

FIREFIGHTER

JUNE/JULY 2017

ELECTION 2017

**LOUD AND CLEAR:
WHY YOU SHOULD
VOTE OUT
THE TORIES**

SEE P10

Plus

**FBU
CONFERENCE
REPORT**
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RESPONDING
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WATCH
OFFER**
SEE P19





MATT WRACK

NO PROGRESS WITHOUT MOVEMENT ON PAY

Delegates from all parts of the union met in Blackpool in May to debate the issues facing us in the coming period.

The two most urgent debates were around pay and conditions and the challenges of the forthcoming general election.

The years since 2010 have been bleak for firefighters and for all workers in the public sector. Pensions have been attacked, jobs and services destroyed on an unprecedented scale and pay squeezed for the longest period in recent history.

This has left all public sector workers suffering a real cut in living standards.

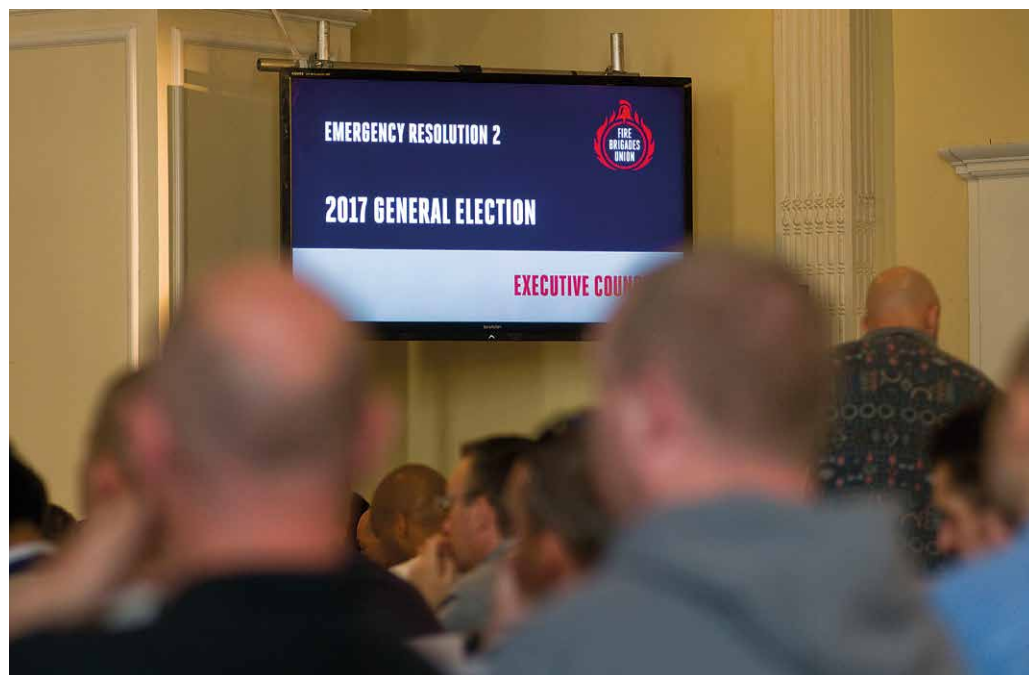
Over the past few years we have sought to address some of these issues through discussions with our employers.

We have explored the possibility of broadening the role of our service as a possible means to protect it and as a lever to seek to improve pay.

Two difficult areas of these discussions have been the work around MTFA (marauding terrorist firearms attack) and emergency medical response (EMR).

I reported to our delegates that these discussions had reached a crucial stage. We had set out to our employers our position on two vital areas.

First, in relation to EMR trials, that we are alarmed at the lack of progress on addressing the health, safety, operational and training concerns which have been raised by our members locally.



STEFANO CAGNONI

Second, we have been clear from the start of these discussions that the employers also need to address the issue of pay.

We explained to them that the union would not support the continuation of work outside of agreed contracts unless there was commitment to addressing the pay concerns of FBU members.

While some progress had been made on the operational, safety and training concerns, I explained that the executive council was not optimistic that our aims in relation to pay were likely to be met.

The key problem here remains that the government's pay policy is still in place – restricting increases to 1%.

The NJC was due to meet on 1 June. Our pay settlement is due on 1 July. If there is no progress on pay, FBU members should be prepared

for the various agreed trials on new work to cease.

I urge you to follow the developments closely over the next few weeks.

THEY ARE DESTROYING OUR SERVICE AND OUR FUTURES – VOTE THE TORIES OUT

Behind these problems on pay, pensions and jobs lies government policy.

The response of government to the banking crisis of ten years ago has been to make workers pay the price, which they have done via their austerity policies.

In the fire service, central funding has been squeezed as never before, the result being unprecedented job losses.

None of this has done our economy any good. Instead, we are now living through a decade of economic stagnation. Our NHS is at risk of fragmentation and privatisation. Education

– despite so called protections – is being slowly but surely undermined and carved up.

Our young people face the prospect of a life of debt should they choose to go to university and they face exceptional challenges when trying to find somewhere decent and affordable to live.

Meanwhile, those at the top have done very well from the past seven years. The richest and biggest corporations have had tax cuts but still refuse to invest in the economy.

If these policies continue, we face a bleak prospect indeed. That is why our conference debate came to a very clear conclusion – that we should urge our members to vote in the general election on 8 June and vote to get rid of the Tories and vote for a Labour government which will start investing in public services.



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NEWS

ALL WELCOME ...

The Durham Miners' Gala will once again celebrate the values of working people and their unions **p6**



IT'S OK NOT TO BE OK

How a firefighter's honesty will help change attitudes to mental health

p6



FIREFIGHTERS REMEMBER FALLEN COLLEAGUES

MEMORIAL DAY

Thousands of firefighters across the UK took part in a minute's silence on 4 May to commemorate their fallen brothers and sisters in the first ever annual Firefighters Memorial Day.

Organised by the FBU and the Firefighters Memorial Trust, the day paid tribute to the 2,486 firefighters who have lost their lives in the line of duty since records began.

Matt Wrack, FBU general secretary, said he was blown away by how widely the day was marked. "Just looking at how many fire stations took part in the memorials, it's clear how important it is for FBU members to pay tribute to their colleagues. We hope to build on this

great start," he said.

There was also a huge reaction to the day on social media. Hundreds of members changed their profile pictures to the FBU memorial badge. A video on the union's Facebook page showing pictures taken at fire stations and memorials during the day was viewed more than 8,000 times.

Dozens of kind-hearted comments were left on social media pages honouring all firefighters for their bravery and sacrifice.

Firefighters at Hollins fire station in Oldham had planned a memorial parade at midday but, before proceedings could get under way, they were called out to tackle a lorry that was on fire.

They returned to the station to

observe a minute's silence before having to dash off to fight a grass fire. Even on a hectic day, firefighters made the time to remember their fallen colleagues.

Many fire stations also organised a minute-long silence later in the day so that crews not on shift at midday could also pay their respects.

Phil Coates, FBU executive council member for the East Midlands, said in a BBC interview that the event was also a chance to remember the bravery of active firefighters.

"It's not just about how many firefighters have died, it's also about how many have almost died," he said. "Nearly every firefighter has had that moment when they were close to death and they got away with it. It's a dangerous job."

MORE EMPLOYERS SIGN TO PROTECT THEIR TERMINALLY ILL WORKERS

DYING TO WORK CAMPAIGN

West Midlands Fire and Rescue Service is the latest employer to sign up to the Dying to Work charter to protect people who are diagnosed with a terminal illness.

Current law allows employers to dismiss terminally ill workers if they fail a capability assessment.

The TUC's Dying to Work campaign challenges this injustice. It asks employers to agree to a voluntary charter that sets out how workers should be treated after receiving a terminal diagnosis.

Andrew Scattergood, chair of the FBU in the West Midlands, welcomed

the news. "This is a sensible and compassionate move," he said. "It is about giving choice, security and dignity to all fire service workers with a terminal illness. It is the least any employer could do."

So far the campaign has been able to protect more than 300,000 workers and that number is set to rise.

