33. JOINT TRADE UNION ACTION

Conference notes that since 2008, the banks have been bailed out with £850 billion of public money plunging the UK into financial strife while the government has aimed to recoup that money by cutting back on public spending right across the public sector.

Despite government claims that Britain is emerging from the crisis, the reality is that cuts and austerity for the vast majority of people are continuing unabated and will not subside for years to come. That, as a result of this, FBU members and others throughout the public sector have, in recent years suffered attacks on our pensions, assaults on our conditions and a pay cut in real terms. Conference believes that the pay, conditions and pensions of our Members and other public sector employees are being slashed as part of a devious and sustained wider right wing attack on the public sector in the UK.

Conference further believes that the severity of these attacks against our members requires sustained and radical action to be built on by the trade union movement if we are to defeat austerity which is being imposed on us by Tory ideology. That these attacks against FBU Members cannot be separated from similar attacks against teachers, nurses, the unemployed, the disabled, the welfare state, other emergency services and other publicly funded institutions.

Conference resolves to re-affirm our support for our comrades across the wider trade union movement in their own fights against austerity and to collaborate with other trade unions representing public sector employees to further the fight against cuts to the public sector and attacks on pay, conditions and pensions by and when necessary, organising mass simultaneous industrial action to seek an end to austerity measures being inflicted on public sector employees.

NORTHUMBERLAND

Amendment

1. 2nd paragraph, 2nd sentence **delete** "That, as" **insert** "As".

MERSEYSIDE

2. 3rd paragraph, 2nd sentence **delete** "That these" **insert** "These".

MERSEYSIDE

34. FAR RIGHT EXTREMIST GROUPS ON SOCIAL MEDIA

This Conference notes with extreme concern the rise of far right extremist groups such as the English Defence League and Britain First to name a few on social media. It also recognises that the FBU have in the past embraced a program of education for Officials and Members to combat these groups. However these groups have moved away from their traditional methods of hatred and embraced social media to promote their hatred and generate funds for their cause. We call upon the Executive Council to revisit the education provided on the far right given to Officials and members with a view to combat this hatred and educate our members on the dangers of right wing groups on social media.

TYNE & WEAR

Amendment

4th sentence **delete** "We call upon" and **insert** "Conference calls on".

MERSEYSIDE

35. NATIONAL SHOP STEWARDS NETWORK

This Conference acknowledges that the only way to achieve a socialist society is to campaign hard to achieve it. This Conference would like to applaud and repeat the wording of the foreword in the Rule Book, especially;

THE FIRE BRIGADES UNION recognises that workers, however employed, can only improve their lot by their own endeavours and organisation. A richer and fuller life can be achieved only by similar means.

TO THIS END the Fire Brigades Union is part of the working-class movement and, linking itself with the international trade union and labour movement, has as its ultimate aim the bringing about of the Socialist system of society.

Conference notes however, that in order to achieve a socialist system of society it will be easier if the FBU are affiliated to as many organisations as possible with the same aims.

Therefore this Conference calls upon the Executive Council to affiliate The Fire Brigades Union to the National Shop Stewards Network at the close of Conference 2015.

WEST YORKSHIRE

36. CLIMATE CHANGE

Conference notes with concern, the increasing evidence that man made climate change caused by global warming is already affecting the world's weather patterns, which in turn is pushing up the price of food and increasing the likelihood of extreme weather events.

We are especially concerned at statements by climate scientists and organisations like the International Energy Agency, that without urgent remedial action by governments, the world is on course for a rise in global temperatures of around six degrees centigrade before the end of the century. Such an increase would have a devastating effect on the stability of the planet for future generations.

Conference believes that tackling climate change, especially through the creation of climate jobs, is of immediate relevance for trade unionists and their families.

The FBU contribution to the booklet '**One million climate jobs**' is noted, along with the reference to climate change in the FBU booklet '**It's time to take over the big energy firms**', and Conference calls on the Executive Council to continue FBU affiliation to the Campaign against Climate Change, to support its Trade Union Group, and to encourage greater member involvement.

LANCASHIRE

Amendment

1. 1st paragraph, 1st sentence **delete** "man made" and **insert** "human activity".

MERSEYSIDE

2. 2nd paragraph, 1st sentence **delete** "We are" and **insert** "Conference is".

MERSEYSIDE

37. ODESSA MASSACRE

Conference strongly condemns the massacre of 46 unarmed Ukrainians on Friday 2nd May 2014 when reactionary armed fascist groups purposefully set fire to the locked Trade Union building in Odessa. Protesters seeking protection inside the building, when trying to escape from the fire by jumping from the windows, were beaten to death or shot by the fascists outside.

