

FIREFIGHTER

APRIL/MAY 2017

£2,000
WORSE OFF
AFTER 8 YEARS
SCRAP THE PAY CAP

SEE P10





MATT WRACK PAY, SAFETY AND STANDARDS

The union's conference was recalled in Blackpool on 21 March to discuss the state of discussions with our employers at the National Joint Council (NJC).

These discussions, agreed by our conference over the past few years, are about the broadened role of our service and the pay and conditions which should accompany this wider role.

In some areas the work of firefighters has been a development of existing roles (for example, water rescue and specialist line rescue).

In other areas the role has expanded and has sometimes drifted from what has been agreed (for example in some of the work carried out in some services during home visits).

Elsewhere it is broadly accepted that there are activities which are not currently agreed and not currently contractual.

The most obvious areas in this category are marauding terrorist firearms attack (MTFA) work and emergency medical response (EMR).

Our discussions with employers have aimed at clarifying what is and is not agreed activity, and the appropriate standards and training in areas which are potential new activities.

One aim of the union in these discussions has been to stop the drift towards non-agreed work that is prevalent in many fire and rescue services.

Chief fire officers in many parts of the country are regularly introducing new initiatives which push the boundaries of what can



reasonably be expected of FBU members.

We have never been generally opposed to taking on new work. But it should always be done with agreement, with appropriate standards, procedures, training – and, of course, pay.

PAY IS CENTRAL

Both MTFA and EMR work provide the clearest examples of activity which is not within current role maps and is not contractual.

They are also the most difficult areas of discussion with our employers and with governments across the UK.

Perhaps unsurprisingly, the employers and ministers want these things done on the cheap. They want limited discussion on standards and they will try everything to avoid paying FBU members if they can.

A recent report from the University of Hertfordshire highlights some of the potential benefits of EMR work. It also highlights

many operational, training and related problems. In our discussions with employers, we have also highlighted the problem of pay and it has been acknowledged from the start that the issue of pay and conditions is a fundamental one for the FBU.

These matters were all debated at our conference on 21 March. We heard some excellent examples of EMR work and about some really good practice in some fire services.

We also heard the opposite: reports of major failings in terms of safety, training and procedure.

While some employers had acted quickly to address our members' concerns, we heard too many cases where employers had completely failed to deal adequately with the many issues raised by those on the frontline.

Our conference also discussed the issue of pay. As we set out elsewhere in this magazine, firefighters' pay has been stagnating for far too

long. This is a direct result of government policy, but that does not resolve the question. The union has commissioned research into the work our members do, including some of the new trial areas such as EMR.

RESEARCH

This research will be used to form the basis of claims to our employers for pay this year – and beyond.

We do not accept the government's pay freeze. Nor do we accept that additional work – with significant additional responsibilities – should be taken on without the issue of pay being resolved.

This view was put to the employers very clearly on the day following our recall conference.

We currently await their response, but they are aware that, unless they start to address the issue of falling real wages, the joint work through the NJC workstreams is likely to come to an end.



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NEWS

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Picket line during an FBU strike over pensions in 2014

THE FIGHT GOES ON FOR PENSIONS JUSTICE

PENSIONS APPEAL

The FBU has appealed against an employment tribunal ruling that declared the 2015 Firefighters' Pension Scheme does not discriminate against firefighters on the grounds of age.

Lawyers acting for the union believe that the scheme's transitional provisions constitute age discrimination. Older firefighters, closer to retirement, can remain in the older, better pension scheme, while younger firefighters must join the new scheme.

The employment appeal tribunal will consider whether there are reasonable grounds for an appeal. Despite initial disappointment at the ruling in February, the union's legal advisers are confident

that an appeal will take place. If it is, it is likely to be heard at the end of this year or early in 2018.

An employment tribunal recently ruled in favour of the claimants in a similar but separate case involving more than 200 judges. The government has appealed against that decision. If the FBU is granted an appeal, it is likely that both cases will be reviewed side by side.

Matt Wrack, FBU general secretary, said: "The government argues that it is legitimate to provide protection for members who are close to pensionable age.

"Our view is that protecting someone who is nearer to retirement is just another way of saying that the government wants to protect older

workers – exactly what age discrimination legislation prohibits.

"If we win, the government may well appeal again. Inevitably, the legal process takes a long time and we need to prepare for it."

The FBU also believes that the scheme's transitional arrangements discriminate indirectly on the grounds of sex and race because the disadvantaged younger group is far more likely to contain women or people from an ethnic minority background.

The original employment tribunal decided that the government did not have to justify its conduct because the pool of those affected was so small. However, the FBU disagrees, pointing out that this "is not what the law says".

COMBINED AUTHORITIES WILL BEAR BRUNT OF LATEST CUTS

AUTHORITY	% CUT
Hereford and Worcester	28
Shropshire	28
Dorset and Wiltshire	27
Buckinghamshire	26
Bedfordshire	25
East Sussex	25
North Yorkshire	25
Berkshire	24
Cambridgeshire	24
Devon and Somerset	24
Kent	24
Cheshire	23
Derbyshire	22
Essex	22
Hampshire	22
Staffordshire	22
Avon	21
Durham	21
Leicestershire	20
Nottinghamshire	20
Lancashire	18
Humberside	17
South Yorkshire	17
West Yorkshire	17
Greater Manchester	16
Merseyside	16
Tyne and Wear	16
Cleveland	15
West Midlands	15
England	20

FIRE AUTHORITY FUNDING

Central government funding for fire authorities in England is to be cut by a further 20% by 2020.

The local government finance settlement published in February confirmed that £135m will be cut from Westminster funding for fire authorities. Figures for county fire authorities in England, and for Scotland, Wales and Northern Ireland were not made available. In these cases, central funding goes to governments or councils as a lump sum instead of a set amount for fire.

The cut is part of a drastic shift away from central government funding and towards local authorities having to raise the money to pay for services. In the financial year 2015-16, funding was split roughly 50:50. But the Westminster government wants 61% of funding to come from local sources by 2020.

An FBU analysis found that combined fire authorities will be hardest hit. Their overall funding will be cut by 22% compared to 16% for metropolitan fire authorities. This represents a reverse of the approach in the last parliament when metropolitan fire authorities bore the brunt of cuts. It's bad news across the board, but some authorities will be harder hit than others. Hereford and Worcester and Shropshire authorities will each lose 28% of their funding.

In a briefing for politicians the FBU warned MPs that many services will struggle to provide an appropriate level of fire cover in their communities.

Steve Howley during his 2016 campaign to become police and crime commissioner for North Yorkshire after the sitting Tory member had backed plans for huge cuts and for the police to take over the county's fire service



FIRE CHIEFS' HUGE PAY RISE TO COST TAXPAYER £2.4m

NORTH YORKSHIRE

Two senior managers of North Yorkshire Fire and Rescue Service are to be given a £35k pay rise at the same time as 48 firefighter posts face the axe.

It is believed that

additional pension costs for the two pay increases in the final 12 months of the managers' careers will cost the taxpayer around £2.4m over the estimated pension lifespan.

FBU brigade secretary Steve Howley (above) said: "The fire authority's

decision to rubber stamp the CFO's proposal for these astronomical pay increases to two senior officers in their final year of service is just outrageous and proves there is no real scrutiny of the chief and his decisions."

SOUNDING OFF

FIGHT FOR WORKERS' RIGHTS NOT OVER

Labour MP Melanie Onn (Great Grimsby) was furious when her Bill to preserve workers' rights after Brexit was talked out by Conservative MPs

I drew up a Bill to safeguard every aspect of employment legislation currently protected by EU law, including maternity pay and equal pay rights for part-time workers.

The Bill was the first test of whether Theresa May would keep her promise that workers' rights will be maintained after Brexit.

The employment rights we enjoy in this country are difficult to enforce as access to justice has been restricted through fees for employment tribunal hearings, minimum periods of employment barring many from submitting tribunal claims and laws that provide loopholes for employers.

There is little faith in this Conservative government protecting what it has previously described as "red tape" despite their warm words on being the party of the workers.

This is the same party that has over the last seven years introduced and increased tribunal fees, limited consultation periods for redundancies and tried to prevent people organising within their trade unions.