Delegates at this year's FBU conference overwhelmingly backed a resolution to attempt to sign up all fire and rescue services to the voluntary charter by May 2018.

West Midlands is the latest service to adopt the charter after Staffordshire FRS.

■ For more information visit: www.dyingtowork.co.uk



A sensible and compassionate move – Andrew Scattergood signs the charter with West Midlands managers

FIREFIGHTER TO THE RESCUE AT BOSTON MARATHON

GOOD DEED

A video of Terry Canning, a firefighter from Omagh in Northern Ireland, has gone viral on social media after he helped to carry an exhausted runner over the finish line at the Boston marathon in April.

Terry, along with Chilean runner Mario Vargas, saw Julianne Bowe fall to the ground about 200 metres from the finish line.

"We tried to make her



walk with assistance, but it was just too much for her. So we picked her up and carried her some distance," he said.

They then tried to get her to walk again, but it proved too much and Julianne nearly passed out.

The two picked her up again and carried her over the finish line where medical assistance took over.

Soon afterwards the video surfaced online and clocked up more than two million views as the whole world delighted in yet another heroic act of an off-duty firefighter.

SOUNDING OFF

IT'S VITAL THAT WE ARE INVOLVED

It is vital that the FBU is part of new consultations on 'Inclusion' on the service, says Michael Nicholas, secretary of the FBU's Black and Ethnic Minority Members' section

The late 1960s and 1970s saw the term "equal opportunities" enter our language. Behind it was the idea of re-balancing unequal treatment in workplaces for black and minority ethnic (BME) and women workers.

But it has taken some time to change anything – if, in fact, anything has changed.

Some BME people and women joined in the 1980s, but most did not stay in workplaces steeped in a culture of racism, sexism and bullying.

The 1990s saw the birth of "equality and diversity" – bringing with it equalities training for all and a raft of initiatives aimed at diversifying the public sector workforce, including fire and rescue services.

We moved forward optimistically into a new millennium, striving to deliver strategies and meet targets.

Now meet inclusion, yet another reincarnation of the ideas above. The same governing party that decided in 2010 that the fire service was all "grown up" and did not need central government breathing down its neck on equalities, has U-turned.

A series of consultations are to take place on inclusion, and the continuing failure of the fire and rescue service to diversify, in areas from staffing to shift changes.

At a time of huge cuts to the service, recruitment has not been a priority. But employers have started to open doors to new people, and the progressive idea that apprenticeships might be a radical but positive step has been suggested.

It is vitally important that our union is involved, influencing and scrutinising how staff are being recruited, selected and treated.



ROD LEON

ALL WELCOME AT 'THE BIG MEETING' IN DURHAM

DURHAM MINERS' GALA

The Durham Miners' Gala is one of the most important and joyous dates in the trade union calendar.

This year's event, the 133rd, on Saturday 8 July, will see crowds of up to 150,000 people descend on the city to commemorate the achievements made by trade unions for working people.

The gala, also known as "the big meeting", is not like a normal trade union event – it has no start or finish time, nor a place of assembly.

Colliery bands from surrounding villages will march into the city passing the County Hotel where they perform for trade union leaders, special guests and local dignitaries before moving to the racecourse to hear from speakers.

Union banners are strapped to the racecourse's fences, creating a colourful



The 2016 gala

tapestry of working class history. Speakers at past galas include Tony Benn, Jeremy Corbyn and Dennis Skinner.

FBU North East regional secretary Tony Curry said: "Throughout its long history, the gala has given a

voice to the oppressed and downtrodden throughout the world.

"It has expressed the vital voice that trade unionism has played in our past and its role building a better future for us all."

REMEMBER: IT'S OK NOT TO BE OK

MENTAL HEALTH

Firefighter Kevin Tedds from Nottingham first knew something was wrong when he became stressed and snappy, put on weight and felt that he wasn't coping well at work.

Not only did he do something about it, he also let the world know that he had had a problem and how he tackled it.

Kevin, a father of three, says: "I think people think firefighters are tough and immune to all of these things.

"We have to be. We see some horrible things from people on fire to drowning, but sometimes we have to say it's OK not to be OK."

A firefighter for 18 years and a crew manager, Kevin bravely told his story on Facebook early in May, and ended up in his local paper.

He had been diagnosed with depression in November 2015 and subsequently decided that his route to mental good

health was to start exercising.

He sold his car, bought a bike and started going to the gym. In January this year Kevin was back to a state of good mental health, although he still has moments, like everyone else, when things get on top of him.

Kevin wrote: "There's nothing in particular affecting me, just the normal day-to-day stresses we all face.

"Balancing two jobs, fire calls, having three small children, bills and a broken-down car ... I've always said, 'give me a problem that's on fire and I can solve it', but tell me my car has broken down on the school run and I'm a mess."

He said he feels the pressure of being made to feel that, because of his work, he should be tough and be able to deal with anything.

"Thankfully these attitudes are changing and we are able to talk about our own mental health as comfortably as I can talk about what I'm having for tea."

IN BRIEF

FBU MEMBERS STAND FOR ELECTION

FBU Eastern regional secretary Riccardo La Torre managed to increase the Labour vote in his fight for the Bishops Stortford West seat on Hertfordshire County Council during the May local elections. Sadly, however, the Conservatives managed to hold onto the safe Tory seat.

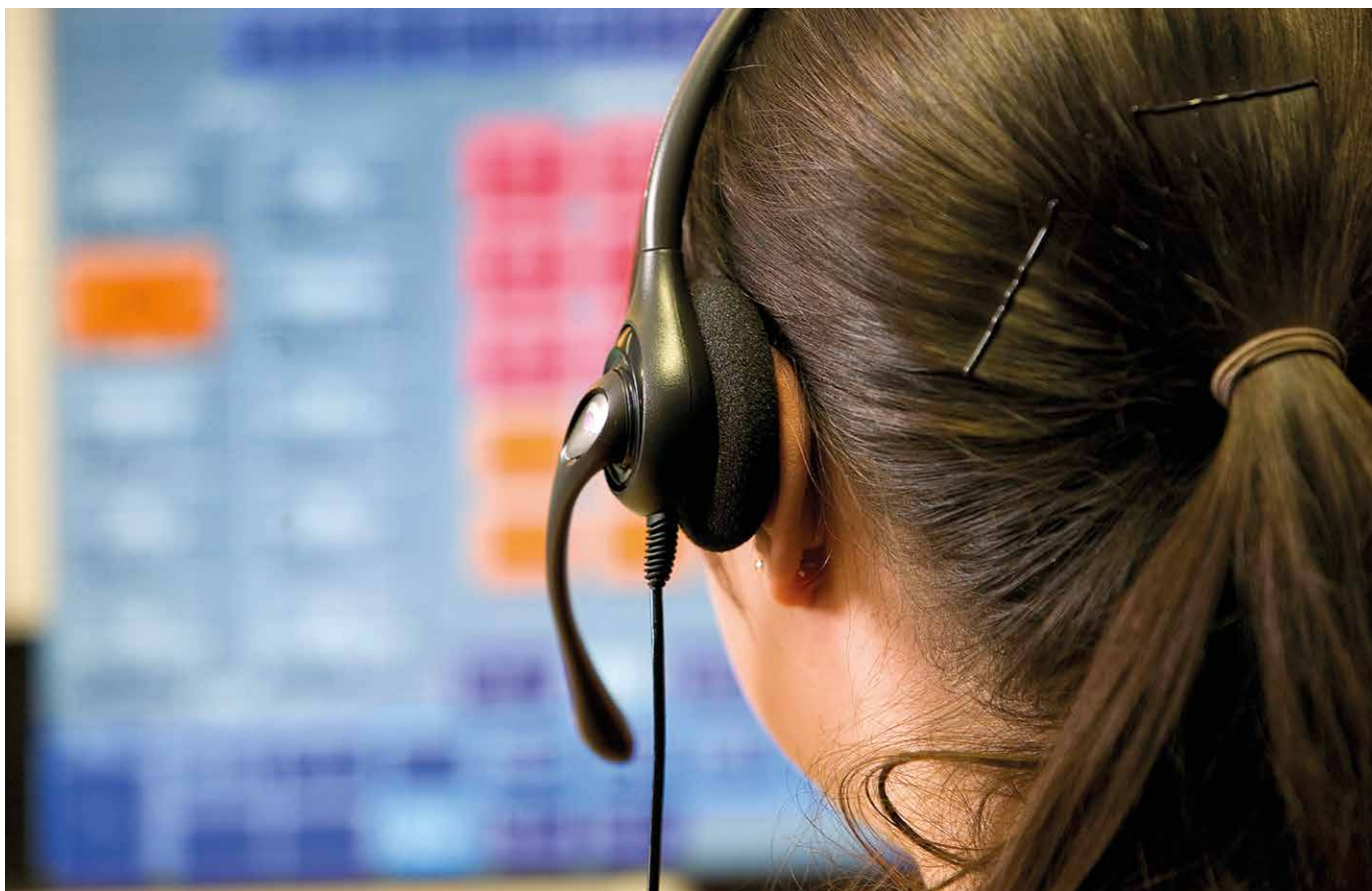
Elsewhere in the same region, Cambridgeshire secretary Cameron Matthews (below) will stand as the Labour candidate in the general election for his home seat of Suffolk Coastal. You can stay up to date with his campaign via Facebook: Search for Cameron Matthews – Suffolk Coast Labour candidate 2017.



