



FINAL AGENDA

**Fire Brigades Union
96th Conference, Blackpool
20, 21, 22 and 23 May 2025**



FINAL AGENDA

FIRE BRIGADES UNION

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

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

PAY AND CONDITIONS

1. CORONATION/JUBILEE MEDALS FOR CONTROL

Conference notes the Kings Coronation medal, and previous Jubilee medals, are issued to *'serving frontline members of the emergency services, dealing with emergencies as part of their conditions of service, that have completed five full calendar years of service'*.

Conference is aware that some Fire and Rescue Services (FRSs) around the country consider their control room as frontline emergency service responders and have successfully requested medals on their behalf, others believe the Home Office criteria does not apply to control room officers and do not apply for medals.

Control room personnel around the country are the first point of contact for members of the public experiencing an emergency, they assess, reassure and coordinate the response, managing the incident until the arrival of crews. They deal with harrowing calls and incidents and face the same scrutiny as responding firefighters and officers in enquiries. The Grenfell Tower Inquiry Phase 2 Report (Volume 5, Chapter 78.3) specifically acknowledges that control room officers providing fire survival guidance *'become a first responder, giving critical advice to someone facing a life-threatening situation'*.

Conference believes all control room officers, regardless of their location, should be eligible to receive such medals.

Conference instructs the Executive Council to support efforts to recognise eligibility for control staff by;

- contact all FRSs requesting their support to ensure all control room officers are considered and classified as frontline/first responder
- contact Government to request their eligibility criteria specifically includes control room operators
- create template letters that can be sent to MPs requesting their support to get the criteria changed from members
- contact trade unions for police & ambulance and request their support/coordinated action on the above points.

LONDON

AMENDMENT 1

5th paragraph, **delete** 4th bullet point.

SCOTLAND

AMENDMENT 2

Delete bullet points, **replace with**

- contacting all FRSs requesting their support to ensure all control room officers are considered and classified as frontline/first responder
- contacting the Government to request their eligibility criteria specifically includes control room operators
- creating template letters that can be sent to MPs requesting their support to get the criteria changed from members
- contacting trade unions for Police & Ambulance and request their support/ coordinated action on the above points.

HEREFORD & WORCESTER

2. TAX THRESHOLDS

Conference notes the importance of annual pay discussions and the recent increases in pay secured, in order to keep members' wages in line with inflation and the general rising costs of day to day living.

Conference believes that there is a forgotten element linked to pay of firefighters and other lower paid workers, which is income tax and the higher rate of 40%.

This tax bracket has remained relatively similar for a considerable time and was originally set as an amount that should only affect those with higher paid incomes. Due to the threshold not increasing significantly in line with pay awards lower paid workers including firefighters, firefighters control and other fire and rescue service staff are now affected and it is not difficult to be pushed into the higher rate tax threshold.

Conference instructs the Executive Council to lobby the Labour Government for an increase in the 40% tax threshold and place more emphasis on higher earners who can afford to pay more.

This lobbying should be done in conjunction with other unions where possible.

LONDON

3. REASONABLE ADJUSTMENTS FOR DISABLED AND NEURODIVERGENT

Conference believes that UK Fire and Rescue Services must invest more into workplace inclusion and reasonable adjustments for disabled and neurodivergent people.

Members currently face a postcode lottery for access to reasonable adjustments. While a member in one service is paid to provide qualified coaching to neurodivergent members, in the service next door a member may be refused, because of cost, the provision of simple reading software that is commonplace in many industries.

Reasonable adjustments are not the price of employing disabled and neurodivergent people. They are common sense and moral investments in wellbeing and productivity.

Conference instructs the Executive Council to seek agreement through the National Joint Council that fire service employers commit to appropriate and consistent budgeting for accessibility and reasonable adjustment provisions.

AVON

4. PATERNITY PAY AND LEAVE

Conference applauds the work of Fire Brigades Union members and officials in the 'Fight for 52' campaign and notes that while the campaign is still ongoing, it has already had success in contributing to the recent increase in the minimum Grey Book maternity provisions.

Conference agrees that minimum arrangements for paternity leave should also be improved for firefighters. Having six weeks leave on full pay would give non-birthing partners the opportunity to provide support and create the natural strong bond between parent and child during the early stages of a child's life, without a detrimental financial impact.

Conference instructs the Executive Council to commence negotiations with the National Joint Council employers side with the intention of achieving six weeks of paternity leave at full pay, for all Grey Book non-birthing parents, after their child is born.

SCOTLAND

5. TIME OFF IN LIEU FOR RETAINED DUTY SYSTEM (RDS) STAFF

Conference recognises that full time firefighters can elect to take 'Time Off in Lieu' as compensation for time spent at work which is over and above their contractual time.

Conference is concerned that the majority of our part time RDS members are not afforded the same option in relation to the additional time they spend giving cover, 'On Call'.

Conference believes that as the majority of Fire and Rescue Services are not recruiting sufficient numbers of RDS firefighters and are relying heavily on RDS employees giving additional 'Goodwill Hours', this situation seems unfair and may possibly breach the Part Time Workers legislation.

Conference instructs the Executive Council (EC) to establish, through legal channels, whether our RDS members are being treated less favourably, and, if this transpires to be the case, then the EC are to use all means available to them to ensure that our RDS members are given the entitlement to 'Time Off in Lieu' or that they are paid the additional hourly Retaining Fee rate as suitable compensation for each additional hour of cover provided.

NATIONAL RETAINED COMMITTEE

6. RETAINED PAY NEGOTIATIONS

Conference notes that as a result of the work conducted by the National Joint Council (NJC) Retained Duty System (RDS) pay and reward working group that the 2024 pay offer included changes to how the RDS retainer was to be calculated, by amending the Grey Book and creating pay bands based on the hours of availability a firefighter committed to give each week.