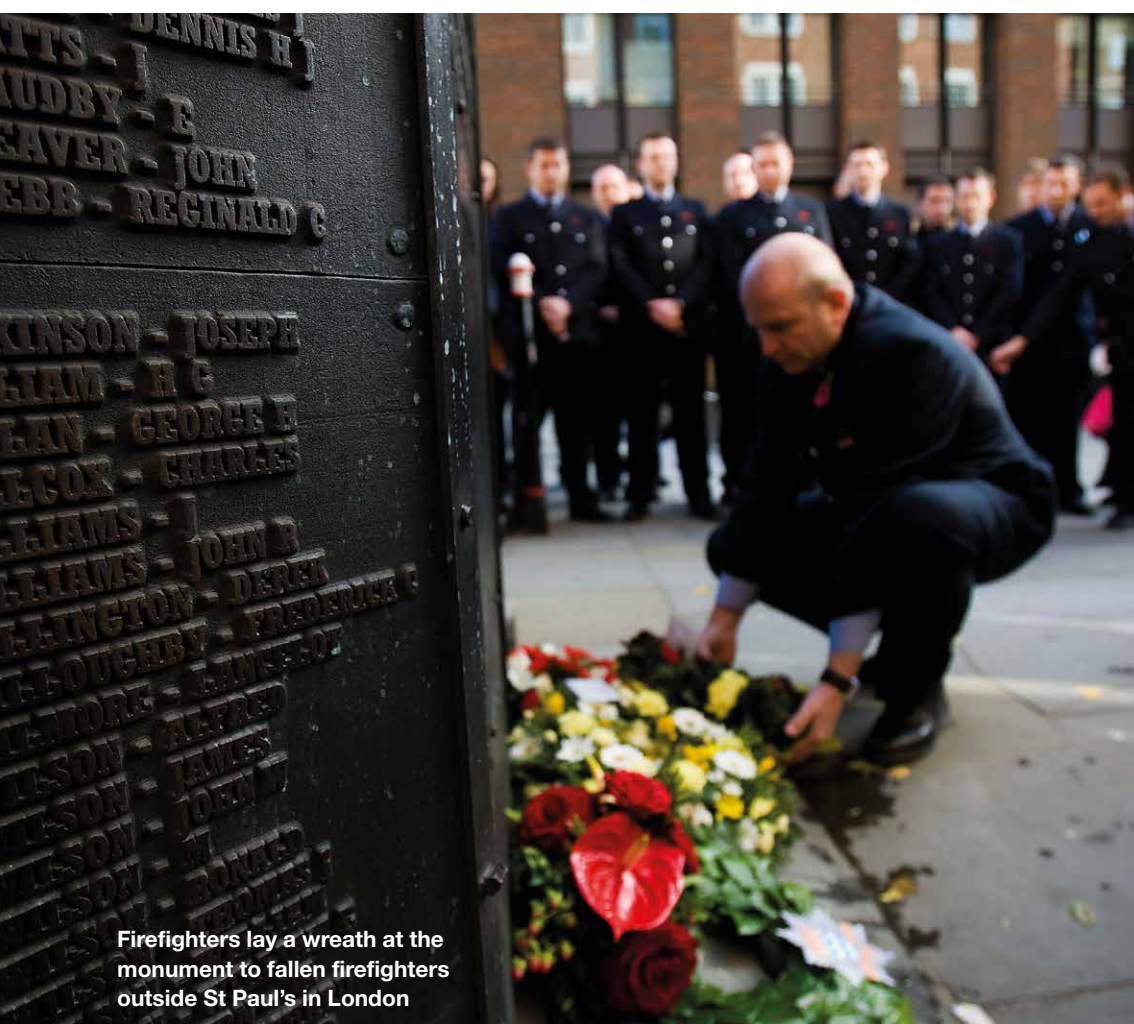
The lives of millions of workers have been transformed by hard-won workplace rights, but they could now face a future filled with job insecurity and a labour market where zero-hour contracts are the norm.

My Bill was a straightforward piece of well thought out legislation that would simply have put those rights into UK primary legislation, giving security and peace of mind to working people in this country. Laws that protect people's right to a decent family life and stop injury and death in the workplace could now be undermined.

Theresa May failed working people at the first hurdle by enlisting her MPs to talk out the Bill. Instead of discussing workers' rights they decided to talk about their favourite radio programmes for four hours.

This fight is not over.





Firefighters lay a wreath at the monument to fallen firefighters outside St Paul's in London

UNION CALLS ON MEMBERS TO MARK FIREFIGHTERS MEMORIAL DAY ON 4 MAY

FIREFIGHTERS MEMORIAL DAY

The FBU and the Firefighters Memorial Trust have announced plans for an annual day to commemorate the bravery and sacrifice of firefighters who have died in the line of duty.

Starting this year, 4 May will be known as Firefighters Memorial Day.

Members are asked to form memorial

parades on station forecourts to mark the day. But all arrangements are a matter for crew members, FBU reps and service managers to arrange in a spirit of cooperation.

Matt Wrack, FBU general secretary, said: "This is an opportunity for former firefighters, our families and the wider community to join in honouring our fallen brothers and sisters."

IN BRIEF

WALES GETS STATUTORY DUTY TO DEAL WITH FLOODS

Firefighters in Wales are to be given a statutory duty to respond to flooding, leaving England as the only nation now without one. Grant Mayos, executive council member of the FBU in Wales, said: "We will be better prepared to deal with the devastating effects of flooding as a result of this duty having been adopted."

MEMBERS URGED TO TAKE PART IN ONLINE PTSD SURVEY

The FBU is encouraging members to take part in an online questionnaire to find the best ways to assist firefighters who are suffering from post-traumatic stress disorder. The University of Ulster PhD research project wants to hear from as many firefighters as possible, whether they have suffered from the condition or not. Go to www.fbu.org.uk/news/PTSD-survey

COUNCIL FINED OVER FIRE DEATHS

Southwark council has accepted responsibility for the Lakeland House fire in south London in 2009 that killed three women and three children. It pleaded guilty to four breaches of fire safety regulations and was fined £270,000.

SEMINAR REMEMBERS TROUBLED TIMES FOR FIRE SERVICE

FBU HISTORY

"Normal public service in an abnormal situation," is how Tony Maguire, a former FBU regional secretary for Northern Ireland, described working during 'the troubles'.

He followed former union official Harry Welsh, also a historian and archaeologist, who painted a vivid picture

of union and firefighter life during this very difficult time.

His talk about the history of the fire service and FBU in Northern Ireland was part of a day-long seminar organised by the FBU as it looks ahead to the union's centenary next year.

Other speakers included Helen Hague, who shared some of the research she

has conducted while writing a book about the founding of the FBU, and Amy Gardener, who is building the union's archive.

Martin Sugarman, author of *Jewish Participants in the Fire Service in the Second World War*, and Stephanie Maltman, co-founder of the charity Firemen Remembered which places

plaques to members of the fire service killed in Greater London during the Second World War, spoke about the contribution of Jewish people to the fire service.

Trevor Cave, FBU director of education, ran a workshop on how union officials could help to develop events marking the FBU's centenary.



FBU members campaigning against plans by Avon Fire and Rescue Service to remove 49 firefighter jobs and make other cuts

FBU MEMBERS' CAMPAIGNING PAYS OFF

A series of victories in branch campaigns across the UK has got the FBU off to a great start to the year as it defends fire and rescue services. In Cheshire, Warwickshire, North Wales and Surrey hard-fought campaigns by officials and members, as well as public engagement activities, have paid off

CHESHIRE

Brigade secretary Andrew Fox-Hewitt says that intense lobbying of fire authority members paid off with “astounding” results as councillors rejected a raft of cuts that the union had campaigned against.

The authority suspended plans to downgrade fire appliances at Crewe and Ellesmere Port to retained duty, while a fire appliance at Penketh fire station that was due to move to day duty only will remain full time.

At Macclesfield, where an aerial ladder platform will be withdrawn, the fire authority agreed to look into procuring an alternative model that could respond to a wider array of emergencies.

The local FBU branch certainly made an impact. So what did they do?

“We gave presentations to both Labour and Conservative groups on the authority as well as to local MPs and councillors, and worked on costings for safer alternatives,” explains Andrew.

“We made great use of our officials, members, affiliates on trades councils,

and retired and out of trade members who are passionate about the service and have a wealth of knowledge to hand.”

Even more surprising was the decision by councillors to reconsider earlier plans to remove an appliance from Chester fire station and the downgrading of an appliance at Wilmslow fire station – a decision taken more than seven years ago.

WARWICKSHIRE

Sixty-three firefighter posts secured, five appliances saved and fire station closures averted until 2020.

That’s what a campaign spearheaded by the FBU achieved in Warwickshire recently. The icing on the cake was a £200k investment in the safety and wellbeing workstream.

Pete Goulden, regional secretary of the FBU in the West Midlands, says bringing public safety concerns to the forefront of fire authority members’ minds was key.

“We had to make the case again and again that there was no way we could deliver the same high standard

of service to the public with these cuts. They had to know that lives that could have been saved would, instead, be lost if they push through these cuts.”