STEFANO CASANOVI

LAST CHANCE TO ENTER 2017 PHOTO COMPETITION

Members have less than a fortnight to get their entries in for this year's FBU photography competition. The union is looking for powerful, creative and educational photos that showcase the huge range of work that firefighters do. Entries must be received via email to firefighter@fbu.org.uk by 15 June 2017. The overall winner will be awarded £500 with two runner-up prizes of £100 each.



PAUL BOX REPORT/DIGITAL.CO.UK

CONTROL STAFF SHORTAGES ARE A THREAT TO THE WHOLE SERVICE

CONTROL JOB LOSSES

Cuts, failing equipment and low morale in fire control rooms are crippling the service, a bombshell report from the FBU reveals.

Losing Control? Cuts, Closures and Challenges in UK Fire Controls paints a bleak picture of life in a vital area of firefighting that is often overlooked.

The report reveals that more than 500 emergency control posts – a quarter of all those in the UK – have been axed since 2010. The result is chronic staff shortages in control rooms.

In 2015, 21% of shifts in Merseyside fire control did not meet the minimum staffing level of six operators. On some occasions, only four operators were on duty.

Staff report that they feel obliged to put in a lot of overtime to keep the service running.

Some chief fire officers argue that cutting control jobs is sensible because new mobilising systems offer increased efficiency. But these benefits have

not materialised.

One operator, who wishes to remain anonymous, recalls how management had promised that a new mobilising system would reduce work by 20 per cent. "All I've seen so far is the amount of work and stress on staff increase ten-fold," she says.

Many of the new mobilising systems encounter significant faults after going live.

Capita's Vision DS mobilising system comes in for some of the harshest criticism.

At one point operators in the Dorset and Wiltshire control room, who use Vision DS, had to evacuate as the system was rendered useless after suffering "total failure".

Staff were transferred to a control room in Exeter more than 90 miles away to take emergency calls.

MORE THAN 500 EMERGENCY CONTROL POSTS – A QUARTER OF ALL THOSE IN THE UK – HAVE BEEN AXED

The FBU wrote to every member of the fire authority warning them that the system was not fit for purpose.

Unprecedented budget cuts coupled with persistent under-staffing mean more fire services are adopting day and night shifts of 12 hours.

Members have found these shifts disrupt family life, are unnecessarily inflexible and discourage diversity.

Over 75% of control operators are women, many of whom have childcare or caring commitments. In some cases, these shifts have forced mothers out of work.

Lynda Rowan O'Neill, secretary of the FBU's control staff national committee, said: "Control staff have been subjected to more than a decade of failed government policy, characterised by cuts, mergers and under-investment.

"We hope that this report will help fire and rescue stakeholders to better understand the scale of the issues and work with us to take action."

■ Read the full report at: www.fbu.org.uk/LosingControl



10 MONTHS TO PUT OUT A FIRE

In summer 2016 IS militants set fire to one of Iraq's largest oil fields. Around 100 firefighters and engineers worked to put out the fire amid temperatures high enough to burn skin. Blackened diggers, trucks and hoses littered charred earth. It has taken 10 months for the firefighters to put out the last of the burning oil wells. The clean-up operation is expected to take many months.

Photo by Sam Tarling



ELECTION 2017: VOTE



The fire and rescue service has been on the receiving end of bruising funding cuts since 2010. More than 10,000 frontline firefighter positions have been axed, while FBU members have seen their pensions attacked by a government guilty of the most savage assault in the history of the fire service.

Now the public is being asked to decide the direction of the country in a snap election called by Theresa May for the cynical purpose of increasing the Tory majority in Parliament.

For the Fire Brigades Union, the question of who to vote for on 8 June has one answer.

Jeremy Corbyn and the Labour party have made manifesto commitments to recruit at least 3,000 new frontline firefighters across the country, while a staffing review will investigate whether that figure can be revised upwards. Labour will abolish the public sector pay cap and repeal the Trade Union Act that ties unions up in bureaucracy.

Firefighter asked some FBU members for their opinions on the general election.

MEMBERS' VOICES

STEVE PALMER, WEST MIDLANDS

"We need change – the fire service just cannot afford another Tory victory. We've seen huge cuts in firefighter training since 2010. I dread to think of what the fire service will look like in another five years if the Tories are re-elected. The longer they are in power, the further backwards this country seems to go. When Labour were in government there were no foodbanks – now there are thousands of them. The Labour Party stands for fairness and equality. They'll ensure that there is a fairer distribution of wealth."

KATIE BLAIR, DERBYSHIRE

"I joined the Labour Party because of Jeremy Corbyn. He has given voters a real alternative. After what Blair did to us in the 2002 pay dispute I can understand why members would be hesitant to support Labour again, but Corbyn has turned the party around. It's finally something I recognise again – a true Labour Party. Of the people, for the people. He has always supported public services and he would be our greatest ally in government."

ROSA CROWLEY-BENNETT, MANCHESTER

"The chance of a good life is getting out of reach for more and more people. Firefighters have effectively seen their pay cut by more than £2,000 over the last few years. We are responding to a much more diverse array of emergencies and we should be paid a fair amount for that. I am worried that, given another five years, the Tories will begin privatising parts of the fire service, and profit making will become the main objective instead of saving lives. I am voting Labour for a better future for the fire service."

MO AHMED, LONDON

"Corbyn and John McDonnell have supported the FBU and the fire service for decades. Corbyn is a hugely principled man who has called it right on issues like Iraq and apartheid. Public services have been hit so hard by this government. I have a friend who recently spent 14 hours on a trolley waiting for a hospital bed. No one else is going to fund the NHS and public services properly, build the homes that we desperately need and solve the funding crisis in schools."

FOR A BETTER FUTURE

JEFF MITCHELL/GETTY IMAGES



Jeremy Corbyn after delivering a speech from the FBU's fire engine outside the Houses of Parliament last year

JEREMY CORBYN, LEADER OF THE LABOUR PARTY, TELLS US WHAT TO EXPECT IF HE BECOMES PRIME MINISTER

Readers of *Firefighter* will be all too aware of the impact of seven years of Conservative government. Your tireless, dedicated and dangerous work saves countless lives. But the Conservatives' careless approach to the fire and rescue service has undermined your profession and put public safety at risk.

Labour will do things very differently. We will scrap the Conservatives' public sector pay cap that is hitting the living standards of public sector workers, put a stop to cuts to the fire and rescue service, recruit thousands of new firefighters, review staffing levels, and consult on national minimum standards for the service. We will reinstate separate governance arrangements from the police, and give the

service a statutory duty to co-ordinate and respond to floods.

Theresa May talks about building an economy that works for all, but while the super-rich get away with paying less and less in tax, we are asked to accept education, health and other vital public services being cut to the bone. As the richest get richer, we are asked to accept record levels of in-work poverty – to the point where nurses are forced

**AN ECONOMY AND
SOCIETY THAT WORK FOR
EVERYONE – NOT JUST A
PRIVILEGED ELITE**

to use foodbanks and millions of people don't know how many hours they will work, and how much they will earn, from week to week.