Conference also notes that the fire service employers stated in their pay offer, in relation to the amendment to the Grey Book;

"We note the challenges facing the existing model, and do not claim that this amendment will solve all those challenges. Nevertheless, we do consider it a useful and important step at this moment in time, with additional reward being available to RDS firefighters, and greater flexibility for services."

Conference agrees with the fire service employers that the changes to the retaining fee with a maximum band of 15% of a wholetime firefighters wage for 120 hours availability, do not solve all of the challenges in recompensing RDS firefighters for the commitment and service they provide to their communities.

Conference instructs the Executive Council to continue to negotiate, through the NJC, to review and increase the percentages within the above mentioned Grey Book pay bands.

NORTHERN IRELAND

7. SHIFT NEGOTIATIONS: OPENING THE DISCUSSION TO CONSIDER FLEXIBLE DUTY SHIFT SYSTEMS

Conference notes there are varied flexible duty shift systems adopted within UK Fire and Rescue Services (UKFRSs). Day Crewing Plus and 24hr shifts have been brought to Conference for consideration previously and are still left unresolved.

Conference recognises the benefits that flexibility provides for our members who volunteer to work them.

Conference also recognises the barriers that brigade officials must navigate with a lack of discussion and consistency regarding terms and conditions.

Conference believes the benefits that our members have experienced are;

- a greater work life balance, as extended periods of time can be spent away from work
- the ability to pick work patterns that suit the member, with the ability to self-roster around family commitments
- a reduction in commuting times and costs
- financial security with additional payment/benefits of a shift workers allowance
- pension security with allowances being pensionable
- a reduction in carbon footprint creating a positive impact on the environment.

Conference believes the issues facing members who have been denied flexible opportunities are;

- the stress of long commutes to work and increased fuel costs
- members stay on station between shifts, in the absence of flexibility, where the employers allow
- time spent within the work building is unpaid and unsupported with a lack of welfare arrangements.

Conference instructs the Executive Council (EC) to conduct a survey to identify the varied shift systems worked across UKFRSs to identify the differences in terms and conditions and to provide guidance to brigade officials. This guidance will support brigade officials to negotiate fair terms and conditions for those members who volunteer to work them.

Conference instructs the EC to produce the results of this survey along with guidance by Conference 2026.

LANCASHIRE

8. DRIVER PROTECTIONS

Conference is concerned at the lack of protection that is currently in place for our members who undertake driving as part of their role within the fire and rescue service, and all other emergency service employees across the UK.

Conference recognises that this is having an adverse effect upon the number of people actually undertaking emergency fire appliance response driving. This, in turn, has a negative impact on drivers, with those individuals burdened with driving more frequently thus further exacerbating the problem. This also deprives drivers of fulfilling other roles within the crew such as BA wearer or Entry Control Officer.

Emergency service drivers face additional added pressures, risks and additional responsibilities. If involved in an accident while on duty, there is a real financial risk to their personal and family vehicle insurance policies. There is also potential for disciplinary and legal action.

Conference is concerned at the reducing numbers of firefighters now undertaking emergency response driver training, due to this insurance protection issue.

Conference instructs the Executive Council to explore all avenues available to protect our members from personal financial detriment, to mitigate the risks to increased personal insurance premiums due to accidents while driving fire service vehicles on duty.

Conference instructs that appropriate added responsibility allowance and / or remuneration is considered as a way of alleviating this ongoing exponential problem.

SOUTH WALES

AMENDMENT 1

1st paragraph, 3rd line **delete** ‘, and all other emergency service employees across the UK’

SCOTLAND

AMENDMENT 2

5th paragraph, 4th line after ‘duty.’ **insert** new sentence ‘If the current laws prevent or present an obstruction to providing protection then the Executive Council should seek guidance from lawyers and/or politicians for changes to legislation.’

LONDON

AMENDMENT 3

6th paragraph, 1st line **delete** ‘responsibility allowance and / or’ **insert** ‘pensionable’

SCOTLAND

9. PROTECTION FOR EMERGENCY SERVICE DRIVING

Conference is concerned at the lack of protection that is currently in place for our members who undertake driving as part of their role within the fire and rescue service and, all other emergency service employees across the UK.

Emergency Service Drivers face additional added pressures, risks and additional responsibilities. If involved in an accident while on duty, there is a real financial risk to their personal and family vehicle insurance policies. There is also potential for disciplinary and legal action.

Conference is concerned at the reducing numbers of firefighters now undertaking emergency response driver training, due to this insurance protection issue.

Conference instructs the Executive Council to explore all avenues available to protect our members from personal financial detriment and to mitigate the risks to increased personal insurance premiums due to accidents while driving fire service vehicles on duty.

MID AND WEST WALES

AMENDMENT

1st paragraph, 3rd line **delete** 'and, all other emergency service employees across the UK'

SCOTLAND

10. BROADENING THE ROLE

Conference recognises that the Fire Brigades Union (FBU) entered into discussions on 'broadening the role' of firefighters in the UK for the correct reasons. The protection of firefighter's jobs, improving pay, improving equipment and the protection of the communities we serve were all part of this reasoning.

Conference believes we are now seeing that the role of a firefighter is being interpreted differently by some fire and rescue services in the UK.

Conference is aware that some FBU members are being utilised to carry out work outside of their agreed rolemaps.

Conference is also aware that in many circumstances this work is undertaken for no extra pay and in some cases without the relevant training and equipment.

Conference instructs the Executive Council to inform the employers side of the National Joint Council that if the 'broadening of the role' discussions cannot be concluded to the satisfaction of FBU members by the time of the 2026 pay deal being finalised, the FBU will step away from all talks on 'broadening of the role' and instruct members to cease any work which is deemed to be out of role.