The US and EU assisted in the ousting of Ukraine's democratically-elected president, Viktor Yanukovich, with the help of ultra-right, paramilitary, neo-Nazi gangs who seized and burned government offices, killed riot police and spread mayhem and terror across the country.

This should serve as a stark warning to all trade unionists worldwide as to how quickly remote powerful countries using internal intervention techniques, CIA operatives and agent provocateurs can quickly destabilise a country and manipulate its population for their own corporate greed. The fact that these fascist groups that they let loose quickly turned their murderous attention to the pursuit of trade unionists must alarm us all.

The Kiev interim regime, which seized power by a Coup d'état and by the open imperialist intervention of the USA and the EU, clearly favours and supports such actions and armed groups. Hypocrisy and double standards reached their highest levels after the Coup d'état when the US and EU referred to, in relation to the Ukraine situation, the '*rule of law and respect for the constitution*'. This was after they idly observed and openly endorsed the armed coup. Conference denounces the authoritarian harassment of political parties and leaders who oppose the regime. Harassment that led to the exclusion of the Communist Party of Ukraine from Parliament sessions, after earlier attempts to physically attack its leaders.

The EU and its respective Governments, hand in hand with the US administration bear heavy responsibilities for the developments in the Ukraine, pushing the country into an internal armed conflict for their own geostrategic interests driven by corporate competition with Russia in the region.

The open support to fascist forces and policies is aggravating the situation which is provoking and drawing upon the historical sentiments of the Ukrainian people, and the whole region, which in turn is stimulating ultra-nationalist feelings amongst many people.

Conference views with great concern the military preparations of NATO in several neighbour countries, while many US and European military agents are already in the country triggering tensions in support of the Kiev regime.

Conference expresses its solidarity with the Ukrainian people, to the peace loving and anti-imperialist forces who oppose the affiliation of their country to NATO and their inalienable right to decide freely and democratically the future of Ukraine free from any foreign political or military intervention.

MERSEYSIDE

38. POLITICAL ENGAGEMENT

Conference notes with regret that despite our efforts, all the main political parties have agreed upon significant cuts to public services.

Conference recognises that an urgent debate is now required within the Union as to how we can best politically challenge parties promoting austerity and privatisation.

Conference instructs the Executive Council to;

1. Approach other trade unions for exploratory talks, with a view to working together on addressing the lack of adequate political representation for trade unions at local and national level.
2. Form a strategy for effective political engagement at local and national level. This strategy must be formulated and communicated to the FBU membership by December 2015.
3. Report back to Conference on results of these discussions, including proposals for any recommended rule changes that have arisen from them which would require the agreement of Conference.

WEST MIDLANDS

39. NO MORE PAGE 3 CAMPAIGN

Conference condemns the continued use of glamour models on Page 3 of the Sun newspaper (and other dubious tabloid publications), and is outraged that women are still being depicted in this way in the 21st century.

Conference fully supports the “No More Page Three Campaign” which is striving to reduce sexism in the UK media.

Many unions and other organisations support and lobby on behalf of this campaign including the NUT, ATL, Unison, RCN, Rape Crisis and End Violence against Women. Conference therefore urges the Executive Council to publicly support the “No More Page Three” campaign by:

- writing a letter of support to the Campaign organisers
- educating and encouraging members to boycott the Sun newspaper
- advertising the campaigns petition in Firefighter magazine and social media
- affiliating and contributing financial support to the campaign by purchasing a quantity of “No More Page Three” t-shirts.

SOUTH WALES

40. VICTIMISATION OF BROTHER MATTHEWS

This Conference condemns the current management regime in Buckinghamshire where the employer has summarily dismissed Brother Matthews for undertaking lawful strike action.

There was:

- NO disciplinary investigation
- NO disciplinary hearing
- NO opportunity for Bro. Matthews to state his case, and;
- NO opportunity to appeal the decision.

These are fundamental, basic employment rights which should be provided to all employees. It is an absolute disgrace that a tax payer funded, public sector organisation can act in such a draconian and dictatorial manner.

This Conference demands that the FBU continues to provide unyielding support to Bro. Matthews until such time as he has been re-instated by Buckinghamshire Fire and Rescue Service.

BUCKINGHAMSHIRE

Amendment

1. **Insert** after final paragraph a new paragraph:

“Conference further demands that if an Employment Tribunal or higher authority orders the re-instatement of Brother Matthews and Buckinghamshire Fire and Rescue Authority refuse to comply with that order that an immediate emergency meeting of the Executive Council will be convened to discuss our response which should include discussion over National Industrial action.”

MERSEYSIDE

2. At the end of the resolution **delete** the full stop and **insert**:
“or until an alternative conclusion has been reached to the satisfaction of Brother Matthews and the Executive Council.”