Our country cannot cope with five more years of this. Theresa May returning to government on 9 June would mean a further running down of living standards for low and medium earners and tax cuts for the richest, weaker public services and the Bankers' Brexit of a race to the bottom in wages and working conditions, rather than the jobs and people first Brexit that Labour will negotiate.

It doesn't have to be this way. Since the general election was called, Labour has been putting forward a bold plan to rebuild and transform Britain, so that our economy and society work for everyone – not just a privileged elite.



Twenty-five female firefighters lost their lives during the Second World War – some of the forgotten heroines of the home front, writes **Lynne Wallis**

Women worked as firefighters long before the Second World War. They were employed by private brigades and others like the one attached to the feminist Girton College in Cambridge, the first all-women “brigade” in the UK where students were taught by Captain Sir Eyre Massey Shaw, the first chief fire officer of the Metropolitan Fire Brigade.

Women’s brigades fought fires and carried out some rescues during the first world war, mostly in the South. It was not until the outbreak of the Second World War that large numbers of women began to play a more significant role in the Auxiliary Fire Service (AFS).

The AFS was formed in 1938, when a huge recruitment drive was launched to attract women, as their fathers, brothers and husbands were signing up to join the army.

In the mid-30s there were still only 4,272 professional firemen in the whole of the UK, nearly half of them with the London Fire Brigade.

The AFS, however, was 100,000 strong when war broke out in September 1939, potentially posing a considerable threat to the regular fire brigade. To add insult to injury, as some saw it, women were being allowed to join.

It was not a popular move with many of the men in positions of authority in



WOMEN BLAZE

the service. One chief officer refused to admit women, declaring: “I would rather resign than be made to drill young girls and women to be firemen”.

But sentiments like these had little impact, with numbers increasing from 5,000 in 1940 to 20,000 six months later in 1941, the year the AFS was put under government control and renamed The National Fire Service (NFS). By 1943 more than 90,000 women were enrolled in the NFS.

DRIVING IN PITCH DARK

Women were not expected to extinguish fires, but some did. Most were drivers and despatch riders, a more perilous job than it sounds as it involved driving in pitch dark during enemy air raids.

Many worked in control, usually putting in very long hours, but the women who attended air raids and fought fires alongside men seem to have been written out of history.

According to the 1951 history of the FBU, *Fetch The Engine*, there were cases of firewomen “unofficially” turning out with men to fight fires during the war.

An internal Home Office memo from 1941 states that women’s duties were telephone and watchroom work, although it accepted that “it is not inconceivable that ultimately women may be accepted for observation duties and even as pump operators”.

Former FBU official Terry Segars writes in a later FBU history, *Forged in Fire*: “The reality ... was that firewomen



**National Fire Service
women motorcycle
dispatch riders at
Chichester Street fire
station in Belfast**

established in Northumberland, came about quite simply because there were not any men to do the work.

But these women only got two thirds of mens' pay until the national service was launched when things improved a bit.

An FBU women's national conference in 1943 argued in favour of equal pay, but claims were rejected by the Home Office on the basis that equal pay for equal work was not generally accepted.

Female FBU membership grew during the war years from 1,000 in 1941 to 5,500 in 1942. By 1948 numbers had dropped to just 500 as the women who had been doing this vital work went back to their previous lives. Those that stayed tended to work in control rooms.

It took another 30 years for the debate about women in operational roles to re-emerge. East Sussex recruited a woman firefighter in the late 1970s. But it took the pioneering work of the Greater London Council in the early 1980s to re-open serious debate about women in the fire service. By that time, many had forgotten the outstanding contribution made by women to the fire service during the Second World War.

I wonder what Gillian Tanner and all the thousands of other women who served their bombed out communities during the war would have made of the debates of the past 30 years.

They really do seem to be firefighting's forgotten heroines.



**Gillian Tanner
awarded the
George
Medal**

ZING A TRAIL

were more widely involved in active work than is generally acknowledged, and they could often be found in the midst of things during the blitz, whether helping out on the pumps, in control rooms close to the centre of the severest raids or delivering supplies to fire-fighters." Twenty-five firewomen lost their lives during the war.

GEORGE MEDAL FOR BRAVERY

Twenty-one-year-old Gillian Tanner was awarded the George Medal for bravery when she delivered petrol to fire pumps around Bermondsey while the docks were being bombed during the second Great Fire of London in 1940.

The women's AFS magazine carried a piece which read: "Tanner ... had been

awarded the George Medal for taking out a petrol van on a night of 'blitz' – though to read some newspaper accounts one would think it was almost equally due to her capacity for knitting without dropping stitches during a raid."

Some firewomen were doing well forming "women pump crews", only to be removed in areas such as Rochester in Kent where there were shortages of control operators. When women were needed for more "masculine" duties, they stepped up to the plate. The first all-woman fire station in the North,

**'IT IS NOT INCONCEIVABLE THAT WOMEN MAY BE ACCEPTED
FOR OBSERVATION DUTIES AND EVEN AS PUMP OPERATORS'**



VIEW FROM AMERICA

FIREFIGHTERS AND MEDICAL RESPONSE – THE US EXPERIENCE

As the fire service discusses the UK trials of emergency medical response, the International Association of Fire Fighters' **Jane Blume**, looks at the experience in the USA

Nearly all professional firefighters in the United States play a critical role in the delivery of emergency medical services – whether they are emergency medical technicians (EMTs) who arrive at emergency scenes before ambulances, or dual-trained firefighter/paramedics who provide advanced life-saving skills.

Almost all communities have some form of emergency medical service (EMS) system.

The widespread integration of fire-fighting and EMS services across North America began in the middle and late 1970s, but not without great debate.

At the time, EMS was not considered a public safety mission – it was a medical mission.

Firefighters were not hired to do that work and were not interested in emergency medical response – they had enough to do already fighting fires.

But, over time, firefighters embraced the changing nature of the job. At the

same time, fire-based EMS was being recognised as a critical resource for cost-effective EMS delivery.

The use of firefighters for both fire and emergency medical response is now an accepted model for fire departments and an opportunity for firefighters to learn new skills.

Most importantly, fire-based EMS systems deliver a time-critical response and effective patient care.

ESSENTIAL FUNCTION

Today, fire-based EMS is an essential function of the fire service, with nearly 90 per cent of professional fire departments operating some level of emergency medical services, making fulltime firefighters the largest group of providers of pre-hospital emergency care in North America.

No other organisation – public or private – is capable of providing pre-hospital emergency response as efficiently and effectively as fire departments. Firefighters unquestionably improve

patient care under the fire-based EMS model.

Dual-role firefighters are trained in both firefighting and emergency medical response.

Many of the original pre-hospital EMS providers in the United States were firefighters with special additional training for providing medical services during emergencies.

Today, almost every firefighter receives emergency medical training, either in initial training or on the job.

Firefighters also receive extra pay for doing emergency medical response. These extra incentives take several forms.

Some are a percentage differential above the basic pay. Other forms include monthly stipends, one-time certification pay or a flat monthly or annual sum.

In the United States, fire-based EMS continues to experience significant changes that have effectively broadened the work of firefighter/paramedics to meet needs that were previously only



Los Angeles County firefighters at the scene of a traffic collision

provided by hospitals.

Fire departments also evaluate their systems continuously and propose changes to help them stay economically viable and to protect the quality and value of publicly funded fire-based EMS systems.

Universal precautions to protect firefighters are the industry standard for infection control in the United States. All human blood and certain human body fluids are treated as if they are known to be infectious for human immunodeficiency virus (HIV), hepatitis B virus and other blood-borne pathogens.

Many collective bargaining agreements contain clauses covering inoculations, tests and screening, as well as appropriate personal protective equipment.

New challenges include opportunities for greater integration of EMS response with the national healthcare system to reduce costs for patients and healthcare providers and increase revenue.