MERSEYSIDE

11. NATIONALLY AGREED MINIMUM HOUSING ALLOWANCE FOR THE DAY CREWING SHIFT SYSTEM

Conference notes that fire services nationwide are reducing fire cover by shifting from traditional shift systems to the more cost-effective day crewing model. While this approach may lower operational costs, it demands twice the commitment from our members, requiring them to be continuously available for up to 96 hours to respond to emergencies. This heightened expectation means members must arrive at their stations within as little as four minutes, placing considerable strain on their family life and personal well-being.

Conference believes these demands also create significant financial challenges for members and their families. The requirement to live within a tight radius, sometimes as little as one mile from their home station severely limits housing options, often forcing members into areas where affordable homes are scarce.

Conference acknowledges that some fire and rescue services have taken steps to ease this burden by providing housing allowances, sometimes exceeding several hundred pounds per month, to help members afford to reside near their workplace. However, this practice is far from universal. Many services overlook the additional hardships their employees face and offer no support to offset rising living costs.

Conference instructs the Executive Council to address these disparities by pursuing pay parity across all services operating the day-crewing model by negotiating, through the National Joint Council, a nationally agreed minimum housing allowance for those working the day crewing shift system. This measure would support both current and future members, ensuring they can live affordably in the communities they serve while meeting the demands of their critical roles.

NORTH YORKSHIRE

12. INCLUDING ALL WHOLETIME DAY CREWED MEMBERS IN THE ON CALL PAY AWARD

Conference recognises the excellent work of the Executive Council (EC) in negotiating the first significant changes to the on call pay scale in years. These changes will greatly support the commitment of our on call brothers and sisters, both now and in the future, by easing the financial burden imposed by the ever rising cost of living.

Conference believes that these negotiations unintentionally excluded members who perform on call duties as part of their day crewing contracts. This has created a disparity equivalent to 2.5% of the basic rate of pay for comparable hours spent on call. Such an outcome contradicts the core values of the Fire Brigades Union, particularly fairness and equality, and undermines years of progress toward pay parity between wholetime and on call firefighters.

Conference understands that in some instances, services have taken steps to rectify this by including their day crewed employees in the pay awards. While commendable, this has deepened the pay disparity between services where more affluent services operating the day crewed model often provide additional support, such as housing allowances, which are far from universal.

Conference therefore demands the EC negotiate the inclusion of all wholetime day crewed members in the most recent pay award to ensure their duties under both systems are recognised going forward.

NORTH YORKSHIRE

13. ROLEMAPS

Conference is concerned that the momentum gained around the broadening of firefighter rolemaps has slowed due to unprecedented circumstances. Prior to the Covid pandemic members were already undertaking activities outside of their rolemaps. During the Covid pandemic this was exacerbated as members were put under pressure to collaborate with other partner agencies.

Conference understands that firefighters have been called to assist the police and ambulance service to undertake work outside of our agreed rolemaps, but on a voluntary basis. As a result, the lines are becoming increasingly blurred as to what is in our rolemaps. Members are seeing a rise in assistance calls, which are often not of an emergency nature. On too many occasions other agencies are not on scene at the time of our arrival, leaving firefighters exposed to deal with incidents which they are not adequately trained for and equipped to deal with.

Conference strongly believes that these types of incidents, along with many others currently being performed by firefighters without adequate remuneration across the country fall outside of the rolemap.

Conference instructs the Executive Council to reinvigorate the negotiations with fire and rescue service employers to seek a resolution in relation to pay for this out of role work and the broadening of the role, this is to start with additional remuneration for blue light drivers. If the employers respond in a negative manner, the Union shall ballot members to withdraw from all non-contractual and non National Joint Council rolemap work activity until a resolution is reached.

HERTFORDSHIRE

14. WATER RESCUE

Conference is aware of differing allowances and remuneration for undertaking module three and module four water rescue responsibilities at various fire and rescue services within the UK. For firefighters who undertake these same responsibilities, it is unfair that some are receiving a level of additional remuneration and others are not. This appears to acknowledge that this work is outside the role of a firefighter.

Conference is aware some firefighters are not receiving any form of additional remuneration for their additional skillset and those who are getting remuneration are receiving this at varying rates.

Conference instructs the Executive Council (EC) to discuss a strategy of approaching the employers' side of the National Joint Council with a view to agreeing a nationally recognised remuneration package for this work. It should be ensured that those in receipt of a form of remuneration do not suffer as a result of any national agreement reached.

Conference believes this work could also mean a conclusion to the issue of water rescue being in the rolemap of a firefighter or not. If it is concluded that it is not within the role of a firefighter and no national agreement can be reached Conference instructs the EC to determine a national strategy on the issue and begin its implementation at the most appropriate time before Conference 2026.

DERBYSHIRE

AMENDMENT

3rd paragraph, 3rd line after 'recognised' **insert** ' , fully pensionable,'

SCOTLAND

15. MENOPAUSE AND ATTENDANCE MANAGEMENT

Conference notes that many women in UK Fire and Rescue Services (UKFRSs) who are menopausal or perimenopausal experience symptoms that can require them to take time away from work through no fault of their own.

Conference understands that many UKFRSs operate sickness procedures or attendance management policies where certain triggers are met after an employee is absent from work due to sickness, for a certain period of time, or after a certain number of occasions.

Conference also understands if a woman takes sick leave due to the symptoms of menopause or perimenopause this can contribute to sickness triggers being met, meaning that women can experience sanctions or find themselves too afraid to take sick leave for fear of hitting the triggers. This can mean that they are at work when they are not feeling well enough to do their job to the best of their ability, potentially putting themselves and others at risk.

Conference instructs the Executive Council to lobby employers of all UKFRSs to remove the symptoms of menopause and perimenopause from their attendance management or sickness procedure triggers in order to make a fairer workplace.