HUMBERSIDE

PENSIONS

41. FIREFIGHTER PENSION SCHEMES IQMP PROCESS

Conference is concerned at the lack of consistency of the Firefighter pension Schemes '*Independent Qualified Medical Practitioner*' assessment process and in particular, the definition of 'permanent' in relation to the requirement for an injury or illness to be deemed 'permanent'.

Conference calls upon the Executive Council to instigate an investigation to ascertain the extent of the problem, and if deemed necessary, raise the matter with all relevant bodies to seek to address the issue.

LANCASHIRE

42. FIREFIGHTER PENSION SCHEMES TAX IMPLICATIONS

Conference is concerned at the HMRC tax implication facing a member who suffers a delay in obtaining their full 'ill health' pension entitlement to commute 25% of their pension, due to delays in the IQMP appeal process.

HMRC technical page RPSM09104130 states that the lump sum payment must meet the following condition: '***The lump sum is paid within an 18 month period starting 6 months before and 12 months after the member becomes entitled to the lump sum***'. Therefore, payments outside of these time limits are liable to tax.

This issue was highlighted following a 52 year old Member with 28 years pensionable service, facing a 55% tax demand on a part of their pension commutation, having successfully appealed against the initial IQMP decision to reject an 'ill health retirement'.

Conference calls upon the Executive Council to instigate an investigation to ascertain the extent of the problem, and if deemed necessary, raise the matter with all relevant bodies to seek to address the issue.

LANCASHIRE

INTERNAL ADMINISTRATION

43. NATIONAL FIRE BRIGADES UNION

This Conference acknowledges the different pension schemes within the UK Fire and Rescue Services and notes the incredible anguish put upon all Members of the Fire Brigades Union who haven't been balloted for industrial action or who were balloted and voted not to take industrial action during the national pension campaign.

However this Conference demands that the Executive Council will do everything within its power to prevent a fragmenting of the national Fire Brigades Union into the Fire Brigades Union England, Fire Brigades Union Scotland, Fire Brigades Union Northern Ireland and the Fire Brigades Union Wales.

This Conference reaffirms the position that strength in unity.

WEST YORKSHIRE

Amendment

Delete 1st paragraph.

2nd paragraph **delete** "However this".

MERSEYSIDE

44. CANVASSING

Conference 2011 instructed the Executive Council to set up a working party to look at introducing a form of regulated canvassing and report any necessary rule changes to the next conference. Resolution 47 of Conference 2013 instructed the Executive Council to set up a task and finish group to review rule 19A on canvassing and bring any necessary rule changes to the next rule change Conference. In the absence of any proposals from the Executive Council on canvassing, this Conference now demands that this work is carried out as a matter of urgency and that options for the introduction of a form of regulated canvassing are presented to the Executive Council in time for them to move a rule change at the next Conference.

DERBYSHIRE

45. UNITED ACTION

This Conference calls on the Executive Council to ensure that any future national strike action includes every FBU member regardless of role.

NOTTINGHAMSHIRE

46. ANNUAL CONFERENCE

This Conference acknowledges the financial restraints within which the Union is now having to work. Especially as the reducing number of Firefighters in the UKFRS, due to the savage cuts agenda has reduced the Union's membership, depriving the Union of vital funding. This has resulted in the Union changing Conference from an annual basis to biennial.

This Conference also acknowledges that following the recent reorganisation of the Union's structures and the ways in which it operates, it is necessary to re-evaluation the operational effectiveness of the Union.

This Conference believes that it is necessary for democratic purposes, communication purposes and learning purposes for Conference to be held annually. Conference believes that these needs will not be fully met by biennial Conferences.

Therefore, this Conference instructs the Executive Council to explore means by which either Annual Conference can be reinstated, or some other similar event be held between biennial Conferences.

The Executive Council to report back to Conference 2017 with recommendations including any necessary rule changes that may be required.

SHROPSHIRE

Amendment

In 4th paragraph, first line, after the word "Conference", **insert** "agrees the reinstatement of Annual Conference with immediate effect". **Delete** remainder of resolution.

LONDON

47. BRIGADE SAFETY REPRESENTATIVES

This Conference believes that Brigade Health and Safety Representatives have insufficient means of contact which is having a detrimental effect on the ability of the Union to deal with Health and Safety issues.

In order to be able to deal with Health and Safety issues more effectively, this conference demands that Brigade Health and Safety Representatives be issued with mobile phones which have e-mail facility.

SHROPSHIRE

48. EXECUTIVE COUNCIL STANDING ORDERS

Conference instructs the Executive Council to produce standing orders governing the conduct of its meetings. These standing orders will provide for a card vote system to be used when requested by any member of the Executive Council.

The votes of Executive Council members will be weighted according to the number of members they represent.