The reliability, mobility and

accessibility of fire-based EMS puts fire departments in a unique position to enhance public safety and support the healthcare needs of the communities they serve.

NEW MODEL

A new model in fire-based EMS, known as fire-based community healthcare providers or community paramedics, is emerging.

The idea is to train licensed paramedics or EMTs to provide broad public health services outside hospitals and other health service institutions.

EMS is not a service that begins with the transport of a victim to an emergency care facility. It begins with

**ALMOST EVERY FIREFIGHTER
RECEIVES EMERGENCY MEDICAL
TRAINING EITHER IN INITIAL
TRAINING OR ON THE JOB**

an emergency call and the dispatch of highly skilled and trained emergency medical personnel from local fire departments who provide basic and advanced levels of care.

As local authorities and decision-makers consider strategic plans for an all-hazards emergency response system, EMS should be included in those considerations as the optimum pre-hospital blue light emergency response agency.

The fire service in the United States has become the frontline medical responder for critical illness and injury in almost every community.

Regardless of which agency provides medical transport services, the fire service is the agency that first delivers on-scene healthcare services under most true emergency conditions.

Therefore, pre-hospital blue light emergency response, in support of community health, security and prosperity, is not only a key function of each community, it has become a principal duty of the fire service as well.

CONFERENCE 2017

A CRITICAL TIME

Call to kick the Tories out of power

JOHN McDONNELL: THE FIRE SERVICE WILL FLOURISH UNDER LABOUR

This year's FBU conference took place during a whirlwind general election campaign after Theresa May called a snap election for 8 June.

An emergency motion from the executive council called on the union to support the Labour party and vote out the Tories.

Matt Wrack, FBU general secretary, called the election "critical", declaring the enemy to be "unambiguously the Tories" after the party had instigated the most "unprecedented and savage assault" on the fire service in its history. Wrack concluded the debate saying: "Theresa May handed in her notice. Let's make it permanent."

Cameron Matthews, secretary of the FBU in Cambridgeshire, backed the motion and was proud to announce that he is to stand as the Labour candidate in his home constituency of Suffolk Coastal.

He told conference: "Firefighters can make a change.

Kate Scott, control staff national committee, spoke in favour of a motion calling for pay parity between firefighters and emergency control operators. Her passionate speech convinced the executive council to support and the motion was carried.



Hamish Daya, Dorset and Wiltshire

Let's get involved and be players in the struggle". In thundering style, he quoted 18th century military strategist Carl von Clausewitz as a guide on how to beat the Tories. "To achieve victory we must mass our forces at the hub of all power and movement. The enemy's centre of gravity".

Let's all hope that John McDonnell took heed of that advice – the shadow chancellor had some welcome policy announcements in his keynote speech on the final day of conference.

The shadow chancellor confirmed his party's policy of a complete halt to cuts to the fire and rescue service and a review of staffing levels.

The Labour manifesto confirmed that at least 3,000 new frontline firefighters would be recruited, with a staffing review to consider revising that figure upwards.

McDonnell also confirmed

that Labour would introduce a statutory duty for English fire and rescue services to deal with flooding. England is the last remaining nation of the UK not to have one.

McDonnell said all working people would have access to a "decent education, a decent job, proper pay and a roof over their heads, safe in their own home because the public services we have invested in have made them safe."

Commenting on the shadow chancellor's speech, Wrack said there were now "clear dividing lines" between Labour and the Tory party.

FALLING PAY CAUSING HARDSHIP

FBU members are struggling to pay the bills, keep up with the mortgage and feed their children.

This was the stark reality presented at conference as delegates told how the considerable loss in real-terms earnings has affected their colleagues. As a result of the government's pay cap, firefighters are at least £2,000 worse off in real terms than in 2010.

The FBU has put together a strong, evidence-based pay claim that takes into account the earnings that firefighters have lost as well as their expanded role where they have been undertaking new work – most prominently emergency medical responding (EMR) trials.

Wrack told conference: "If the offer made is 1% then the agreement on those (EMR) trials will cease. We will give notice that the trials will not proceed and our members will no longer be

obliged to take on any emergency response work. We will be very disappointed if that happens.

"If that's what happens it will not be the fault of the union but of fire service employers."

Elsewhere, conference agreed to undertake a review into the pay rates of emergency control operators. Hamish Daya, Dorset and Wiltshire, said "(The) work of control is of equal measure. No lives are rescued without control."

HOT FIRE TRAINING

Firefighters' lives are being put at risk because of a reduction in hot fire training that they receive.

Home Office guidance allows employers to give refresher courses for just one day every two years. Conference agreed to lobby the Home Office to review and strengthen the guidelines to ensure all firefighters get refresher training at least annually.

Matt Williams, from Humberside, said the bi-annual refresher courses were unacceptable. "We test door ramps annually – we test a big piece of rubber more times than we do firefighters under heat and smoke."

NEW MOBILISING SYSTEMS

A lack of training for staff when new mobilising systems are introduced is putting the lives of firefighters and the public at risk. At the same time control operators are put under "unacceptable" levels of stress, conference heard.

Caroline Sanderson of the control staff national committee said: "Continually, we voice our concerns regarding new mobilising systems, system failures and the training received. It's important that these concerns are raised in all fire and rescue services with the view of them examining their own mobilising systems."

A new report *Losing Control? Cuts, Closures and Challenges in UK Fire Controls* was issued to every delegate to help fire and rescue stakeholders to better understand the scale of the issues facing control operators.

TRADE UNION ACT

Conference agreed to step up its campaign to repeal the



government's Trade Union Act, which has been described as the "biggest attack on workers' rights in a generation".

The Act, which came into force in March, forces unions to achieve a turnout of at least 50% in a ballot of members in order for industrial action to be lawful. In so-called "important public services" there is a further requirement that 40% of all members entitled to vote must back industrial action.

Matt Wrack told conference: "It's interesting that we are seen as an important public service when it comes to industrial action but not when it comes to staffing, pay and pensions." Matt Lambe, from Shropshire, said it showed how much contempt Tories have for working people.

GOODBYE PREZZIE McLEAN

It was the end of an era as President Alan McLean chaired his last FBU conference. At the sometimes emotional proceedings, Matt Wrack paid tribute to

an official whose humour, passion and dedication played a crucial role in getting the union through difficult times.

Alan McLean was first elected to the FBU executive council just before the 2002 pay dispute, later becoming President in 2010, just as a Tory-led government came to power with the intention of cutting all public services. He will be sorely missed.

Shadow chancellor John McDonnell: welcome policy announcements

PICTURES
STEFANO CAGNONI

Matt Wrack thanks FBU president Alan McLean for his 40 years of service



ALCOHOLISM

YOU CAN BEAT IT

For the best part of 20 years, Wimbledon green watch firefighter Christian Crabb, 44, believed he was just a heavy drinker. He was fond of a beer now and then but he always had an element of control over it.

Then everything came crashing down. In the midst of a disciplinary at work, he broke up with his long-term girlfriend and was forced to move back home with his parents. It was all down to the drink. "You're always the last one to realise you have a problem," he says.

Christian now describes himself during those years as having been a functioning alcoholic. "There's a lot of misdiagnosis when it comes to alcoholism," he says.

"When I first realised I might have a problem and I opened up to my employers, they sent me to counselling. I was told I was depressed and that's why I was drinking."

His drinking was seen as the result of depression rather than the cause. Christian was prescribed anti-depressants but the drugs made no difference.

CLOSE FRIEND

The situation only began to change in 2015. A close friend reached out to Christian and told him that if he did not stop drinking, he feared he would be dead by the end of that summer.

It was the mental picture of his mum and dad burying their son that hit home – he needed help quickly.

The government's austerity squeeze has hit NHS alcohol services – as it has hit other crucial public services – very badly. Addiction charity Blenheim estimates that funding for alcohol services



in London has been cut by 50% over the past five years, meaning waiting times for treatment are longer.

With friends worried for his life, the three-month wait for treatment on the NHS was just far too long

for Christian. With no other options available, he took out a £10,000 loan to pay for a six-week private rehab programme in Southampton that helped to kickstart his recovery.