Conference instructs that these negotiations begin immediately with a report back on progress by Conference 2026.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT

5th paragraph, **delete** 'immediately' **replace with** 'without delay,'

HEREFORD & WORCESTER

16. PREGNANCY AND MATERNITY RETURN TO WORK

Conference applauds the Fire Brigades Union (FBU) 'Fight for 52' campaign calling on fire and rescue services to implement 52 weeks full pay maternity leave. Since the launch of the campaign five fire and rescue services across the UK have implemented 52 weeks full pay for maternity leave, with many more still in negotiations.

Conference is aware that the 2024 pay agreement with the National Joint Council included a new minimum provision of 26 weeks full pay maternity leave for all UK fire and rescue services. In addition to pay, the way in which women are treated by employers whilst pregnant or on their return to work varies significantly across the UK.

Conference instructs that the Executive Council (EC), with input from the National Women's Committee, provide clear guidance to employers by updating and republishing the FBU 'Negotiating Maternity, Paternity and Adoption Rights' guidance. This is to include a fitness strategy designed specifically for pregnant employees and returning to work mothers.

Conference instructs the EC that the FBU document 'Negotiating Maternity, Paternity and Adoption' is reviewed immediately and for it to be republished by Conference 2026.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 1

3rd paragraph, 5th line **delete** full stop **insert** 'and maintaining our demands for 52 weeks maternity leave on full pay and all other policies agreed by Conference concerning family leave i.e. maternity, paternity, adoption, stillbirth and miscarriage agreed at this or previous Conferences. In addition, the document must be considered a living document and be reviewed at least annually to reflect future Conference policies and/or legislative improvements.'

LONDON

AMENDMENT 2

4th Paragraph **delete** 'immediately' **replace with** 'without delay'

HEREFORD & WORCESTER

17. DEFINING THE ACTIVITIES WITHIN THE ROLEMAP

Conference notes the ongoing discussions around the broadening of the role of a firefighter which have been going on for many years.

Conference believes that in order for the Fire Brigades Union to successfully enter into discussions, negotiation or consultation around any extra workstreams, that we need to outline exactly what we are currently paid, trained and expected to do and that this comes in the form of a rolemap.

Conference instructs the Executive Council to define the activities covered in the rolemap of a firefighter, and report back before Conference 2026.

CAMBRIDGESHIRE

18. ROLEMAPS AND CONTRACTUAL OBLIGATIONS

Conference is concerned that despite the current rolemaps having existed for 20 years there is still a level of uncertainty and debate surrounding them. All members should have a very clear idea of what is contractually required of them regarding the rolemaps.

Conference is aware that the duties of Fire Brigades Union members have been looked at in great detail yet there is no clarity given as to what duties are considered voluntary or non-contractual.

Conference therefore demands that the Executive Council enter into discussions at the National Joint Council regarding rolemaps as part of the ongoing working groups to clearly define the contractual obligations. A result of these discussions will be to provide clarity to all members regarding the rolemaps. This document will be an invaluable resource and help determine what duties are simply voluntary and can therefore be refused, and what duties must be carried out.

HEREFORD AND WORCESTER

AMENDMENT

3rd paragraph, **delete** sentence 2 and **delete** sentence 3, **replace with** 'The outcome of these discussions will provide clarity for all members as to what falls within the rolemaps. The Executive Council should then issue instruction to all members to cease work outside the rolemaps, unless that work has been agreed through the National Joint Council.'

MERSEYSIDE

19. EQUAL PAY DAY CREWING DUTY SYSTEM

Conference commends the recent work to increase pay for the Retained Duty System, however members working the Day Crewing Duty System who undertake retained duties have been ignored.

Conference is aware that from 1 January 2025, the retainer for working 31 hours per week, up to and including 60 hours per week is 7.5%. Members working the Day Crewing Duty System receive 5% retainer but should have been included in the pay uplift to 7.5% as they work the hours required.

Conference demands that the Executive Council urgently undertake negotiations with the employers side of the National Joint Council to ensure equality for members working the Day Crewing Duty System. A backdated payment of 7.5% retainer from 1 January 2025 would provide fairness for all members.

DORSET & WILTSHIRE

20. ADOPTION LEAVE PROVISION AND PAY

Conference notes that there is currently a disparity between adoption leave and maternity leave, with adoption leave pay covering 39 weeks of the 52 week entitlement at 90% of an individual's average weekly earnings for the first 6 weeks and £184.03 or 90% of an individual's average weekly earnings (whichever is lower) for the remaining 33 weeks.

Conference believes that the barriers that these financial disparities between maternity and adoption leave pose for both couples and individuals looking to start a family through adoption, means that for some adoption is not a viable option.

Conference is aware that in 2024 the rate of adoption for same sex couples was 20% of the total number of adopted children in the UK. For those individuals and couples where the traditional means of starting a family are not practicable, this disproportionately disadvantages them.

Conference instructs the Executive Council to explore the possibility of bringing adoption leave provisions and pay in line with maternity provisions and pay as set out within the Grey Book and report back to Conference 2026.

NORTHUMBERLAND

AMENDMENT

4th paragraph, 2nd line before 'maternity' **insert** 'current'

SCOTLAND

21. RETAINED ANNUAL LEAVE

Conference notes that the Grey Book provision for retained annual leave is less than the legislated statutory annual leave entitlement for part time workers.

Conference understands the statutory entitlement is currently 5.6 weeks as a minimum following government guidance introduced in 2009.

Conference believes that retained members have a right to more leave than current Grey Book provision and instructs the Executive Council to negotiate through the National Joint Council implementation of the maximum level of annual leave available for retained staff.