Minutes of Executive Council meetings shall record the outcome of any card vote, including details of how each Executive Council member voted and be made available to the wider membership.

LONDON

49. FIRE SERVICE MERGERS – UNION ORGANISATION

Conference notes the proposal to merge Dorset and Wiltshire Fire and Rescue Services into a single service. The FBU has previous experience of Fire Service mergers, including the merger which resulted in the creation of Devon and Somerset Fire and Rescue Service. Conference notes that the period following a merger creates significant pressure on the capacity of FBU Officials who have to engage in negotiating new policies, procedures and working practices in a new Service.

Conference believes that any alteration to the organisation of the Union following a merger must have proper regard to all the factors involved, including the geography of the new Service, increased workloads on Officials, different working practices etc. It is also vital that any alteration to the organisation of the Union following a merger must also carry the support and confidence of all the members involved.

To this end Conference believes that when a merger is being proposed, the organisation of the Union must be given proper consideration and be done in proper consultation with the Brigade Committees involved. This should not be done in a “one size fits all” manner but rather all organisational models should be considered.

WILTSHIRE

Amendment

Final paragraph, 1st sentence **delete** “done in proper” and **insert** “carried out through full”.

MERSEYSIDE

50. FBU YOUNG MEMBERS

Conference notes with disappointment that trade union density is rapidly falling in the United Kingdom.

Recent TUC figures show that trade union density is around 25.6% in the UK.

Conference calls upon the Executive Council to implement measures to help ensure our young members are equipped to face the challenges trade unions will encounter in the future by doing the following;

1. Launch a National FBU Young member's event in 2015.
2. Form a FBU Young Members National Committee that will send delegates to the TUC Young Workers Forum. This must be achieved before the TUC Young Workers Conference in 2016.

WEST MIDLANDS

EDUCATION

51. PENSION EDUCATION FOR MEMBERS

This Conference recognises and applauds the work of all Officials in informing and motivating members during the FBU pension campaign to resist detrimental changes to firefighter pensions.

Officials' experiences during the campaign and due to the changes brought by the 2015 scheme, it has become apparent that members need greater assistance to understand the pension schemes, the changes to them, and how these changes affect them individually.

Therefore this Conference instructs the Executive Council to design and deliver a training package for members regarding Firefighter Pension Schemes.

SHROPSHIRE

Amendment

1. Start of 2nd paragraph **insert** "Through".

MERSEYSIDE

2. Paragraph 2, line 2 **delete** "2015 scheme" **replace with** "new schemes".
Paragraph 3, line 2 **delete** "a training package" **replace with** "appropriate training packages".
Paragraph 3, line 2 after "Firefighter" **insert** "and Local Government".

CONTROL STAFF NATIONAL COMMITTEE

FAIRNESS AT WORK

52. FIRE AND RESCUE SERVICE (FRS) JOB MIGRATION

The most recent Labour Government introduced the National Firefighter Selection tests after a long period of consultation with the UK Fire and Rescue Services (FRS's). This was to enable the FRS to carry out a robust, fair and transparent recruitment process, which accurately reflects the firefighters job role.

The Tory led coalition Government has imposed the most savage spending cuts on the public sector in over 60 years, with no consultation, as a result FRS budgets have been reduced every year and we will continue to see further cuts for the foreseeable future.

As a direct result of these cost cutting measures and no longer having to report on diversity targets, the FRS's commitment to diversify the workforce has been lost. There has been little or no recruitment in the last 5 years.

Many FRS's are now using a job migration strategy when there are recruitment opportunities. This means that retained fire service staff are being recruited into wholtime posts without having to undergo the National Firefighter selection procedures in its entirety. The retained service is over 95% white male and job migration means there is little or no chance of having BME candidates applying for any wholtime vacancies. The impact of these procedures means that the fire service will continue to remain almost exclusively white and male.

This conference demands that the Executive Council carry out a full review on how the job migration process has impacted on the British FRS recruitment since 2010 and report back within the FBU structures by May 2016.

BLACK & ETHNIC MINORITY MEMBERS COMMITTEE

53. SOCIAL MEDIA, PROTECTING MEMBERS FREEDOM OF POLITICAL BELIEF

LGBT members are disturbed by the activities of many Fire Services in their intrusive activities around monitoring employee's use of social media, particularly when not at work. LGBT members believe that such intrusive activities may compromise the privacy of some members who may not choose to be out and open about their sexual orientation.

LGBT members are also concerned by some disciplinary actions taken against our members in relation to activities on social media being justified by the tenuous excuse of it not being conducive to the values of their employers' organisation.

The journey to achieving LGBT equality has not been easy and many of the advances are relatively recent. Campaigning around issue such as age of consent, gays serving in the armed forces, protection from discrimination in employment based on being LGBT were not at the time conducive to the values of our employers. These were issues that required legislative change and if we were to be campaigning for those issues now using tools such as social media we have little doubt our employers would act against us.