Now, nearly two years

later, Christian is sober, healthy and has a renewed outlook on life. "I can do anything I want in the world; the only thing I can't do is drink. That's what I have to remember."

But what of the job? Firefighting is a highly pressurised, stressful and, at times, tragic job. Could that have contributed to his drinking? "I'm unsure about that," says Christian.

He says he has an on/off switch and can generally cope with the traumatic scenes he attends. He is more concerned about the impact of the shift system on his propensity to drink.

DAYS CAN BE UNSTRUCTURED

He explained: "If you're off work during the week, you don't see your mates because they're working, so your days can become unstructured. You easily find yourself watching TV and opening a can."

"Then suddenly one drink becomes two and so on. By the end, you've had 10 beers in one night."

Fortunately those days are now behind him and Christian is free to live his life without the debilitating effects of alcohol addiction.

He says he is happier than he has ever been and concludes: "I want anyone suffering from the disease of alcoholism to know that they are not alone."

"If you are reading this and you are in the hellish near-death place I was approaching two years ago, please know that help is out there. You can beat it."

■ If you suffer from alcoholism you can find help and support at: www.alcoholics-anonymous.co.uk

THE RIGHT TIME TO SUPPORT FIREFIGHTERS' GOOD CAUSES

The last issue of *Firefighter* featured the epic Black Sea row and climb of Mount Elbrus by firefighter Scott Butler during which he wore an Elliot Brown watch kindly given to him by firefighter Darren "Billy" Taylor.

Billy wore his watch for a rowing race across the Pacific in 2014 – covering 2,800 miles in 45 days with the team taking two world records in the process.

Billy and Scott introduced the FBU to Elliot Brown watches last year. They were full of praise for the watchmaker's rugged timepieces and supportive attitude.

A plan was hatched to raise money for firefighters' charities by endorsing a special edition firefighter's watch. The specially designed watch is only

available to FBU members.

Based on the company's best-selling "supercompressor" Swiss quartz Canford model, the firefighter's watch is officially endorsed by the FBU and includes the engraving of a personal message on the case back.

There are four versions, each with its own subtle link to brigade shift patterns with a coloured tip on the seconds hand in blue, green, red or white.

It's one of those "if you know, you

know" kind of details.

The hour markers on the dial are extra bold and flooded with SuperLuminova ink that will glow for up to eight hours after a full "charge" in daylight. They are unique to this special edition.

The case back is beautifully detailed. Stamped,

ELLIOT BROWN



engraved and laser etched with the inscriptions "In support of Firefighters" and "First in last out" above and below two crossed axes.

How are watch sales going to help firefighters?

From the sale of every watch, Elliot Brown has agreed to donate £35 to the good causes linked to the FBU's lottery fund.

As well as supporting these chosen causes, it is hoped that some of the money raised will be used to support selected firefighters who wish to embark on ambitious challenges.

To find out more, visit fbu.org.uk/watches or click on the watch image on the homepage of the FBU website.

TO PURCHASE A FIREFIGHTER'S WATCH:

1) Visit fbu.org.uk and click on the watch image on the homepage. Alternatively visit elliottbrownwatches.com/fire to view the private page. Please note that the firefighter's watch will not be visible

by visiting Elliot Brown Watches, /fire must be at the end of the URL.

2) Order by the deadline of 31 July 2017.

Elliot Brown will confirm your order and deliver your watch in December 2017.

WHY THE NEED TO PRE-ORDER?

Because of the limited availability of these watches, Elliot Brown need to make exactly the right quantity of watches to match orders. It's not for sale via their retailers nor on their website.

WATCH SPECIFICATIONS

- Swiss movement
- Shock protected
- Tested in water at 200m
- Three-year battery life
- 44mm 316L stainless steel case
- Domed 2.8mm anti-reflective hardened crystal
- Triple sealed 6mm knurled crowns
- Internal rotating timing bezel
- Screw-in strap bars with screwdriver included
- Rubber and leather straps included.

A TALE OF TWO CREWS

The Firefighters' Dilemma, a new short film for the FBU based on a real-life story, dramatises the anguish created by lengthening response times. Lynne Wallis watched it being made

The appliance was as close to the fire as it could be – two parked cars were blocking access. The blaze had really taken a hold by the time firefighters were at the scene. Thick grey smoke billowed out from the small second floor flat in South East London's Bermondsey.

We could hear Alice's blood curdling screams coming from inside. The sound as firefighters tried to break down the reinforced door with a hydraulic jack almost drowned the old lady's screams, which were soon to be followed by a low, throaty "I'm over here" as the firefighters broke a window and got in, just as the second appliance arrived. Alice was in a

bad way, and her rescuers wondered if she was going to make it.

Less than five minutes later, a beaming "Alice" was sitting on a bench in a children's play area below having a steaming cup of tea to warm her up. She had been hanging around in the cold waiting for the director, Tommaso Pitta,

THE PRODUCTION ENLIGHTENS PEOPLE ABOUT THE PRESSURES ON FRONTLINE FIRE AND RESCUE PERSONNEL

to call her.

The actor Clare Owen, who was in the 70s soap *Crossroads*, was on the set of a new short film, *The Firefighters' Dilemma*, made in late April.

It illustrates what lengthening response times mean for those caught up in incidents like the one in the film, and the anguish for firefighters who end up being torn between following safe, professional operational procedures and the moral pressure to do everything possible to save lives. This dilemma has been exacerbated by years of cutbacks.

NO HOLDS BARRED

Alice could be anyone's mum, sister or wife, and the film hammers home to viewers with no holds barred exactly why the second appliance needs to arrive on time, and what difference a few minutes more can make.



will resonate with everyone who watches it and encourage people to think about this issue when they vote in the general election.”

In the interests of authenticity, alongside budgetary concerns, the film uses eight London firefighters to play the parts of the two crews in the film.

The first faces the dilemma of whether to go in and the second arrives to save the day after a nail-biting wait. The film was based on a real life story about a similar fire in a block of flats in South London.

LIVES AT RISK

The firefighters who had speaking parts took direction from Tommaso Pitta. One of them, Christian Crabb, told *Firefighter*. “I had a great time working with a like-minded professional crew for a serious cause close to everyone’s heart.

“Lengthening response times – they are now at their slowest in 20 years at the government’s own admission – unnecessarily put lives at risk.

“Being on the frontline means we bear the brunt of the cuts that are leading to slower response times. We are left to deal with the consequences. We are unfairly being put in high-stress situations which can escalate, with ultimately devastating outcomes.”

Greatcoat Films had more than 25 staff on the set over the two days of shooting, doing everything from visual effects and working the smoke machine, to catering and make-up.

London firefighter Charlie Kinsey played one of the crew from the first appliance. He said: “During the filming I met lots of amazing people both in my own and the film industry.

“I think the production will really help to enlighten people about the constant pressures that continue to be unloaded on frontline fire and rescue service personnel, and onto the public whose safety is being put at risk.”

Also in the interests of keeping costs down, two staff from FBU head office’s communications department ended up as extras in the film, playing neighbours witnessing the fire in Alice’s flat.

With a little direction, both managed to pull off something close to horrified shock.

Neither, however, are open to Hollywood offers as they are too busy in their day jobs.

Phillipa Peak, playing Alice’s daughter Beth, did a brilliant job of conveying the torment and horror of waiting for back-up while her mother was trapped inside, inhaling smoke and fearful of being burned alive.

SUPER-TIGHT BUDGET

Greatcoat Films, whose previous credits include films for the Royal Air Force Benevolent Fund and the Leuka charity which funds leukaemia research, worked tirelessly on a super-tight budget to get the job done in time for its launch ahead of the general election.

Greatcoat’s production manager Joshua Noon said: “When we were asked to make this film for the FBU, it was something all of us wanted to get involved with.

“It is such an important cause and we were all very keen to help spread the message through film. We would like to think that *The Firefighters’ Dilemma*



A smoke machine produced convincing effects for the film

WIN A PLACE ON BOARD THE CLIPPER 2017-18 ROUND THE WORLD YACHT RACE WITH ELLIOT BROWN WATCHES



Do you want to join the crew of a 70-foot racing yacht and face the challenge of a lifetime?