OXFORDSHIRE

22. FITNESS TRAINING FACILITIES PROVISION FOR RETAINED DUTY SYSTEM (RDS) EMPLOYEES

Conference notes the Grey Book Part B – Occupational health, General Principles, paragraph 1, states;

“Authorities are encouraged to provide facilities to enable employees to maintain and/or improve their levels of fitness as part of an overall health and fitness culture.”

Conference understands that wholetime and Retained Duty System (RDS) firefighters are required to meet high physical standards to perform their duties safely and effectively. While wholetime firefighters are usually provided fitness training time during shifts, RDS firefighters often receive no equivalent support. This creates an unfair disparity, despite both roles having the same physical demands and fitness testing requirements.

Conference believes that this could be addressed in a range of different ways for example;

- RDS employees being able to claim for time spent fitness training on station
- financial contribution to gym memberships where suitable training facilities are not provided in the workplace.

Conference further believes that by properly supporting firefighter fitness, UK Fire and Rescue Services (UKFRSs) can reduce injury risks, improve performance, and promote well-being across the workforce.

Conference instructs the Executive Council, in order to increase fairness and operational effectiveness, to demand that UKFRSs provide adequate fitness provision for all employees subject to fitness testing, regardless of their duty system.

AVON

AMENDMENT

4th paragraph, **delete** 2nd bullet point and **replace with** new bullet point

- ‘suitable training facilities provided within the workplace.’

SCOTLAND

23. ESTABLISHING A NATIONAL STANDARD FOR CONTROL ROOM STAFFING

Conference recognises the continued under investment in control rooms and the loss of over 500 control posts since 2010.

Conference notes that while there is a national rolemap for control staff, there is no consistent method of determining the minimum number of staff required for a control room. This has resulted in employers using their own calculations to determine staffing numbers, including the use of mathematical formulas developed for call centres which do not take into account the unique nature of command and control room work.

Conference calls for the Executive Council (EC) to commence investigations into a UK wide standard for calculating crewing levels in a control room based on agreed factors including;

- national control rolemaps
- predicted call volumes
- resilience arrangements for surge and spate conditions
- previous “Rule 43” recommendations regarding call monitoring.

Conference instructs the EC to report back to members no later than Conference 2026.

CONTROL STAFF NATIONAL COMMITTEE

AMENDMENT

After 3rd bullet and before 4th bullet point **insert** new bullet points

- consideration of minimum crewing levels for welfare reasons and to facilitate statutory breaks
- fire survival guidance at high-rise buildings
- continual professional development and routine training

HEREFORD & WORCESTER

24. RESIDENTIAL TRAINING COURSES

Conference acknowledges the Scheme of Conditions of Service, Sixth Edition 2004 Part E – Allowances and Reimbursements, para 3 Out-of-pocket allowance, states;

‘An employee who attends a residential training course (other than a recruits’ training course) as a student shall be entitled to the overnight out-of-pocket allowance set out in circulars issued by the NJC.’

Conference also acknowledges that the out-of-pocket allowance no longer reflects the true cost of living.

Conference instructs the Executive Council to begin work on enhancing the out-of-pocket allowance and report back no later than Conference 2026.

TYNE AND WEAR

25. **NATIONALLY AGREED CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FOR ALL FIREFIGHTERS**

Conference recognises the outstanding efforts of the Executive Council (EC) in recent years, supporting our members through a challenging cost of living crisis and tirelessly advocating for better wages. These efforts have begun to reverse the impact of years of systematic attacks, which have left today's firefighters significantly worse off than their counterparts from the not too distant past.

Conference believes that despite this progress, more work remains, particularly in addressing disparities in CPD payments. Variations between services, rooted in outdated and obsolete formulas, have created an unacceptable gap amounting to hundreds of pounds between those who receive the highest payments and those who receive the least.

Conference instructs the EC to negotiate a nationally agreed, up to date, and fit for purpose minimum CPD payment. This will eliminate disparities, ensure fairness across all services, and provide vital support to our members both now and in the future.

Conference believes securing this commitment will continue to build a stronger more equitable foundation for firefighters nationwide.

NORTH YORKSHIRE

AMENDMENT

3rd paragraph, 2nd line after 'payment' **insert** 'which is equal to the current highest payment'

NATIONAL WOMEN'S COMMITTEE

PENSIONS

26. NORMAL PENSION AGE OF 55

Conference recognises the victories the Fire Brigades Union has achieved regarding pensions.

Conference notes that a normal pensionable age of 60 in England, Scotland and Wales is unacceptable.

Conference instructs the Executive Council to immediately start a campaign to ensure that all UK firefighters have a normal pensionable age of 55.

LONDON

AMENDMENT

3rd paragraph, **insert** 2nd sentence 'That campaign should also include the review of accrual rates, to ensure that there is no financial detriment to members because of the earlier retirement age.'

MERSEYSIDE

27. RETIREMENT AGE FOR FIREFIGHTERS

Conference recognises the fantastic work undertaken by Fire Brigades Union (FBU) National Officers and members in their fight for pensions and to ensure Injury to Feelings (ITF) payments were made to those affected.

Conference also acknowledges the research by UCLan into decontamination and cancers shows an increased risk of rare cancers and a significant increase in frequency of cancer in firefighters. By extending the age of retirement, the Government ensured firefighters were exposed to carcinogenic risk for a longer period of time.

Mental health concerns are also causing some FBU members to leave their roles before reaching their normal pension age.

FIRE1112 reports published annually by the Home Office show an increase in numbers taking early retirement from years 2023 to 2024. Differing pension rules in different parts of the UK, mean that some of these members are left with vastly decreased pension benefits.

Conference instructs the Executive Council to lobby respective governments to perform a thorough investigation into the age of retirement within fire and rescue services, to ensure that firefighters have a chance to retire in good health, with dignity and an opportunity to enjoy their retirement.