SURREY

Staines fire station was due to close in April this year as a new fire station is being built nearby. But it would have closed months before the new station would open, leaving parts of Surrey with reduced fire cover.

An FBU public engagement campaign led to huge numbers of local people getting involved in the consultation process. The council listened and now Staines will remain open until the new station is operational.

NORTH WALES

Plans to axe one of two fire engines in Wrexham in North Wales have been shelved following pressure from the FBU. Cerith Griffiths, regional secretary of the FBU in Wales, hailed the “great news”, saying it was well worth keeping the pressure on fire authorities.

RTC SHOUT THAT WAS TERROR ATTACK

Twenty five firefighters from four London stations turned out to help rescue victims of the Westminster terror attack last month which resulted in the deaths of four people, including PC Keith Palmer, as well as the attacker.

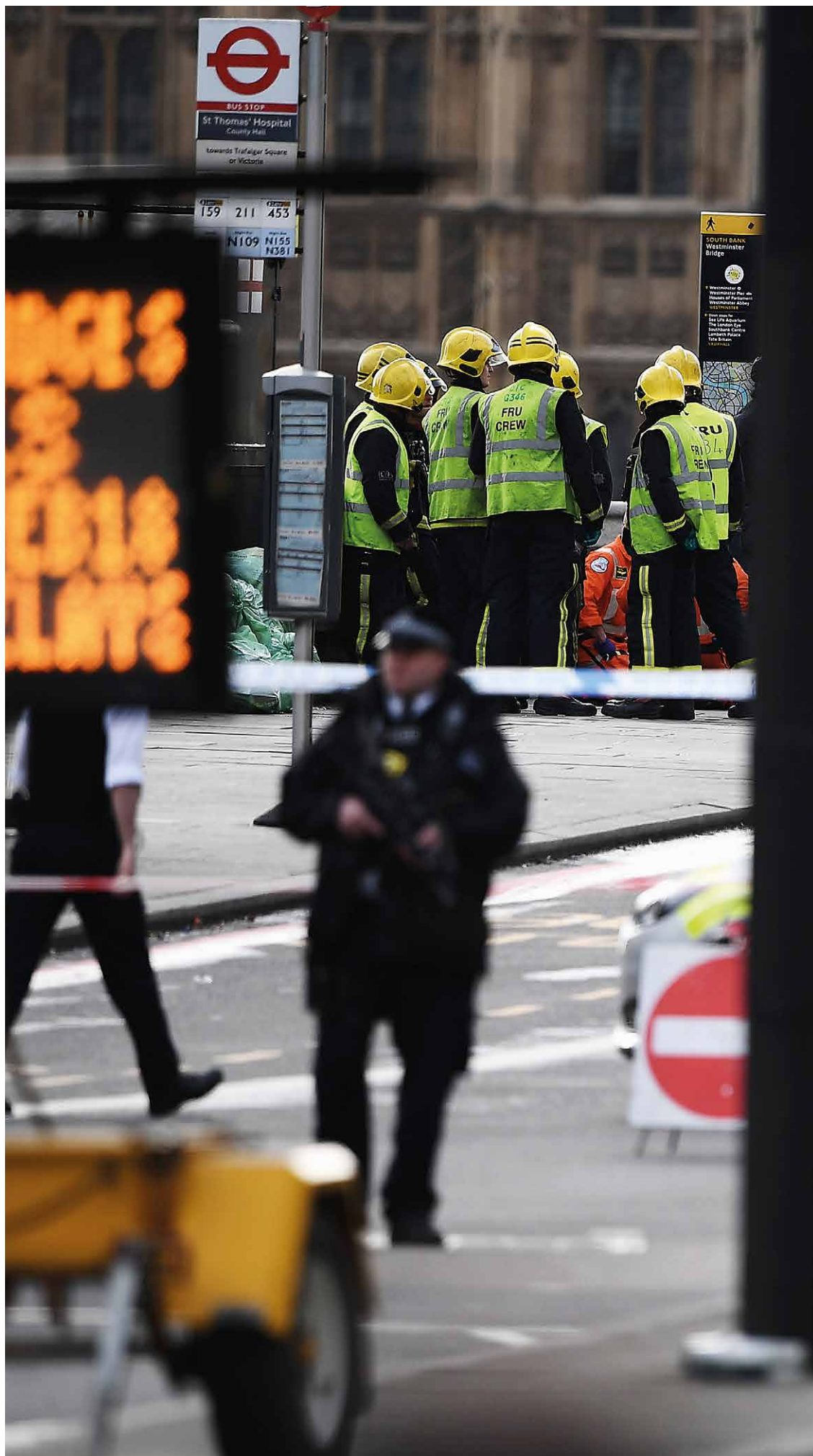
The call for help came in at 2.45pm on Wednesday 22 March, when the fire crews initially thought they were going to two separate RTCs.

It quickly became clear from the scene of carnage that met them that this shout was more than a vehicle collision but the result of a terror attack.

Crew on a fire rescue boat pulled a severely injured woman, who had been thrown into the Thames, from the water.

Firefighters were still helping to rescue trapped victims at 6pm that evening.

Photo by
Carl Court/Getty Images





TIME TO END **PAY** FREEZE

Firefighters face many more years of real-terms pay cuts if the Westminster government gets its way, says **Dr Paul Hampton**

Firefighters' pay must be a central priority for a union like the FBU. Getting decent wages for our members, for the work they do and for the benefits they deliver to our communities, is a vital part of the FBU's mission.

Yet firefighters – along with more than five million other public sector workers, including nurses, midwives, civil servants and teachers – have been the hardest hit by the Westminster government's austerity agenda.

Public sector workers have been subjected to the longest period of pay restraint in living memory. In 2010-11, the Westminster government imposed a two-year pay freeze on firefighters, followed ever since by a 1% pay cap on public sector pay.

Matt Wrack, FBU general secretary, said: "This is the hardest period this union has faced since the 1930s for making progress on pay.

"The economic downturn that began a decade ago has hammered working people, who have suffered lower pay, attacks on their pensions and seen their public services slashed.

"Austerity has meant working people paying for a crisis they did not cause."

All public sector employers have been required to adhere to the pay cap, either through conditions placed on negotiations between employers and unions or through instructions to pay review bodies. The FBU negotiates with fire service employers on pay at the National Joint Council (NJC), where the employers

IAN MARLOW



FIREFIGHTER – £2,000 DOWN

STEFANO CAGNONI/REPORTAGE DIGITAL.CO.UK



NURSE – £2,500 DOWN

have stuck doggedly to these limits.

Six years of pay restraint have left the average public sector worker earning thousands of pounds less than they would have been if pay had kept up with inflation (see Table 1).

The TUC estimates that, if firefighters' pay had kept pace with inflation over these years, then firefighters would be earning £2,000 a year more, even using the official government measure of inflation, the consumer prices index (CPI).

MORE PAIN

The pattern of real-terms cuts in pay for public sector workers is set to intensify over the next four years under existing government pay policy, with public sector wage growth held at 1% and inflation forecasted to reach 2-3%.

In the 2015 summer budget, the government announced that it would "fund public sector workforces for a pay award of 1% for four years from 2016-17". Firefighters and other public sector workers



PA IMAGES

for a further four years from 2016-17 is ... expected to reduce wages in the public sector to their lowest level relative to private sector wages since at least the 1990s.

"This could result in difficulties for public sector employers trying to recruit, retain and motivate high quality workers, and raises the possibility of (further) industrial relations issues."

The FBU's response is to campaign for an end to the pay cap. The union's delegation to the TUC congress last year strongly supported a motion for the trade union movement to take action to break the pay freeze.

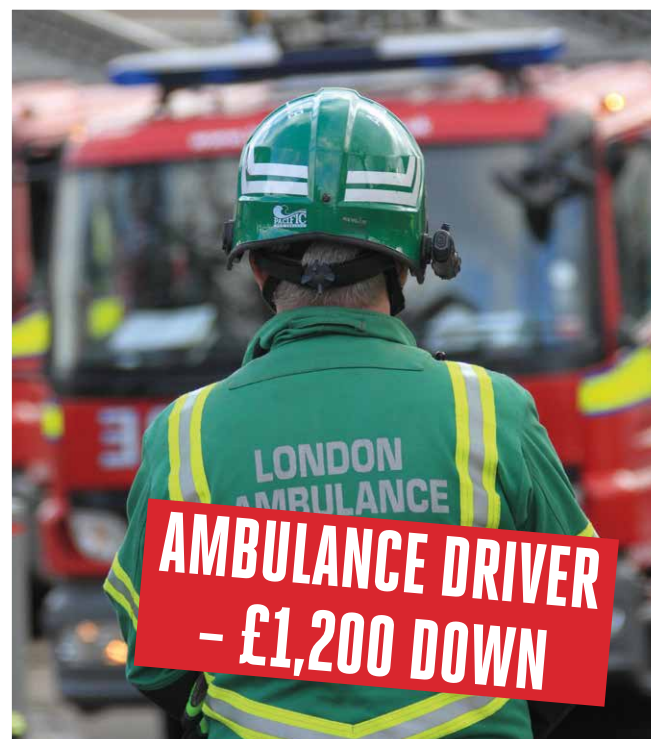
Andy Noble, FBU treasurer, told the gathering: "Congress, the trades union movement cannot allow members to be exploited in this way.