We call on Conference that our union has a clear position to defend all our members who face attack from their employer for expression of political beliefs on social media that fit within the framework of the aims and objectives of our Union.

LGBT

Amendment

1. **Delete** 2nd paragraph and **insert**:

"LGBT members are also concerned that disciplinary actions are being taken against FBU members in relation to activities on social media. These disciplinary actions are being justified by the tenuous excuse of it not being conducive to the values of their employers' organisation."

MERSEYSIDE

2. Final paragraph, 1st line **delete** "We call on" and "that our union". **Delete** "our" and **insert** "FBU". 3rd line **delete** "that" and **insert** "if those beliefs".

MERSEYSIDE

54. EQUALITY STRATEGY, ENGAGEMENT AT ALL LEVELS

LGBT members recognise the representations that have been made to DCLG and the English Fire Minister in relation to the need to have a strategy for equality and diversity and engagement with the necessary stakeholders. LGBT members are disappointed by the dismissive responses from previous English Fire Ministers yet note the letter sent to Chief Fire Officers from Fire Minister Penny Mordaunt titled 'Upholding the values of the Fire and Rescue Service', in which she raises concerns about the issue of bullying and harassment and the need to uphold and reinforce the values of the service.

Our Union has a proud history of our commitment to equality and promotion of fairness at work and our equality sections have been at the forefront of this issue. We applaud the efforts of our officials to challenge the lack of commitment from DCLG but believe it would be harder for them to dismiss a discussion on failures by the service to address LGBT inequality if they were speaking directly to an official who is LGBT and elected by LGBT members to represent them. We further note that the Fire Minister Penny Mordaunt met with officials from our Women's Committee and that she did take note of the input they gave. However post that meeting further discussions mentioned by the Fire Minister would be taking place with Networking Women in the Fire Service. We also have identified that the English Fire Ministers have been having regular meetings with the Asian Fire Service Association. At present there is also discussion of the establishment by CFA of an LGBT Network.

LGBT members are concerned that the democratically established and accountable equality structures of the Union are being bypassed by government for consultation purposes around issues of equality. With the General Election being imminent we believe there may be opportunity to get our sections back leading on issues of equality. For this to occur our equality section reps, in conjunction with head office, need the ability to directly challenge DCLG and the Fire Minister on issues affecting the members they represent. LGBT members call on Conference to endorse a position that equality officials should be utilised directly in the challenging of DCLG and the English Fire Ministers failure with regards equality in the English Fire Service.

LGBT

55. DISCRIMINATION AND WOMEN IN THE UK FIRE AND RESCUE SERVICE

This National Women's Committee is disgusted at the treatment some of our women members in the UK Fire and Rescue Services (FRS) have experienced and continue to experience.

Since the coalition Government came to power and abolished equality targets, we have seen an increase in discrimination and unwanted behaviour towards our women members.

Our women members have been forced to raise grievances or pursue complaints over pregnancy discrimination, bullying and harassment, sexual harassment and sexual discrimination.

With no national FRS recognition or cohesive strategy to support women in the menopause, and little or no opportunity for support such as flexible working, to assist women at key times in their working lives, the only option for some women is to leave the FRS.

In order to highlight, challenge and provide evidence of such unacceptable practices, a database is required that has the ability to record and collate all the employment difficulties our women members may encounter.

We therefore request, with immediate effect, that the Executive Council with the assistance of head office set up a system for recording and collating discriminatory cases and practices across the UK Fire and Rescue Service. The results should be included in the FBU's report to Conference and be provided to the FBU National Women's Committee annually so that we have evidence based information to present to our employers to use as a lever for change in equality practice.

NATIONAL WOMEN'S COMMITTEE

Amendment

1. 1st paragraph, **delete** "This National Women's Committee" and **insert** "Conference".

MERSEYSIDE

2. Final paragraph, **delete** "request" **insert** "instruct".

MERSEYSIDE

56. THE NEGATIVE IMPACT OF MAINSTREAMING EQUALITY

The National Women's Committee is concerned that the mainstreaming of the equality agenda across the UK Fire and Rescue Service, appears to have reduced it's priority. Whilst FRS's still state that they remain committed to equality issues, the reality in the workplace for our members is quite different. The equality that is referred to by Brigade Managers is often not reflected in the workplace and it is evident that the appropriate commitment, education and experience, necessary to support equality outcomes are inadequate or absent.

Discrimination cases for Women Members are increasing in numbers and promotion and retention rates have stalled.

UK FRS's talk about improvements in the recruitment and retention of women however there is no clear evidence of this.