MERSEYSIDE

28. 2015 FIREFIGHTERS' PENSION SCHEME ACTUARIAL REDUCTIONS IN ENGLAND

Conference notes the disparity in actuarial reductions applied to members of the 2015 Firefighters' Pension Scheme in England compared to colleagues in Wales, Scotland, and Northern Ireland remains unresolved with members in England faced with a reduction which is significantly higher than in the devolved nations.

Conference recognises that this remains an unfair situation where firefighters in England may have to consider not retiring due to the financial impact. Reaching the minimum retirement age is already a major concern for many of our members due to the physical demands of the job.

Conference in 2015 agreed;

'The FBU message to the new Westminster Government and to other governments is that we are not going away, and we will continue to fight for pensions for firefighters which properly reflect the challenges of their occupation. And that 'Conference reaffirms that the FBU's pensions dispute is not resolved, and our campaign will continue.'

Conference in 2018 instructed the Executive Council (EC) to;

'...raise with the Westminster Government, as a matter of urgency, the inequity in actuarial reductions across the different schemes.'

Conference instructs the EC to take all reasonable steps, including engagement with government, and legal avenues if necessary, to seek a fair resolution to this issue.

WEST MIDLANDS

29. FIT FOR PURPOSE OCCUPATIONAL PENSION

Conference is aware that the Firefighters' Pension Scheme 2015 (FPS 2015) has been running for 10 years and is due for a review.

Conference believes that it has been public knowledge for many years now that the Government's own review of the scheme has identified up to 92% of firefighters will not be able to maintain the required standard of fitness levels until the age of 60. This is wholly unacceptable.

Conference instructs the Executive Council to explore all avenues, including consideration of industrial action and do everything within its power to fight for an occupational pension that is fit for purpose.

CAMBRIDGESHIRE

30. RETIREMENT AND RE-ENGAGEMENT

Conference acknowledges the period of austerity in the past decade and a half, particularly in relation to its impact on the recruitment of firefighters.

Conference recognizes the invaluable experience that a 'career' firefighter brings to the fire and rescue service and to the Union.

Conference notes that it is far too common for firefighting crews to be made up entirely of firefighters with five years or less in service, there is no substitute for experienced firefighters on the incident ground.

Conference instructs the Executive Council to reverse any previous opposition and reverse the Fire Brigades Union policy/conference position in relation to retirement and re-engagement.

WEST YORKSHIRE

31. DR WILLIAMS DISCRIMINATION

Conference is appalled to learn of the recent comments made by Dr A N Williams who stated that;

"the simple facts are that the fitness standard for fighting is set at VO2 Max 42 mlO2/kgmin and this is gender neutral. Male and female fire fighters have to achieve the same standard. Men are naturally fitter than women, and while the majority of men aged 55-60 are able to meet this standard, at age 50 only 10% of women can meet the standard, by age 55 only 5% can meet the standard, and by aged 60 only 1% can meet the standard. Female firefighters therefore have to maintain a very high standard of fitness to remain fit for operational firefighting."

Dr Williams further noted;

"There is a natural difference in maximal fitness levels between men and women, these levels decline naturally with age, particularly after age 40, and it is particularly difficult for women to continue to meet the required standards unless they keep their weight down and continue to exercise regularly."

Conference notes that Dr Williams was the principal author of the guidelines for recruitment and retention in the Fire and Rescue Service in 2004 and again in 2012.

Conference further notes Dr Williams chaired the Government review into the Normal Pension Age for firefighters in 2012 which led to the attacks on firefighters pensions and ultimately the introduction of the 2015 scheme along with the imposed new normal pension age of 60 for firefighters.

Conference believes that the above comments are now evidence that the pension scheme changes are potentially unlawful on the grounds of sex discrimination.

Conference instructs the Executive Council to obtain legal advice in order to assess the merits of taking legal action against the 2015 pension scheme.

CUMBRIA

OPERATIONS, HEALTH AND SAFETY

32. OPPOSITION TO THREE RIDERS (OR LESS) ON PUMPING APPLIANCES

Conference reaffirms its opposition to three riders (or less) on pumping appliances.

Conference congratulates those brigade committees that have worked, and continue to work hard to oppose the use of this practice by their employer.

Conference welcomes the steps taken by the Executive Council (EC) to resist three riders.

Safe breathing apparatus procedures and practical command and control requires an absolute minimum of four riders and effective interventions require a minimum ridership of five riders.

Three riders prevents there being a safe system of work. Whilst so far Fire and Rescue Service (FRS) policies have been largely or wholly applied to retained crews it is a threat to wholetime crews as well.

Conference instructs the EC to ensure that all brigade committees actively oppose the introduction, spread and/or maintenance of any FRS policy to mobilise with three riders or less.

LONDON

AMENDMENT 1

Resolution title **delete** 'or less' **insert** 'or fewer'

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 2

1st paragraph, 1st line **delete** 'or less' **insert** 'or fewer'

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 3

6th paragraph, **delete** 'or less' **insert** 'or fewer'

NATIONAL WOMEN'S COMMITTEE

33. MENTAL HEALTH SUPPORT FOR FIRE BRIGADES UNION (FBU) OFFICIALS

Conference notes mental health is a real issue in fire and rescue services and one that the FBU takes very seriously. The FBU recognises the importance of policies in our workplaces that support individuals who are suffering with mental health issues. This includes stress and work life balance.

Conference notes our officials carry the additional responsibility to support members who are going through disciplines, hearings and grievances. This involves our officials working outside of their full-time jobs, hearing harrowing details of cases, and offering tireless support to our members.

Conference instructs the Executive Council to put in place robust mental health support for our officials.