"Our members are all doing more work, more productively than ever before. We simply cannot accept this attack on our members' living standards.

"They [the Tory government] have also lost the excuse of a crisis. They now want to cut public spending simply so they can give their friends in the City more tax cuts. We cannot accept this."

The FBU will submit a substantial pay claim to the NJC pay negotiations this spring, backed by a wide range of evidence.

The union is not going to stand by and watch its members continue to struggle to pay bills, while the prospect of making a decent living gets more and more out of reach.



IAN MARLOW

Table 1 Projected real-terms pay cuts by public sector workers, 2010-2016

Type of worker	Pay in 2016	Real-terms pay cut (CPI)	% terms pay cut (CPI)
Midwife (Band 6)	£35,225	£3,150	8.2
Nurse (Band 5)	£28,462	£2,467	8.0
School teacher	£33,160	£2,283	6.4
Firefighter (competent)	£29,638	£2,038	6.4
Ambulance driver (Band 3)	£19,655	£1,213	5.8

Source: TUC, *Public Sector Pay Restraint in England*. Note: pay outside London

Table 2 Projected real-terms cuts in wages by public sector occupation, 2015-16 to 2020-21

Occupation	Pay in 2015-2016	Real-terms cut (CPI) by 2020-21
Midwife	£35,255	£1,691
Teacher	£32,831	£1,576
Nurse	£28,462	£1,366
Firefighter	£29,638	£1,423
Jobcentre Plus supervisor	£24,727	£1,187
Social worker	£37,858	£1,817
UK Border Force officer	£27,000	£1,296
Ambulance driver	£19,655	£943

Source: TUC, *Public Sector Pay Restraint in England*, January 2017.

face a real-terms pay cut if pay is capped at 1% until 2020-21 and inflation rises, as the Office for Budget Responsibility forecasts. Firefighters could lose £1,500 more on top of past losses (see Table 2).

All public sector workers have bills to pay. Firefighters have already been hit hard. If the Westminster government gets its way, then there's worse to come.

Paul Johnson, director of the Institute for Fiscal Studies think tank, said in February: "The government's announced 1% limit on annual pay increases

IF LOCAL EMPLOYERS REFUSE TO ADDRESS OUR CONCERNS, THE TRIAL IN THAT AREA WILL CEASE

WANTED:

AGREEMENT ON OUR PAY, SAFETY AND HEALTH

Firefighters are 'best in class' when it comes to EMR – and their rewards, conditions and training must be too, says Lynne Wallis

Emergency medical responding (EMR) is one of the most contentious issues facing UK firefighters and it is a pivotal one for the union and the service.

It was vigorously debated at a special one-day FBU recall conference in March, when the executive council's motion to continue EMR trials beyond their scheduled end in February was agreed.

But the conference was clear that trials cannot go on for ever and that its decision did not mean that trials will automatically continue until November. Instead, clear demands were put to the fire service employers. These centred on major concerns around health and safety and on pay.

Concerns about how EMR is being carried out currently – without firefighters' pay reflecting the additional work and responsibility – are significant and justified.

Delegates heard that some managers running the trials had not attended a single EMR call and so had no idea of the type of work involved.

Health and safety and mental wellbeing

are major factors in the resistance to EMR as it is being practised in some areas. Some services are doing it well, others badly.

Gary Keary, FBU brigade secretary for Greater Manchester, told the conference of an EMR call where firefighters arrived at the scene of a murder to find not only the victim but also the alleged murderer, who was still armed.

STRESS

Delegates reported that the stress of EMR was taking its toll on the mental health of members. Tales abounded of ambulances diverted to other apparently more urgent cases once the ambulance service knew firefighters had turned out, and of firefighters being left to deal with catastrophic bleeds that they were not trained or equipped to deal with.

There have also been cases of firefighters being left to break bad news to relatives following the death of a loved one at the scene, a specialism they may not be trained in.

FBU general secretary Matt Wrack said that we are facing the hardest set of

circumstances since World War Two, with the downward trend in fires and fire deaths being used to justify cuts against a background of an onslaught on the entire public sector.

He explained that the union's conference in May 2016 had agreed the discussion with the employers on broadening the work of the service. While EMR was only one part of this, it was a highly significant one. Other areas of discussion had included environmental challenges (floods), terrorism, youth and social engagement and inspection and enforcement.

Wrack said: "Our conference's strategy on broadening our role, including the discussions around EMR, is the best hope we have of turning things around.

"In relation to the EMR trials we can't ignore the independent research carried out by Hertfordshire University which highlights a number of concerns.

"The management of many services want to take part in trials without adequate safeguards being in place. This work has put firefighters at a serious risk of stress and assault. The report calls for





Firefighters and ambulance staff at an incident

best practice and national standards. We are also saying to conference that, if employers refuse to address concerns about health and safety, it is within our power to withdraw from this work until they are addressed."

PAY

EMR provided a case for improved pay, said Wrack. But some delegates believed the union should immediately withdraw from trials until an acceptable offer on pay was made by the employers.

London regional secretary Paul Embery believed that the union was in danger of over committing firefighters and that EMR seemed to be a one-way affair in employers' favour.

Cameron Matthews, brigade secretary for Cambridgeshire, told delegates of how a Tory MP had advised firefighters to do the work and then submit a pay claim. Matthews continued: "If you ask a social worker to do a doctor's work, no-one would say: 'It's OK. It's a brand of the same work.' Why should it be any different for firefighters doing EMR?"

Other delegates spoke of how they had no access to hepatitis B inoculations, while members in other regions were getting these important jabs automatically.

Lee Belsten, brigade secretary for Surrey, who supported the EC resolution, told delegates how EMR calls had justified a wholtime station staying open, as 60% of call outs were EMR cardiac arrest cases.

"EMR could save fire stations, jobs and appliances, but most importantly, it can save lives," he argued.

The motion to continue the EMR trials while the union negotiates with employers on the safety issues as well as on pay was carried, with 22,811 in favour, 12,937 against.

Data collection to evaluate the

**IF LOCAL EMPLOYERS
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effectiveness of EMR has been problematic. But it is known that firefighters have attended more than 30,000 co-responding incidents during the trial period, including 4,000 cardiac arrests.

Firefighters were first on the scene in two-thirds of all cases and were deemed in terms of capability to be "best in class", and to have worked to a "very high standard" compared to other international EMR operations.

HIGH STANDARDS

This comes as no surprise to the FBU. We know that our members are professionals with very high standards. What the employers and the government now need to do is to pay firefighters properly for this additional, lifesaving, work and to ensure that they are adequately trained, equipped and safe.

The FBU has commissioned research on the value of the work of firefighters. This is expected soon and will provide the background to discussions with the employers. The next few weeks will be crucial to these discussions.

AUSTERITY 1920s STYLE

Attacks on workers' pay after the First World War saw the Firemen's Trade Union (FTU) going to court to stop a 20% cut, says **Helen Hague**



In the aftermath of the First World War trade unions were deeply woven into national life. Wartime strikes had won pay rises and the government had even forced munitions employers to recognise unions. And now firefighters had their own distinct trade union.

At least, those in London did. The Firemen's Trade Union (FTU) represented the vast bulk of firemen working for the London Fire Brigade.

But outside London, firemen – and they were just men back then – belonged to a range of unions, representing corporation and municipal workers and more.

The FTU then was largely made up of firemen who had moved en bloc from the broad-based National Union of Corporation Workers, led there by Jim Bradley, a former NUCW branch secretary.

Bradley – socialist, activist and now assistant general secretary of the FTU, would take over as general secretary – a job he had effectively been doing from the start – in 1922. The union was renamed the Fire Brigades Union in 1930.

The FTU had provided welfare for a couple of hundred or more private firemen – part of the hotch potch of fire provision at that time. Professional brigades and police fire

brigades predominated – but insurance companies and other private employers were also in the mix.

Bradley was an effective, plain-speaking workers' champion. The evidence he gave to the Middlebrook inquiry in 1920 is worth dwelling on.