If so, the Clipper Race and its official timekeeper Elliot Brown Watches are offering you the chance to win a place on board Leg 6 of the race and to cross more than 6,600 nautical miles of the Pacific Ocean from China to the US in the Clipper 2017-18 Round the World Yacht Race. No experience required.

One of the toughest endurance challenges on the planet, the Clipper Race is for people with a spirit of adventure and a love of taking on Mother Nature in all her glory.

HOW TO ENTER

To enter, simply tell us in no more than 350 words why you want to go on this adventure and how you would fundraise during your trip for Unicef and firefighters' charities.

The winner will join the race in March 2018 departing from Qingdao in North Eastern China for Seattle, spending four weeks at sea.

Email your entry to:

firefighters@clipper-ventures.com

including your name, address, telephone number and date of birth. The deadline for entries is midnight on Sunday 2 July 2017.

Included in the prize is:

- Four weeks of compulsory individual training in the UK
- Official Clipper Race foul weather kit by Henri Lloyd
- Four weeks on board Leg 6 in March – April 2018

■ For full terms and conditions visit:
<http://clipperroundtheworld.com/competition-terms-and-conditions>



CLIPPER ROUND THE WORLD OFFICIAL TIMEKEEPER

COULD YOUR LENS CAPTURE THE IMPORTANCE OF 'HEALTH AND SAFETY'?

Thompsons Solicitors' "Focus: on safety at work" national photo competition offers the chance to win a share of £5,000 and feature in an exhibition at the People's History Museum and challenges budding photographers to capture an image that highlights why health and safety in the workplace is so important.

Participants are asked to submit photos that illustrate why health and safety should not be considered a burden or "red tape", but an essential protection for all.

The competition's launch coincided with International Worker's Memorial Day which commemorates workers who have lost their lives as a result of dangerous working conditions and draws attention to harmful practices in workplaces across the world.

"Critics like to dismiss health and safety as 'red tape', but it's this so-called 'red tape' which is usually

just planning and common sense that helps to make our workplaces safe and ensures that employees return home to their families at the end of the working day," said Tom Jones, head of policy at Thompsons Solicitors.

"With a general election going on and Brexit on the horizon, the basic building



STANDING UP FOR YOU

blocks that ensure a safe place of work are under threat as never before.

"As accident at work specialists, whether it's the hazard of a trailing cable in an office, asbestos exposure in a store room or a truck reversing without thought, we see the impact on individuals and their families when health and safety slips off

the agenda."

The competition runs until 28 June, after which a panel of judges will decide the winners. Entrants should seek to capture an image which explores one or more of the following themes:

- **What health and safety means to me;**
- **Why I think health and safety is important;**
- **Why health and safety is neither a burden, nor "red tape"**
- **Why I think health and safety should be protected.**

■ Photographs should be submitted at www.thompsons.law/focus. The winners of the competition will be awarded a share of £5,000, and have their artwork displayed at an exhibition in the People's History Museum in Manchester. No participant should put themselves at risk of injury, prosecution or other detriment in pursuit of an entry. The full terms and conditions can be found at www.thompsons.law/focus.

STATION CAT TRUTH, ONCE AGAIN, IS STRANGER THAN FICTION

A STORY YOU JUST WOULDN'T BELIEVE

Your Cat was disappointed this week to find the novel she had written had been rejected by publishers on the grounds that it was too fanciful.

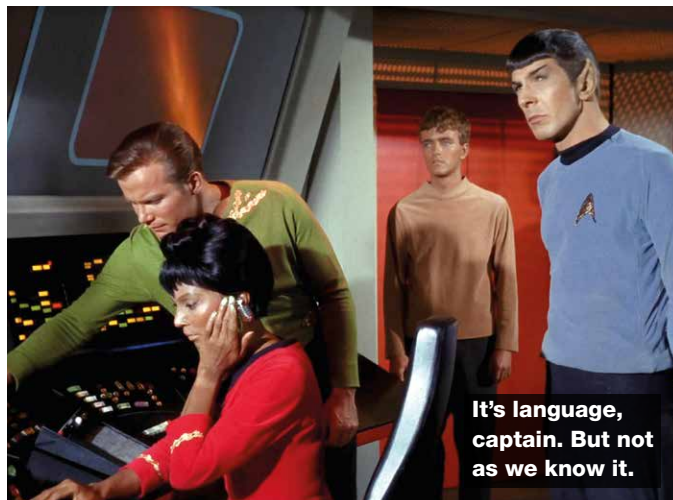
It was set in the fire service of the fair county of Essex. The chief fire officer, a Mr Johnson, was suffering from stress and went on sick leave in 2014. He popped back the following year but wasn't allowed in.

The fire service then employed two barristers to assist with stabbing Mr Johnson in the back (a novelistic way of saying "discover legitimate reasons why he should be dismissed"). The first – let's call her Naomi Ellenbogen QC, vice-chair of the professional conduct committee of the Bar Standards Board – let them down, saying there was nothing wrong with Mr Johnson's performance to merit giving him the boot.

As this was not the desired outcome, another character called Robin Allen QC was called in. Armed with another large fee, he somewhat surprisingly found himself in possession of previously unrevealed information, which resulted in a remarkable U-turn and his disagreeing with Ms Ellenbogen.

Having paid six figure bills all round, the fire service then decided it knew best and, two years after he was first off work, they sacked Mr Johnson.

By this time the fire service had coughed up around a million quid in lawyers' bills, Mr Johnson's wages,



staff time and additional costs of over £100,000.

The Cat's novel ended with the fire service in financial difficulties and having to lose three pumps and downgrade others to cut back on the firefighters' wage bill.

"This story is not credible," the publishers wrote to your Cat. "No reader would be convinced by such an unlikely tale."

JUST A LITTLE LOCAL DIFFICULTY

The feline residing in Harrogate station ceased scratching for a moment recently to listen to a noise coming from the telephone receiver. It sounded like a voice, but, as a Trekkie would say, not as we know it.

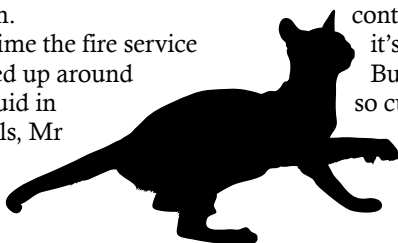
"Hello me 'ansome!"

The voice was soft and not unattractive, but was it English?

"Gort a broze," it said.

"Backalong they would have contacted you as it's in your place. But there you be: so cummas 'zon."

It turns out that it was a call



How the BBC reported a control room mix-up – see Just a little local difficulty



limiting the activities of the *mutaween*.

Until recently these religious policemen were at liberty, among other things, to halt or turn away firefighters going about their duty.

They did this in Mecca in March 2002. Fifteen Saudi girls died inside their school because the *mutaween* would not allow the girls to leave the burning building as their hair was not covered, and they were not wearing their abayas.

The radical enforcers of the *mutaween* have now been told they can no longer detain people – nor interfere with firefighters. They can, however, continue to harass women, unmarried couples, LGBT people and anyone who violates their vision of Islam.

It appears that Mrs May, having seen such extravagant concessions, now feels entirely comfortable with the regime.

ANOTHER MANAGERIAL ROLE – JUST WHAT WE NEEDED

Managers seem to spend an inordinate amount of time thinking up job titles for themselves. Your Cat is especially perplexed at the appearance of the label "Recruitment and Attraction Manager".

Recruitment, yes. It would be a good idea. We can see that one. Get on with it.

But an "attraction manager"? They are supposed to "promote the service as an employer of choice".

Oh, come on!

Ours is a hard, skilled, dangerous, physical occupation with unsociable hours and incessant demands. It doesn't need PR.

It needs investment.

from Tolvaddon in Cornwall. North Yorkshire and South Cornwall, being close, share control rooms. It's to do with efficiency.

So when someone in Yorkshire saw a fire at a business park last month, they rang 999. The call was relayed to Cornwall, who contacted a crew in Yorkshire and issued them with directions to the scene of the conflagration.

The wrong directions, as it happens – leading to a quarter of an hour delay.