LONDON

34. NATIONAL CAMPAIGN AGAINST CREWS OF THREE ON A FIRE ENGINE

Conference believes that Fire and Rescue Services across the country are increasingly facing pressures to operate fire engines with only three firefighters.

Crews of three severely compromise firefighter safety, operational effectiveness and the ability to carry out safe firefighting and rescue operations. Some fire and rescue services are resisting this practice, while others are being forced to accept it, leading to inconsistencies in response capabilities and safety standards across the country.

A minimum crew of five on a fire engine is essential for safe and effective firefighting and rescue operations, the reducing of crew numbers to three places both firefighters and the public at unnecessary risk.

Conference instructs the executive council to;

- launch a national campaign that gives all committees the ability to challenge the introduction of three-person crews with the backing of a strong, unified national position
- provide all members and officials with clear guidance, resources, and support to challenge any attempts to introduce or maintain three-person crewing
- support legal, industrial, and political action where necessary to maintain safe crewing levels.

LINCOLNSHIRE

AMENDMENT

Delete 1st paragraph, **replace with** 'Conference notes that some Fire and Rescue Services across the country are choosing to operate fire engines with only three firefighters.'

MERSEYSIDE

35. WORKPLACE STRESS

Conference recognises that while carrying out the functions of their role, our members can be exposed to hazards which result in them experiencing the psychological and physiological symptoms of stress.

Conference recognises that some Fire and Rescue Services are making progress in understanding their responsibility as employers to protect the mental health, wellbeing and safety of our members, however this progress has not gone far enough and often remains reactive rather than proactive.

Conference understands that Health and Safety Executive (HSE) statistics show that work related stress continues to be one of the highest causes of sickness absence in the workplace. Despite this, work related stress is not considered as reportable under the Reporting of Injuries, Diseases & Dangerous Occurrences Regulations (RIDDOR) as it is deemed to result from prolonged exposure to stressful situations, cannot be attributed to a single event and does not result in physical injury. Due to this determination within the regulations, employers do not have to show the same vigilance when dealing with the causes of workplace stress, as they would with hazards that can cause physical harm.

Conference therefore instructs the Executive Council to begin a lobbying campaign of both the Government and the HSE to recognise workplace stress as a defined workplace injury/illness and to review the RIDDOR regulations accordingly. This work should be carried out as part of a wider campaign through the Trade Union Congress.

SCOTLAND

36. NATIONAL RESILIENCE

Conference notes the long standing National Resilience arrangements that have been in place for UK Fire and rescue services (FRSs) to support each other when local resources are insufficient to deal with large-scale critical incidents, most notably during widespread national flooding and wildfire incidents.

More recently though, employers are seemingly utilising National Resilience arrangements to avoid having to train, equip and at times, pay their own firefighters to respond to known risks within the boundaries of their own Fire and Rescue Service. This tactic, if not stopped, has the potential to spread further and could inevitably see the decimation of some FRSs.

Conference instructs the Executive Council (EC) to conduct an urgent review to be concluded within 6 months into;

- what incident types should and shouldn't form part of National Resilience
- what each FRS should provide as a minimum local response before requesting national resilience support.

Once concluded the findings of the review must be presented to brigade officials and the EC must enter into negotiations with the National Joint Council to ensure employers are meeting their minimum response requirements before asking for national resilience support.

GREATER MANCHESTER

37. HEARING LOSS AMONGST FIREFIGHTERS

Conference understands that many Fire Brigades Union members suffer from hearing loss and tinnitus.

Conference believes that many of these members have suffered this injury in the workplace.

Conference is unaware of what research has been carried out on hearing loss amongst firefighters in the United Kingdom.

Conference instructs the Executive Council to carry out the relevant research, with a view to;

- investigating the extent of this Health & Safety issue nationally
- working towards the formation of a compensation scheme for members if applicable.

For reference a compensation scheme has been developed within the Armed Forces for hearing loss.

GREATER MANCHESTER

38. BASE LAYER STANDARDS

Conference notes that currently there are standards in place for protective clothing for firefighting, which include, BS EN 469:2005, ISO 15538, and BS EN ISO 20471 for protective clothing for firefighters, BS EN 15614:2007 for wildland clothing, EN 13911:2004 for fire hoods, EN 659:2003 for gloves, and BS EN 15090:2012 for footwear.

Conference also notes that currently there is no standard for base layer clothing, especially regarding dermal absorption of toxic contaminants and heat stress regulation.

The ongoing work of the Fire Brigades Union in the areas of toxic contaminants and heat stress has shown that the hazards posed to firefighters from the absorption of toxic contaminants through the skin and the exposure to heat stress is putting firefighters at an increased risk of occupational diseases, including cancer, heart attacks and strokes.

Conference is aware that over the last few years there has been progress made with textile technology that has led to the production of garments that can both reduce exposure to contaminants and increase the breathability of the fabric, thus reducing heat stress.

Conference instructs the Executive Council to explore all available avenues to achieve a clothing standard for base layers to be included within the standards for protective clothing for firefighters, that reduces the risk of dermal absorption of toxic contaminants as well as reducing the risk of heat stress and report back with a progress report no later than six months from the end of Conference 2025.

DURHAM AND DARLINGTON

39. NATIONAL SUPPORT FOR RETAINED DUTY SYSTEM (RDS) MEMBERS

Conference recognises that within Fire and Rescue Services (FRSs) across the UK, unsafe practices and activities that are not within the role of a firefighter and that have the potential to put firefighters at an increased risk of injury or worse, are being trialed on RDS stations.

RDS staff must not feel that their place within the Union is any less than their wholetime counterparts and it is imperative that they feel supported by both local officials and the national structures.