Bradley and London firefighters were among those calling for a government inquiry into firefighters' pay and conditions outside the capital.

1,000 MEMBERS

London firefighters had secured their own, if rather bizarre, negotiating machinery with the London County Council. The FTU now had 1,000 members in 35 brigades, mostly clustered around London.

At the inquiry, Bradley spelled out union policy. Men in brigades outside London should have the same rates of pay and working conditions as those inside, and therefore better pensions. "The risks that he runs to health are much greater than ... other municipal servants."

The union was keen to represent all firefighters, but faced major constraints beyond the capital. The 1919 Police Act banned police even from joining a union, let alone striking. "Fire bobbies" – members of police fire brigades – could not join the FTU.

This suited local authorities hostile to the very idea of firemen in unions.



William Middlebrook – his report read like a checklist for a new fire union



Those keen to economise in austere times could merge fire and police services. Save costs and shut out unions – a post-war austerity double whammy. Manchester City Council did just that in 1920 – just as 100 men had joined the Workers' Union (a large general union of the day), demanding an eight-hour day. They didn't get it.

Bradley's appearances before Sir William Middlebrook give many tantalising glimpses of life on station.

The last fire brigade horses to be used in London, in 1921, were "brigade greys" Nora and Lucy, stationed at Kensington.

Motorised vehicles had been gradually replacing horse-drawn wagons. Bradley told the inquiry this was not always welcomed by men living and working on stations. With so little freedom, slipping out for a swift pint when things were quiet on watch was a valued privilege. In the two minutes it took to harness the horses, a colleague could nip out and fetch a fellow firefighter back from the pub.



November 1921, Kensington fire station: London Fire Brigade says farewell to Nora and Lucy – the last horses used to fight fires in the capital, together with their fire engine

REPLACEMENT OF CONTINUOUS DUTY BY THE TWO-PLATOON SYSTEM PROVIDED 800 JOBS

Motorised wagons were putting a brake on pub visits.

When Middlebrook reported in May 1920, he made a case for parity with police pay. Firemen, he concluded, “should be treated more or less equal with the police and more generously than other municipal employees”, as their work was “of a more arduous nature”.

Raising pay and standardising working conditions would help brigades “attract as well as retain a good type of man”.

The recommendations read like a draft checklist for a new fire union keen to spread its reach: free quarters or an allowance in lieu, free uniforms, pensions more in line with police, full sick pay for at least three months.

Middlebrook’s backing for compulsory retirement at 55 will resonate with many

firefighters today. The recommendations were not, however, legally binding. There were many gains – but local authorities could pick and choose.

Post-war austerity was beginning to bite deep. In 1921 London firemen had their wages cut by 2.5 per cent for 12 months. London County Council wanted to slash pay by 5 per cent, but agreed to halve that to preserve pay parity with police.

20% PAY CUT DEMAND

The LCC came back with a vengeance two years later and demanded a 20 per cent cut. The FTU did not meekly accept that selective belt-tightening was necessary. After all, the police were not being asked to take a similar hit.

The union took its case to an industrial

court – and won. It was deemed far too soon to break with police pay parity. But it was harder to fight similar cuts imposed outside London.

Under Bradley the FTU notched up early successes, while the positive checklist from the Middlebrook inquiry gave morale boosting gains and, in London, brought an end to tied housing or living on the station.

The union would not be taking in huge numbers of new recruits anytime soon – although the replacement of continuous duty in London by the two-platoon system would provide 800 jobs for demobbed soldiers.

The real challenge in the immediate post-war years was to consolidate early gains, build strength in London and to carry on representing rank and file firefighters.

It would take another world war for the union to boost membership significantly and to become a key player in shaping the future of the fire service.

STRONG ROOTS, STR

ROOT – the retired and out of trade section of the FBU – is home to around 6,500 former firefighters and control operators. These are members who have either left or retired from the fire service but who want keep their union membership.

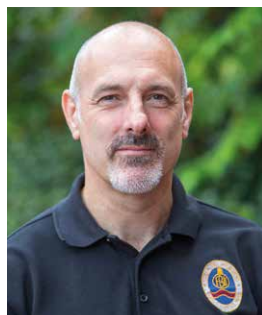
Keith Handscomb, the former executive council member for the Eastern region, is one of them. He signed up after retiring in 2015. “I was very apprehensive about leaving the fire service,” he says.

“It is life-changing to go from being in the service and union that you love – that you’ve lived and breathed for 30 years – to then suddenly be without it. Taking up a ROOT membership made my transition to life outside the service a lot easier.”

IN A FAMILY

Essex firefighter Jim Dines agrees – leaving the service can be unnerving. Dines, who suffers from PTSD, says that being a member of the FBU is like “being in a family”, and believes it would be jolting for a member if they suddenly had that link to the service cut off. For both Keith and Jim, staying in touch with the union was a lifeline.

But it’s not just the



Keith Handscomb, ROOT member and former EC member for Eastern region

social side. ROOT membership ensures that you can still receive the full range of legal services that keep you protected – which can come in handy at the unlikely of times.

PENSIONS

In 2007 the London Fire Brigade froze the pensions of three firefighters who had retired on medical grounds. The “London 3”, as they became known, were told it was a mistake for them to have been retired on medical grounds in the first place because they could perform other, non-operational duties of a firefighter.

The catch? There were no redeployment opportunities within the service.

All this began more than 18 months after the three retired. Had the London 3 not enjoyed legal cover from the union through their out of trade membership, they would have had to fork out

hundreds of thousands of pounds in legal fees to challenge the brigade.

“We brought this action to the Admin Court and then to the Court of Appeal against two respondents, the Department for Communities and Local Government and the London Fire and Emergency Planning Authority. They both fought it tooth and nail with very experienced and expensive counsel, including QCs,” says Gerard Stilliard from Thompsons Solicitors who represented the three members.

“If they had not had FBU support and had gone to private solicitors, they would first have had an uphill struggle to convince those solicitors to take the case on and then would have faced legal bills along the way

WHAT ROOT GIVES YOU

- Advice and assistance from FBU officials on matters relating to your former employment
- Financial planning advice from Lighthouse Financial Advice
- Free/discounted legal services for both you and your family from our dedicated team at Thompsons Solicitors
- Access to the FBU Lifelong Learning Project for you and your family
- Home, travel, car and pet insurance from UIA
- Access to a wide range of other benefits negotiated by the FBU including a health cash plan from BHSF, up to 30% off new cars and UnionRewards for online shopping
- Every issue of *Firefighter* magazine sent to you at home

For more information, visit www.fbu.org.uk/root

Support from FBU members for Ashley Brown when he was dismissed by Hertfordshire Fire and Rescue Service



which would almost certainly have been into six figures.”

For operational firefighters the FBU’s legal cover, in the form of workplace injury and employment law representation, makes sure members are protected while they go about their work.

ROOT membership offers a tailored version of legal cover for issues more likely to affect retired members.

So if you’re planning to move home or downsize, want advice on neighbourhood disputes or are looking for a great insurance deal, then ROOT is the package for you.

But, more than anything, it’s about staying connected to the union. As ROOT member Olly Holford says: “No one really ‘leaves’ the fire service.”

LONG UNION

William Murphy finds out how the FBU's retired and out of trade section is going from strength to strength



END OF THE
ROAD WITHOUT
THE FBU

When Hertfordshire firefighter Ashley Brown was dismissed by his employer, the FBU supported him throughout. Now, in his own words, ROOT member Ashley explains how his membership meant the union had his back ... even after he left the service.

“After leaving the fire service in 2014, I was diagnosed with grade four osteoarthritis. Surgeons said that I was in need of total knee replacements and an ankle fusion. When I explained my diagnosis to then Eastern regional secretary

(now EC member) Jamie Wyatt, the FBU jumped straight back into action – this time to secure me an ill-health pension.

We established that as a deferred member of the old pension scheme, having paid over 25 years' worth of contributions, and with medical evidence that I was no longer able to fulfil my role as an operational firefighters, I had a valid claim to receive a pension under the rules of the old scheme.

Alongside retired FBU official Joe MacVeigh, Jamie put all the medical and procedural evidence to Hertfordshire Fire and Rescue Service.

However, they refused my application for the release of the pension.

This would have been the end of the road had it not been for the invaluable expertise and incredible hard work put in by the FBU.

We appealed against the decision and took the case to the Fire and Rescue Service Medical Appeal Board in London.

Jamie and Joe put together my case and attended the hearing. I was put through a thorough medical examination and all the facts were laid out before the panel of experts.