"Ee, it's a reet rum do," the Yorkshire cat remarked before settling down for a short snooze. "But no harm done."

This time, anyway.

But, as Simon Wall, chair of North Yorkshire FBU, said, the delay could have been catastrophic if it had been a house fire.

Simon seems to think local knowledge can be useful. Your Cat can see his point.

BURNING ISSUE FOR THERESA MAY

Saudi Arabia, the absolute monarchy so befriended by Theresa May, is making some radical liberal changes. For example, it is considering

25-YEAR BADGES



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



James Ashby (r), Sheppey, Kent, receives his 25-year badge from group rep Paul Schembri



Andy Royle (r), Marple, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Colin Moran (r), Heywood, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Tommy Monahan (r), Westland, Belfast, receives his 25-year badge from branch rep Conor Haughan with white watch colleagues looking on



Simon Paterson (l), Ipswich East, Suffolk, receives his 25-year badge from brigade organiser Adrian Mayhew



Wayne Broom (r), Danes Castle, Exeter, Devon and Somerset, receives his 25-year badge from now retired FBU official Dave Chappell with members of blue watch looking on



Huw Crosby (r), Gorton, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Kevan Downey (r), Stockport, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Nick Pyne (r), Salford, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Adrian Thompson (r), training and development centre, Hereford and Worcester, receives his 25-year badge from brigade organiser Neil Bevan



Phil Courtneil (r), Oldham, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Karl Sorfleet (r), Greater Manchester brigade organiser, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Philip Wilson (r), Stretford, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Dave Smith (r), red watch, Worcester and USAR, Hereford and Worcester, receives his 25-year badge from brigade organiser Neil Bevan



Andy Graham (r), now retired, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Paul Rushby (l), training school, Greater Manchester, receives his 25-year badge from FBU rep Paul Smith



Neil Champion (l), Bridgwater, Somerset, receives his 25-year badge from brigade organiser Dave Lock



Steve Manley (l), Devon and Somerset, receives his 25-year badge from now retired Exeter FBU official Dave Chappell



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



Ian Ness (r), Tayport, Scotland, receives his 25-year badge from region 1 retained rep Tam Mitchell



Colin Waters (r), St Andrews, Scotland, receives his 25-year badge from region 1 retained rep Tam Mitchell



Paul Greaves (r), training and development, Greater Manchester, receives his 25-year badge from now retired region 5 executive council member Kevin Brown



Glenn Bird (c) and **Jim Ross** (r), green watch, Handsworth, West Midlands, receive their 25-year badges from brigade organiser Billy Holland



Lindsay Huthersall (r), green watch, Alloa, Scotland, receives his 25-year badge from branch secretary Davie Dawson



Andy Higgins (l), receives his 25-year badge from Matt Perin with Lincolnshire FRS colleagues (l-r) Jason Lawley, officers' rep Paul Mead and Andy Dixon



Gary Drinkwater (l), Hyndburn, Lancashire, receives his 25-year badge from brigade organiser Steve Horrocks with Hyndburn retained members looking on



Arran Kirk (l), Mossley, Greater Manchester, receives his 25-year badge from region 5 fairness at work rep Steve Wiswell with colleagues looking on



Lee Wheeler (l), green watch, Guildford, Surrey, receives his 25-year badge from Clyde Rafferty with colleagues looking on



Mike Burden (l) and **Tony Read** (r) Barnstaple, Devon and Somerset, receive their 25-year badges from brigade chair Scott Young (c) with blue watch members Matt Gilbert and Ian Sands at their fancy dress Christmas dinner



Michael Coppinger (l), green watch, Guildford, Surrey, receives his 25-year badge from Clyde Rafferty with colleagues looking on



John Brand (r), St Andrews, Scotland, receives his 25-year badge from region 1 retained rep Tam Mitchell



Richard Plaskett (r), white watch, Salisbury, Dorset and Wiltshire, receives his 25-year badge from brigade organiser Andy Thompson with (l-r) Lucy May, Jon Kidner, Andrew Reading, Paul Clement, Tom Brolan and Alex Wells



Roy Rintoul (r), branch secretary, St Andrews, Scotland, receives his 25-year badge from region 1 retained rep Tam Mitchell

25-YEAR BADGES



James McWilliams (r), St Andrews, Scotland, receives his 25-year badge from region 1 retained rep Tam Mitchell



Gary Henderson (r), branch secretary, blue watch, Crewe Toll, Edinburgh, Scotland, receives his 25-year badge from East Area organiser John McKenzie



Tommy Graham (r), white watch, Crewe Toll, Edinburgh, Scotland, receives his 25-year badge from East Area organiser John McKenzie



Tommy Graham (r), white watch, Crewe Toll, Edinburgh, Scotland, receives his 25-year badge from East Area organiser John McKenzie



Gary Wood (r), branch chair, Alloa Scotland, receives his 25-year badge from Alloa branch secretary Davie Dawson



John McCallum (l) and **Craig McLaren** (r), green watch, Crewe Toll, Edinburgh, Scotland, receive their 25-year badges from East Area organiser John McKenzie



Jonathan Dickie (r), white watch, Crewe Toll, Edinburgh, Scotland, receives his 25-year badge from East Area organiser John McKenzie



Martin Shaw (r), white watch, Crewe Toll, Edinburgh, Scotland, receives his 25-year badge from East Area organiser John McKenzie



Stephen Kyle (r), group 5, Easterhouse, Glasgow, Scotland, receives his 25-year badge from branch rep Thomas Hanlon



Tommy Graham (r), white watch, Crewe Toll, Edinburgh, Scotland, receives his 25-year badge from East Area organiser John McKenzie



Kevin Parker (l), Leigh, Essex, receives his 25-year badge from brigade chair Gary Critch



Ian Gobourn (r), South Wales officers' branch, receives his 25-year badge from officers' rep Ian Buckley



Michael Golightly (l), Tynemouth, Tyne and Wear, receives his 25-year badge from brigade secretary Russ King



Roger Francis (l), white watch, Loughborough, Leicestershire, receives his 25-year badge from brigade secretary Adam Taylor



Lee Hind (l), red watch, Woking, Surrey, receives his 25-year badge from WC Dillon with red watch colleagues (l-r) FFs Hillier, Moss, Hellaby, Parsons, Bills, O'Neill and Hargreaves



Richard Lowery (l), Tynemouth, Tyne and Wear, receives his 25-year badge from brigade secretary Russ King



Andy Hayhurst (r), Burnley, Lancashire, receives his 25-year badge from branch secretary John Rivett with managers and white watch colleagues looking on



Mike Gannaway (l), white watch, Redhill Park, Dorset and Wiltshire, receives his 25-year badge from brigade secretary Karen Adams with colleagues (l-r) Dave Price, Roy Bettencourt, Rich Cowley and Russell Hesketh-Roberts



Clive Yates (r) green watch, West Bromwich, West Midlands, receives his 25-year badge from borough rep Dave Pitt with colleagues looking on



Nigel Gray (l), receives his 25-year badge from Surrey officers' rep Dave Nicholson with (l-r) Graham Mitchell, Paula Hartwell, Jim Tigwell, John Cooper, Dave Rice and Clive Whitethread



Dougie Hyde (r), East Area, Scotland, receives his 25-year badge from Dunfermline branch secretary Allan Still



Tommy Steel (r), blue watch, Esher, Surrey, receives his 25-year badge from Adam Messeder with colleagues (l-r) Mark Bradley, Glen Pickering and Dan Scott



Glen Pickering (r), blue watch, Esher, Surrey, receives his 25-year badge from Bradley Thomas, Tommy Steel and Dan Scott



Bury, Greater Manchester, firefighters (l-r) **Glyn Smith, Pete Fletcher, Tony Wilson, Glyn Hough, Phil Wilcock** and **Andy Sherlock** receive their 25-year badges from brigade organiser Karl Sorfleet

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.



Dave Waterman, (London SW area chair) receives his 25-year badge from general secretary Matt Wrack, supported by president Alan McLean and former London secretary Joe MacVeigh, with the regional committee looking on

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Change of address or next of kin

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

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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.



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