The NWC calls on the Executive Council to produce a proactive strategy to assist Brigade/Regional Officials to set up meetings with their FRSs to raise this important issue. These meetings should involve members of the National Women's Committee. The meetings should include identifying current numbers of women, the activities FRSs are carrying out and what monitoring is taking place. The Executive Council should gather the information collected by Officials and provide a report to the NWC by the end of 2015.

NATIONAL WOMEN'S COMMITTEE

Amendment

1st paragraph **delete** "The National Women's Committee" and **insert** "Conference".

MERSEYSIDE

57. BEST PRACTICE DOCUMENT DOMESTIC ABUSE AND SEXUAL VIOLENCE

The impact of domestic abuse and sexual violence can have a damaging effect on the recipient's mental and physical health, often resulting in poor performance and attendance at work. The cost to an organisation can also be considerable. It is therefore a major issue.

The creation of the FBU Best Practice Document on Domestic Abuse and Sexual Violence provides a foundation for the FBU to work with Fire and Rescue Services to provide guidance and support for the victims of Domestic Abuse and Sexual Violence.

We call upon the Executive Council to endorse this Best Practice Document to provide FBU officials with the necessary toolkit to work alongside Fire and Rescue Services to ensure its consideration when implementing/updating policies within individual Fire and Rescue Services.

We ask for this to take effect upon publication and distribution of the document.

NATIONAL WOMEN'S COMMITTEE

HEALTH AND SAFETY

58. OFFICER STRESS

Conference instructs the Executive Council to instigate a full and thorough survey of all Officer Members regarding stress. The purpose of the survey being that if common areas of concern are identified by Officer Members, then arrangements, policies or procedures can be adopted to enable FBU Officials to negotiate with Fire and Rescue Services to minimise or remove the problems identified.

NORTHERN IRELAND

59. MENTAL HEALTH AND OUR MEMBERS

This Conference is concerned at the growing problem of mental health issues in today's society.

With 1 in 4 people suffering the effects of a mental health issue, it is important to make sure our members are supported by the Fire and Rescue Services they serve in. Aggressive attendance management policies may well create non sympathetic employers who don't realise when an employee is suffering from issues beyond their control, when as a consequence it is support they require rather than warnings about their sickness records and disciplinary sanctions.

This Conference therefore instructs the Executive Council with immediate effect to create workplace best practice guidance on mental health which would help local Officials when consulting with Fire and Rescue Services on mental health policies. This to include a holistic approach to dealing with mental health and to create supportive environments for our Members to recover and deal with their condition.

This best practice guidance to be completed within six months from the end of Conference 2015.

DURHAM

60. NATIONAL BREATHING APPARATUS (BA) STANDARDS

In view of the widespread introduction of new BA practice and procedure, through closely coordinated efforts by over 30 brigades, using the DCLG BA Guidance to dilute current safety standards in order to fit local Integrated Risk Management Plans and widespread service cuts. Conference demands that the Executive Council challenge this approach centrally, instead of relying on individual Brigade Health and Safety Representatives, supported primarily by their Brigade Committees. Such a key safety critical area as BA needs a clear national standard.

NORTH YORKSHIRE

61. HEALTH AND SAFETY EXECUTIVE (HSE) FATIGUE AND RISK INDEX CALCULATOR

Fire and Rescue Services are using the HSE Fatigue Risk Index Calculator scores as part of their business case to change start and finish times and the length of Fire and Rescue Service shifts. The Fatigue and Risk Index Calculator was designed for use in the Railway Industry and is not specifically designed for use or has it been modified to be capable of assessing risk and fatigue with Fire and Rescue Service shifts.

There are a number of shortcomings and local FBU officials believe it is therefore not fit for purpose.

This Conference demands that the Executive Council liaise nationally with the HSE and initiate an investigation into the Fatigue and Risk Index Calculator's suitability for assessing Fire and Rescue Service shifts.

CHESHIRE

Amendment

1st paragraph, 2nd sentence **delete** "or" **insert** "nor".

MERSEYSIDE

62. WHOLETIME RETAINED GUIDANCE

An increasing number of firefighters are undertaking wholetime retained contracts within Fire and Rescue Authorities. This has increased the positive and on-call hours firefighters are working and is a cause for concern. Local Officials need to challenge Fire and Rescue Services to ensure they have suitable and sufficient systems in place for robust monitoring and controlling the hours of work and rest and that members are safeguarded from working excessive hours, fatigue and take adequate rest away from duty.

Therefore, this Conference demands the Executive Council produce guidance for local Officials and members working wholetime retained regarding hours of duty.

CHESHIRE

Amendment

At end of resolution **delete** full stop and **add**:

“and then raise this issue at the NJC with a view to agreeing a national policy to be included in the Grey Book.”