The board also examined

the defence presented by Hertfordshire's deputy chief fire officer. The decision was unanimous. My pension has to be paid out in full. The FBU had won my case and guaranteed me my pension.

This has secured a brighter future for my family and me. The FBU undertake invaluable work for their members.

I'd hate to think where my family and I would be without their support.

I was always a proud and active FBU member.

Even now, having left the service, I know that the union will be there for me. ”

TRAINING AND EDUCATION

THE FBU'S UNIQUE FREE SERVICE

The Fire Brigades Union is unique in that it has its own union learning fund (ULF) which delivers free training and education directly to members on a whole range of subjects.

They range from improving practical everyday skills like maths and English to more abstract workshops on mindfulness, where members develop strategies to cope with stress.

This work is funded by the government to develop the skills base of the UK workforce as well as fostering a culture of lifelong learning.

FBU ULF project manager Mark Dunne (*right*) estimates that his team have delivered courses to more than 12,000 learners since its inception in 2003.

Even with huge government cutbacks since 2010, the ULF has always succeeded in its funding bids, partly because, Mark says, the FBU is so well organised that it can guarantee to the government that plenty of members will volunteer and participate. "Our advantage is that we enrol and deliver training to our members directly," says Mark.

"Working within a well-organised union means that we have instant access to members who want to learn new skills and to develop what they already have. Our success rate is huge – 95% of learners who sign up gain the qualifications they are after."

Mark says the skills members learn have been life changing. "These courses can help save jobs in the service, support promotion and develop transferable skills that can be used inside and outside the service. I think everyone should take advantage of what's on offer."

MENTAL HEALTH AWARENESS

Humberside control operator Gemma Bays is one of those who has. She is on a mental health awareness course that will help her better understand the condition and enable her to spot the early warning signs in others.

"A lot of the mental health support can be geared towards firefighters, while control operators can sometimes be forgotten," she says.

"The course I'm on will help me spot the early warning signs in people who might be in trouble; friends, family and



**MARK DUNNE:
COURSES
SAVED
MEMBERS
FROM
DISCIPLINARY
ACTION**



colleagues. I'm on a 42-hour work shift, I spend more time with my colleagues than I do with my own husband. I want to be able to help them if they find themselves in trouble."

Gemma does most of the studying for the distance learning course from home, dedicating two evenings a week to it. "It's a very manageable workload," she says.

FREE FOR FRIENDS AND FAMILY

Courses – still free of charge – are also open to the family and friends of FBU members. Leicestershire firefighter Pete Sherwin took part in an autism awareness course, as his four-year-old grandson Frankiel has the condition. Pete found it so useful that 10 members of his family have since enrolled.

Mark Dunne has been with the ULF for the best part of a decade. When pressed for his personal highlight, he points to the impact that dyslexia awareness courses have had on the service.

"Some firefighters have nearly lost their jobs because they struggled to understand some written instructions and guidance properly," he says.

"They had no idea they suffered from dyslexia, and this affected their processing and comprehension. We were able to put agreed plans in place to help. It's saved people from disciplinary action and helped others gain promotions."

■ For more information on the ULF visit: www.fbueducation.org



LEGAL BEAGLE

GOVERNMENT WANTS TO LET FAT CATS OFF THE HOOK



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

Doug Christie of Thompsons Solicitors explains the latest attack by government on ordinary people's right to justice – one that is of particular concern to FBU members

Unfortunately, as FBU members will be well aware, injuries do happen while at work.

That may be because fire authorities have failed to put in place and enforce proper systems at operational incidents or because health and safety is not sufficiently prioritised at the station.

Each year, Thompsons Solicitors help hundreds of FBU members who have sustained an injury which was not their fault.

Employees at present can, without having to pay their own legal fees, hold to account an employer found to be at fault for the employee's injuries

LEGAL SUPPORT

But the government is looking to change this.

Currently, people injured in workplace accidents can claim back the cost of their legal support if the damages they get for pain and suffering are above £1,000.

If these damages are less than £1,000, the claim falls below the "small claims limit" and victims either have to fight the case on their own, in their own time, against well-funded insurers, or pay for a lawyer out of money received for their injuries and losses.

The government has published plans to increase the small claims limit to £2,000 for workplace injury claims and to £5,000 for road traffic accidents, which will stop thousands from accessing free or affordable legal representation.

There is no evidence to justify these shocking proposals.

The government's own statistics show the number of work injury cases has dropped by 12% over the last 10 years.

And there is no suggestion that fraud – the unsupported suggestion being used to attack claims by people injured in road traffic accidents – is a problem in workplace accidents.

Given the amount of time that many FBU members spend on the roads while on duty, the government's dual attack on RTC and workplace injuries will be of serious concern.

This is a craven capitulation to the insurance industry and the government's move suggests it is prepared to go further still for its friends by holding out the prospect of applying the £5k limit to all personal injury claims in the future.

UNDERMINED

If the government's Bill gets through in its current form, more than one million people each year would be left on their own and trade union legal services would be undermined.

Injured people cannot be expected to fight a legal battle with a well-funded insurer on their own.

The government's talk of a "compensation culture" and a "fraud pandemic" in whiplash injuries on the roads is a fig leaf to distract people from the government's true intention – to attack access to justice for all people with injuries, not just those received on the roads.

The government's proposals can still be stopped. Help us to defeat them.

■ Put pressure on the government to think again by writing to your MP – there is a draft letter at www.feedingfatcats.co.uk

■ Follow @FeedingFatCats on Twitter and support our campaign.



SATOSHI KAMBAYASHI

FIRST MAN TO ROW THE BLACK SEA – ON BORROWED TIME

For a man who can't remember his watch, Berkshire firefighter Scott Butler recalls a lot of special 'moments' – he spoke to **Lynne Wallis**

Firefighter Scott Butler, who works on white watch at Wokingham, Berkshire, relishes new experiences so much he set himself a challenge to do something new every single day for a year.

He permed his hair, rode a camel, fired a gun (at a gun range), tried food he had never previously tasted and has even done “extreme ironing” (for a definition of this go to bit.ly/ex-iron) among many others.

Then, 21 days short of the end of the challenge, he crashed his speedway motorbike. “You can never predict how things will turn out,” says the 35 year old.

But the crash did not stop him from carving out a really big adventure. He

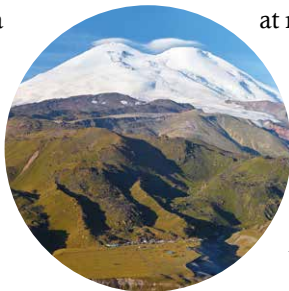
cycled across Europe to Bulgaria, rowed across the Black Sea and then climbed the highest peak in Europe, Russia's Mount Elbrus (*inset, below*).

“I saved up all my time off to make this epic adventure,” says Scott, who cycled for 18 days, rowed for 29 days and climbed for another 10.

He set up splitlipadventures.com to promote the event. It worked. He raised more than £5k for charitable causes including the Fire Fighters Charity.

Scott, who is the first person ever to row the width of the Black Sea, admitted he sometimes “fell asleep at the oars” due to fatigue.

He recalls: “It's hard at night because you can't time your oars with the waves in the dark, so I rowed for 16 hour shifts with 15 minute breaks and slept at night.



“I would finish for the day and have a cigar, then look up at the clear skies. In the morning the dolphins would be swimming around while I had breakfast. It was incredible.”

The weather on the Black Sea can change in the blink of an eye. “I'd be admiring the view, and then a vast wall of black rain and cloud would be coming straight at me,” says Scott.

“The sea looked like it was covered in

snow, it was raining so hard. It could tip it down for 14 hours straight.”

Scott rowed an astounding 1,032 miles, not including an additional 45 miles he spent going in the wrong direction due to bad weather.

The intrepid Scott forgot to pack one critical piece of kit while preparing for his trip – his watch.

Scott's friend firefighter Billy Taylor was there to see him off, and having himself completed many acts of derring-do for charity, Billy was sporting the rugged timepiece he had worn on his seafaring adventures.

EXTREME WEATHER

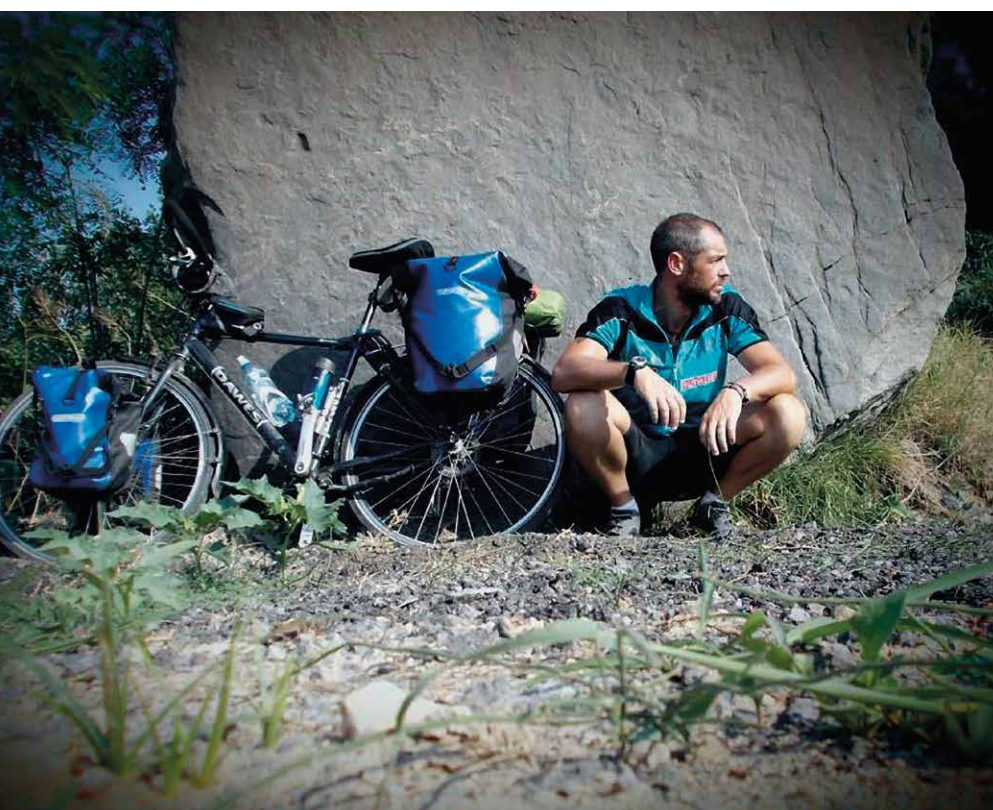
It had been donated by Elliot Watches, a specialist provider of watches that will endure all extreme weather conditions.

It was quickly handed over and survived another beating on Scott's journey, when it was frequently under water and bashed against the boat's oars.

Cycling through Eastern Europe towards Elbrus was hard, but with lots of “moments”.

Scott says: “The further east I went,





the more friendly people were. When you get to Bulgaria, its people appreciate you've come a long way.

"Little things made the trip, like the old lady who came out with fresh lemonade, inviting me to sit under her tree in the shade. People spot you have a broken wheel and come back to tell you.

BREATHTAKINGLY BEAUTIFUL

"It was also breathtakingly beautiful, with all the rivers, gorges and lush valleys. It took my mind off the fatigue – the cooking equipment and tent on my back weighed a lot."

On Sunday 24 July 2016, Scott made it to the summit of Elbrus, some 5,642 metres from the base camp.

He found the thin air a challenge and the climb down was hard on his knees, but it was worth it to get to the top of the highest peak in Europe.

Scott likes extremes of all kinds, including weather. His next trip is to run 159 miles across the Sahara, which he estimates will take him seven days. This time, hopefully, he won't forget to pack his watch.



ROOT members (l-r) Dave Limer (former EC member for East Midlands), Andy Hull and Olly Holford

FIRE BRIGADES UNION CENTENARY YEAR

1 October 2018 will mark 100 years since the founding of our trade union – a century of independent fire service trade unionism in the UK.

The Fire Brigades Union was built by firefighters – often in very difficult circumstances.

The history of our union is the history of those men and women on the frontline who have worked and campaigned to make local communities safe as well as to improve the

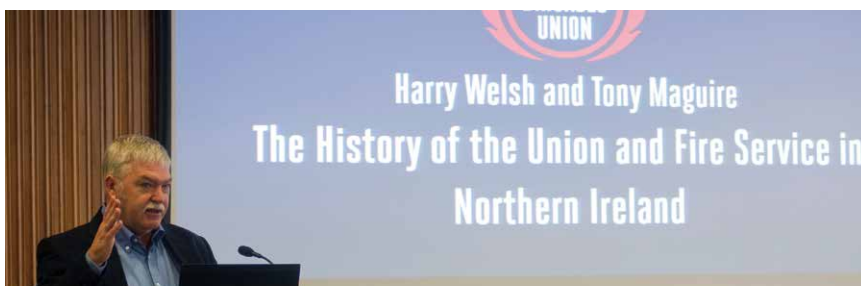
conditions for our profession.

We want to hear the voice of those on the frontline as part of developing our centenary project.

■ If you have material which might assist us please email centenary@fbu.org.uk

■ For more information please go to bit.ly/FBU-centenary

Thank you for your help and support.



Historian Harry Welsh of Queen's University Belfast speaking at a one-day seminar (above) to explore aspects of the FBU's history. Pictures: Stefano Cagnoni

FBU PHOTO COMPETITION 2017

This year's photo competition is still open for entries until 15 June 2017 with a first prize of £500 and two runners up prizes of £100.

We are looking for powerful, creative, intriguing and/or educational photographs which showcase

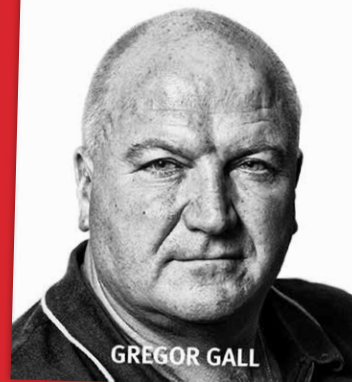
the huge range of work our members undertake. Please submit your photo, in a high resolution format, to firefighter@fbu.org.uk

■ For further information on official rules and how to enter please go to: www.fbu.org.uk/PhotoComp

BOB CROW

SOCIALIST, LEADER, FIGHTER

A POLITICAL BIOGRAPHY



GREGOR GALL

WIN A BOB CROW BIOGRAPHY

We have five copies of Bob Crow's biography to give away.

■ Answer this question:

What did Bob Crow name his Staffordshire bull terrier?

Send your answer to firefighter@fbu.org.uk with your name, address and membership number.

REX/SHUTTERSTOCK



TWEETS

Fire Brigades Union @fbunational · Mar 24
"It's a huge victory": Plans to move fire engine from Kingston to New Malden shelved amid protests



"It's a huge victory": Plans to move fire engine from Kingston to New ...
Plans to move a fire engine from Kingston to New Malden have been shelved amid protests the proposals could put lives in danger.
www.theguardian.co.uk

14 11

STATION CAT POLITICS, PIGS AND DONALD TRUMP

Full of
bright ideas
– Leicester-
shire's council
leader Nick
Rushton

LEICESTERSHIRE
COUNTY COUNCIL



FROM A DIFFERENT ERA ...

Councillor Nick Rushton, chair of Leicestershire Fire and Rescue Authority and Conservative leader of Leicestershire County Council, is full of bright ideas for how the fire service can save money.

How about selling off Loughborough's fire station so it can be redeveloped as a supermarket? Cllr Rushton told his colleagues: "Loughborough is a prime example of having a great location. One could certainly get a supermarket from it."

So which supermarket is after it? Well, actually, none at all, Cllr Rushton admitted to the *Leicester Mercury*, "but I am sure that they would. If Waitrose came along and took it off our hands we could use the money to build something new elsewhere."

The fire authority has already agreed to lease out the first floor of Leicester's busy Central fire station. The original idea was to close the whole station and sell it to Leicester University but, just in time, someone worked out that this would leave Leicester's 330,000 people without a fire station.

And what about the FRS headquarters? Much too good for the fire service, says Cllr Rushton. It was "over-specced and overpriced" and the FRS does not need "big posh offices".

He says: "It is something from a different era before the budget cuts. If you were considering it now, you would not build it. Ultimately, I would like to get rid of the building."

Sounds like a scorched earth policy.



TASS/GETTY IMAGES

WELL, SHE WAS SYMPATHETIC TO THE FBU

"I have to say I'm quite proud that Theresa May is prime minister of the UK," Labour MP Kate Hoey told the *Politics Programme* in February. "You have to recognise," went on Ms Hoey, "that sometimes the country comes first, and I think what she's doing is quite reasonable."

"That's not what your leader Jeremy Corbyn says," snapped the presenter. Maybe Corbyn holds the rather eccentric view that the country's interest would be better served by having a Labour government instead.

No wonder the old monster Brian Coleman, who in the end was too unpleasant and reactionary even for the Conservative Party, was delighted with Ms Hoey. He tweeted: "Kate Hoey is a great parliamentarian and a first class MP – even if she was sympathetic to the FBU".

OUT OF THE FIRE AND INTO ...