SHROPSHIRE

63. TAKING ACTION AGAINST CANCER IN THE FIRE SERVICE

Conference is deeply concerned at indicative results from recent reports into firefighter cancer rates.

The most recent of those reports 'Taking Action Against Cancer in the Fire Service' was published in August 2013 as the result of a study undertaken in April 2013. The cross-party participants in that study came from varying backgrounds which included legal, medical, social research and the Fire Service including chief officers, firefighters, fire training directors and Unions.

The participants from the Fire Service came from different backgrounds: wholetime, wholetime retained and retained. This is therefore an extensively researched document and whilst it is a study of firefighters in America, Conference will agree that cancer does not recognise International boundaries and that the products of combustion from a fire in the UK would be in most cases identical to the products of combustion from a fire in the USA or anywhere else in the world.

Multiple studies have repeatedly demonstrated credible evidence and biologic credibility for statistically higher rates of multiple types of cancer in firefighters compared to the general population.

The report 'Taking Action Against Cancer in the Fire Service' identifies potential contributory factors and recommends control measures. These control measures are not routinely applied by firefighters in the UK due to a lack of education and information.

Conference instructs the Executive Council to liaise with the National Employers to organise a large scale representative study of UK firefighters to assess the levels of cancers in UK firefighters. This study should, where possible, include retired firefighters.

Conference further instructs the Executive Council to issue an immediate All Members circular advising FBU members of the control measures contained within the report 'Taking Action Against Cancer in the Fire Service'.

MERSEYSIDE

64. CREWING LEVELS

Conference demands that the Executive Council communicate with the National Employers their concerns over the Health and Safety and safe systems of work being employed by Fire and Rescue Services up and down the country. Many Fire and Rescue Services are reducing crewing levels below 4 and attempting to crew frontline fire appliances and in some cases vans with 3 crew members, these are being sent to property fires and RTC's. We strongly oppose the reduction in service being provided to our communities and the additional risk being placed on our Members.

STAFFORDSHIRE

65. FIRE BEHAVIOURAL AND REAL FIRE TRAINING

Conference is alarmed by the increasing number of burn injuries to members participating in fire behavioural training and real fire training.

Conference does not accept the principle of 'learn and burn', which seems to be the approach of many employers throughout the UK.

There is evidence that, in some fire and rescue services, the number of burn injuries sustained in the training environment now exceeds those sustained in the operational environment. This cannot be tolerated.

Conference therefore demands that the Executive Council immediately:

- Establish a working party to produce a best-practice document covering fire behavioural and real fire training, to be published and circulated as soon as practicable.
- Seek an urgent review of fire service manual guidance on fire behavioural training, recommending appropriate amendments to ensure, so far as practicable and reasonable, that training reflects real-life scenarios.
- Enter into discussions with all relevant parties with a view to bringing about changes that enforce the 'safe person' concept in the training environment.
- Continue to pressure the Health and Safety Executive and the other relevant bodies to produce a new European standard for personal protective equipment.
- Challenge the Health and Safety Executive's incorrect assumption in respect of the level of burn injuries which should be reported under legislation.

An update on progress in respect of all of the above points shall be provided to the next Conference.

LONDON

66. SAFETY CRITICAL CREWING LEVELS IN EMERGENCY FIRE

CONTROLS

Following the completion of the recent survey of existing crewing levels within Emergency Fire Controls it is concerning to note the number of times Emergency Fire Controls are running at or below safety critical crewing levels.

This is a dangerous practice which is potentially harmful to the health, safety and welfare of *all* Fire and Rescue Service employees and members of the public.

This Conference calls upon Brigade and Regional Officials to help eliminate this dangerous practice.

This should be done by:

- Supporting members to challenge critical crewing with line managers.
- Assisting Control Branches in building a case to tackle underlying problems.
- Raising the issue at Brigade and Regional Committee level.
- Using existing Health and Safety Legislation and where necessary, issuing Safety Critical Notices.

This Conference also calls on the Executive Council to raise awareness of the issue with our employers at National Joint Council level.

CONTROL STAFF NATIONAL COMMITTEE

Amendment

Paragraph 1, line 3, after “crewing” **insert** “and/or supervisory”.

Paragraph 4, first bullet point, after “crewing” **insert** “and/or supervisory levels”.