A video has surfaced on YouTube of Russian firefighters (*above*) carrying pigs and piglets from a blaze at a farm in the Siberian region of Tomsk. They managed to save most of the 200 creatures by carrying them, a few at a time and squealing loudly, and throwing them to each other along a trench dug in the deep snow. It's a heart-warming sight ... until you remember that the pigs are slated for slaughter anyway. Still take a look and listen – it's at youtu.be/cW0dqMt2JM8

MORE THAN ONE WAY TO MAKE A KILLING

Remember last year's speech from policing and fire minister Brandon Lewis – about how he was going to reform the fire service? You know, the one where he said he was going to be radical, and imaginative, and reforming, and things like that?

But do you remember who the sponsor of the event where he was speaking

was? Probably not. It was a company called KBR. KBR, Inc. (formerly Kellogg Brown & Root) is an American engineering, procurement, and construction company. It was formerly a subsidiary of Halliburton, which did well out of US government contracts in the wake of the Iraq war – and stands to make another killing as the government privatises anything in Britain's fire service which might turn a profit.

THE DEATH OF SATIRE IS ANNOUNCED ... AGAIN

Please stop sending me Donald Trump jokes.

Donald Trump is no use at all to a humorous column like this one. Whenever you think you've made him look ridiculous, he does something that is far more ridiculous than you could have imagined.

Your Cat feels like the great sixties satirical songwriter Tom Lehrer. Lehrer is still alive, but he hasn't written a song since the day they gave Henry Kissinger the Nobel Peace Prize. Satire couldn't compete with that, he said.



25-YEAR BADGES



Eamon McGrath (r), Omagh, Northern Ireland, receives his 25-year badge from regional secretary Stephen Boyd



John Davidson (l), Lisburn, Northern Ireland, receives his 25-year badge from brigade organiser Dermot McPoland



Mike Brown (r), HQ Northern Ireland, receives his 25-year badge from regional secretary Stephen Boyd



Paul McGrath (r), Omagh, Northern Ireland, receives his 25-year badge from regional secretary Stephen Boyd



John Bannon (r), brigade training centre, Northern Ireland, receives his 25-year badge from brigade organiser Dermot McPoland



Keith Tucker (l), and Kelvin James (r), Bridgwater, Devon & Somerset, receive their 25-year badges from retained rep Dave Lock



Lewis Povey (l), white watch, Stroud, Gloucestershire, receives his 25-year badge from brigade organiser Rosie Tully with colleagues looking on



Fergus Gatt (r), North Anderson Drive, Aberdeen, receives his 25-year badge from district chair Gary Lennie



Gary Chalmers (r), Central, Aberdeen, receives his 25-year badge from North area organiser Leon Murray



Ian Bartlett (r), Central, Aberdeen, receives his 25-year badge from North area organiser Leon Murray



Norman Craig (r), Central, Aberdeen, receives his 25-year badge from North area organiser Leon Murray



Nigel Williams (l), South Wales, receives his 25-year badge from officers' rep Ian Buckley



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



Matt Guerin (l), South Wales, receives his 25-year badge from officers' rep Ian Buckley



Neil Dempster (l), Central, Aberdeen, receives his 25-year badge from North area organiser Leon Murray



Debbie Robinson (l), HQ, Lincolnshire, receives her 25-year badge from brigade vice-chair Garry Speed



Louise Montgomery (l), ops support, Lincolnshire, receives her 25-year badge from brigade vice-chair Garry Speed



Stephen (Eddie) Wareing (r), green watch, Preston, Lancashire, receives his 25-year badge from brigade secretary Ian McGill



Tom Ashworth (r), red watch, Blackpool, Lancashire, receives his 25-year badge from brigade secretary Ian McGill



Lloyd Crawford (r), southern area command, Northern Ireland, receives his 25-year badge from regional treasurer David Nichol



Stevie McDowell (r), HQ, Northern Ireland receives his 25-year badge from regional secretary Stephen Boyd



Victor Spence (l), southern area command, Northern Ireland, receives his 25-year badge from ONC rep John Denvir



John O'Hare (r), eastern area command, Northern Ireland, receives his 25-year badge from branch rep Alan Cunningham



Rodney Balmer (r), red watch, Lisburn, Northern Ireland, receives his 25-year badge from Lisburn branch rep Neil Robinson with colleagues (l-r) Davy Hughes, Brian Bird, Gordon Armstrong and Jeffrey Anderson



Mark Ramsey (r), Springfield, Northern Ireland, receives his 25-year badge from branch rep Davy McCrea with colleagues looking on



Nigel Crabtree (l), South Kirkby, West Yorkshire, receives his 25-year badge from Allan Senior with colleagues looking on



Simon Pyne (r), red watch, Hainault, London, receives his 25-year badge from North East area secretary Tim Roedel



Martin Brooker (r), red watch, Sutton, London, receives his 25-year badge from South West area secretary Dave Young



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



Derek Milne (r), training centre, West Yorkshire, receives his 25-year badge from brigade secretary Dave Williams



Steve Field (r), group 2, Westlea, Dorset & Wiltshire, receives his 25-year badge from brigade organiser Andy Thompson with colleagues (l-r) Dave Slawinski, Mike Wainwright, Jack Nicholson, Tim Elliott and Dan Burton



Royce Atkinson (l), green watch, Grantham, Lincolnshire, receives his 25-year badge from brigade secretary Ben Selby with colleagues looking on



Simon Cartwright (l), Lincoln South, receives his 25-year badge from brigade vice-chair Garry Speed with colleagues looking on



Eric Bellew (l), South Wales, receives his 25-year badge from officers' rep Ian Buckley



From left: **Kev Shaw, Jason Priestley, Dave Phillips, Andy Walker, Chris Roast, Phil Johnson, Paul Mathews, Kev Moores, Steve Allen, Jason Hollamby, Doug O'Nions**, Bedfordshire, receive their 25-year badges from **Kev Moores** at his retirement function



Lee Rodgers (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe

25-YEAR BADGES



Bruce Milne (l), Central, Aberdeen, receives his 25-year badge from North area organiser Leon Murray



Nicola Barlow (r), Stanground, Peterborough, Cambridgeshire, receives her 25-year badge from branch chair Richie Boston



Tim Pedrick (l), South Wales, receives his 25-year badge from officers' rep Ian Buckley.



Pete Thomson (l), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Brigade organiser **Mick Smith** (r), green watch, Grantham, Lincolnshire, receives his 25-year badge from brigade secretary Ben Selby with colleagues looking on



Bob Foster (l), and John McMillan (r), Birtley, Tyne and Wear, receive their 25-year badges from brigade secretary Russ King



Mark Mears (l), South Kirkby, West Yorkshire, receives his 25-year badge from Allan Senior with colleagues looking on



Geraldine Gorton (r), blue watch, Wakefield, West Yorkshire, receives her 25-year badge from brigade secretary Dave Williams with watch colleagues



Jason Aspinall (l), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Craig Etherington (r), white watch, Burnley, Lancashire, receives his 25-year badge from branch secretary John Rivett with watch colleagues



Andy Bayley (r), Merseyside, receives his 25-year badge from executive council member Les Skarratts



Andy Darnell (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Andy Lennon (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Brian Patterson (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Mick Hawke (r), white watch, Burnley, Lancashire, receives his 25-year badge from branch secretary John Rivett with watch members



Ian Stewart (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Phil Cooke (l), red watch, Kingston, London, receives his 25-year badge from South West area secretary Dave Young with watch members



Phil Phillips (l), blue watch, Gloucester North, receives his 25-year badge from brigade organiser Rosie Tully



Maurice Rafferty (r), HQ, Northern Ireland, receives his 25-year badge from regional secretary Stephen Boyd



Willie Weir (l), southern area command, Northern Ireland, receives his 25-year badge from ONC rep John Denvir



Gloucestershire H&S rep Keith Watkins, blue watch, Gloucester North (now retired), receives his 25-year badge with watch colleagues.



Control staff (l-r), **Liz Brown**, **Liz Lawrence** and **Marion McClean**, receive their 25-year badges from NRC chair Lynda Rowan-O'Neill (centre left),



Daniel Hughes (l), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



John Burchill (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Keith Watson (r), Merseyside, receives his 25-year badge from brigade secretary Mark Rowe



Dan Barrett (l), red watch, Kingston, London, receives his 25-year badge from South West area secretary Dave Young with watch members



Dave Hornby (r), Morecambe, Lancashire, receives his 25-year badge from branch rep Martin Sears with Steve Brown looking on

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.

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Change of address or next of kin

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

FBU FREEPHONE LEGAL ADVICE LINE

0800 100 6061

England, Wales and N Ireland

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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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