CONTROL STAFF NATIONAL COMMITTEE

Conference Standing Orders

CONFERENCE STANDING ORDERS

1. The Executive Council shall decide the venue and date (or dates) on which the Conference will be held.
2. The Standing Orders Committee as established under Rule 7 will issue a preliminary notice to all Branches at least 20 weeks before the Conference is due to be held; such preliminary notice to inform Branches of closing date for the receipts of resolutions, amendments, amendments to rules and delegates' names.
3. The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade/National Sectional Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Conference.
4. The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade and National Sectional delegation, prior to Conference, with the Standing Orders Committee's reason for rejection.
5. Resolutions, amendments, amendments to rules and other business for Conference must be returned electronically by the Chair or Secretary of the Brigade/National Sectional Committee by whom they are submitted. Resolutions must deal with one subject only and not be of omnibus nature.
6. The order in which the resolutions are to be discussed shall be decided by the Executive Council in consultation with the Standing Orders Committee.
7. Brigade/National Sectional Committees shall not be allowed to submit more than three resolutions. Similarly the Executive Council shall not be allowed to submit more than three resolutions.
8. Notwithstanding the provision of the above rule, the Executive Council or any Brigade/National Sectional Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.
9. Brigade/National Sectional Committees are required to co-operate with the Standing Orders Committee in order that resolutions and amendments of a similar nature shall be composited. Any Brigade/National Sectional Committee which ignores a written request from the Standing Orders Committee, to consider a pre-conference compositing proposal, shall have its resolution removed from the Conference Agenda.
10. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
11. The Standing Orders Committee shall submit to the President of Conference a programme of all resolutions and amendments approved by them as being in accordance with the rules and Standing Orders, together with all suggestions for the proper conduct of the business of Conference. They shall also provide all delegates to Conference with a programme of Conference business no later than the night before the opening morning of Conference.
12. The Standing Orders Committee will report to the Executive Council any violation of the rules or Standing Orders that may be brought to their notice with any recommendations agreed upon.
13. The Executive Council shall nominate two Tellers and two ballot Scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.
14. The method of voting at each Conference shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.
15. The voting on a challenge to the President's ruling decision shall be taken by the Vice-President (or someone approved by Conference in his/her absence) and shall in the first instance be by a show of hands. Where the result is unclear and/or in doubt the Vice-President or delegates may call for a numerical count of standing delegates by tellers. Standing delegates must clearly show their delegates credential cards as identification of their rights to vote. On the day (or days) on which Conference is held, the President shall inform Conference of the number of delegates in attendance and entitled to vote, and support for a challenge must be by at least two-thirds (2/3) of the stated number.
16. On the day (or days) on which Conference is held, delegates shall assemble at 09.30hrs prompt, adjourn at 12.45hrs, re-assemble at 14.00hrs and adjourn at 17.15hrs. Comfort breaks will be 11.00hrs to 11.15hrs and 15.30hrs to 15.45hrs.
17. The Executive Council shall be responsible for the production of a daily Record of Decisions of Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of

Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.

18. At each Conference, the agenda compiled by the Executive Council shall be taken as the first business of Conference immediately following the Executive Council and auditor's reports.

19. The Chair will be taken by the President or in his/her absence by the Vice-President. In the absence of the President and Vice-President, the delegates shall elect a Chairperson from among their members.

20. After the opening of Conference the Executive Council shall present their report for the past year which shall be laid on the table for discussion. The items on the report shall be discussed seriatim and not as a whole. Delegates may move the reference back of the whole or any part thereof. Each speaker limited to five minutes.

21. Such reports shall be given precedence over all other business provided that where a resolution on the Agenda bears directly upon any part of the report, such resolution may at the discretion of the President be taken in conjunction with such part of the report.

22. The mover of the resolution shall be allowed seven minutes, the seconder five minutes and any or each subsequent speaker, three minutes. The mover of an amendment shall be allowed five minutes and the seconder three minutes. No person shall speak more than once on a question, except the mover of the original resolution, who alone shall have the right to reply. Should the proposed mover of a composite resolution through no fault of his/her own, be absent from the Conference hall when he/she is called, any other delegate representing a Brigade/National Sectional Committee involved in the composite shall be allowed to move the resolution.

23. Facilities will be made available to enable any speaker to address Conference. If the President rises to call a delegate to order or any other purpose connected with the proceedings, the member speaking shall thereupon, resume his or her seat and no other delegate shall arise until the President authorises the discussion to proceed.

24. Should any delegate cause a disturbance at any session of Conference, and refuse to obey the President when called to order, he/she shall be named by the President and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in Conference proceedings without the consent of the Conference delegates.

25. Previous question, next business, or the closure may be moved and seconded by delegates only who have not previously spoken in the debate and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply.

26. Should the President consider there is no direct difference of opinion among the delegates, he/she shall have the power to stop the discussion and submit the proposition to the vote of the Conference.

27. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.

28. In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade/National Sectional Committees. Neither the Executive Council by decision nor the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.

29. These Standing Orders may be suspended, if such suspension is agreed by at least two thirds of the votes cast by the delegates attending Conference.

30. Alterations to the Standing Orders of Conference may be submitted by Brigade/National Sectional Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Conference.