Conference instructs the Executive Council to launch a national campaign that identifies any unsafe and outside of role practices that are taking place within FRSs across the UK. Following this members and officials should receive communications to include information, education and physical resources (such as posters, stickers, badges) detailing the national position of the Fire Brigades Union as a matter of urgency to assist local reps and officials to reach members in every corner of the Union. The national campaign will be rolled out within no more than six months following the conclusion of Conference 2025.

DURHAM AND DARLINGTON

40. CAMPAIGN TO PROTECT FIREFIGHTERS FROM ATTACKS

Conference condemns the rising number of attacks on firefighters in recent years, including during the recent civil unrest instigated by the far right in the UK. Conference recognises that firefighters risk their lives to protect communities, yet they are increasingly being targeted with violence and abuse while carrying out their duties.

Conference stands in solidarity with all members affected by these attacks and reaffirms our commitment to ensuring their safety.

Conference therefore instructs the Executive Council to initiate a national campaign to highlight and challenge these attacks without delay.

This campaign should aim to;

- expose and oppose the threats posed by far right groups and others seeking to incite hostility towards firefighters
- press for stronger protections and enforcement against those who assault firefighters
- educate and engage with communities, political representatives, and others with influence to promote respect and support for fire crews whilst carrying out their duties.

NORTHERN IRELAND

41. PERSONAL PROTECTIVE EQUIPMENT (PPE) DECONTAMINATION

Conference is aware that in July 2022, following a review of data from around the world, the International Agency for Research on Cancer declared Firefighting as a class 1 cancer causing profession, due to occupational exposure to cancer causing contaminants.

Conference applauds the work of the DECON project to highlight the dangers of contaminants to our members.

Conference also recognises the examples of best practice internationally with regard to on-station decontamination of breathing apparatus, gloves, and helmets and even in the design of fire stations and fire appliances to limit firefighter exposure to contaminants.

Conference instructs the Executive Council to negotiate and agree through the National Joint Council effective cleaning and decontamination measures of all PPE, to better protect the health and safety of firefighters.

NORTHERN IRELAND

42. NATIONAL FIRE CHIEFS COUNCIL (NFCC)

Conference notes the managed decline of the UK Fire and Rescue Services (UKFRSs), since the abolition of the Central Fire Brigade Advisory Council (CFBAC).

The CFBAC was described by home secretary James Callaghan in 1968 as a body that *“provided the ground on which all interests, the unions, the local authority associations and the Home Office, could get together to discuss the efficiency and welfare of the service.”*

In recent years we have seen the growth and influence of the NFCC, who claim to be the strategic voice of the UKFRSs.

NFCC Limited is a registered charity. Their financial statement for the year ending 31 March 2024 records a total income of over £10 million, of which over £6 million came in the form of a government grant.

The NFCC provide guidance to government on issues such as culture and leadership, operational preparedness, response and resilience, fit for the future and reform, to name but a few. It does so without any democratic mandate.

Conference is alarmed that the NFCC are introducing or changing operating procedures that fundamentally risk our member's health and safety at work without adhering to the legally required consultation and negotiation machinery. Neither do they act within the agreed NJC framework.

The NFCC code of ethics is used against our members in discipline cases yet we have no input into this code.

Conference notes the appalling behaviours and conduct by a number of Chief Fire Officers and senior leaders as reported in recent inspections, the NFCC have no authority to advise on values and behaviours in UKFRSs.

Conference instructs the Executive Council to call for the funding of the NFCC from the public purse to cease immediately.

CHESHIRE

43. CREATE AND SUSTAIN AN ANNUAL SURVEY FOR MENTAL HEALTH AND WELFARE

Conference applauds the Union's excellent proactive mental health work undertaken to date.

Conference instructs the Executive Council to create and sustain an annual survey to monitor the mental health and welfare of our members.

Conference believes the survey will be proactive in identifying trends and in recognising emerging issues. This anonymous survey could then compare regions and roles and identify best practice having the potential to improve the mental health of all our members.

OFFICERS NATIONAL COMMITTEE

44. ARTIFICIAL INTELLIGENCE

Conference recognises the inevitable advance of artificial intelligence technology and the potential for fire and rescue services to introduce its use.

Conference understands that there is a need to fully understand the risks and benefits for fire and rescue services in order to ensure that the health and safety of our members remains at the forefront of any decision making which proposes to introduce artificial intelligence technology.

Conference believes that it is also essential that we understand any potential risks posed to our members' job numbers, mental health and terms and conditions.

Conference instructs the Executive Council to commission a report by those with the relevant expertise to advise the Union on;

- the potential for the introduction into our industry of artificial intelligence technology and in which forms
- the potential risks and benefits for our members across all roles
- measures that workers within our industry can take to protect their safety, job numbers, mental health, terms and conditions
- developing an industrial strategy which seeks to protect our members with regards to any threats identified by the report.

WEST MIDLANDS

45. FITNESS TESTING – IMPROVED FLEXIBILITY

Conference understands most UK Fire and Rescue Service's have a fitness testing program that is rigid in the way it is implemented.

Conference recognises that the current standard of fitness for a firefighter to obtain is 42.3 V02 max, which can be demonstrated through various methods of fitness testing such as the shuttle run, Chester step test or Chester treadmill test.

Conference believes that this can cause a significant disadvantage to our women members who may be suffering from the symptoms of women's specific health issues such as menopause, endometriosis, ovarian cysts or heavy periods if their symptoms are particularly bad on the specified day they are required to undertake their fitness assessment.

Conference also believes that having a one size fits all approach is not inclusive and that providing more flexibility on how fitness testing is undertaken will ensure fairer working practice.

Conference instructs the Executive Council to produce a best practice document for employers, for flexible fitness testing and this should be undertaken in consultation with the equality sections.

Conference believes that this should include a proposal that employers provide a 28-day window in which employees can complete their fitness test to take into account that they may be suffering from the symptoms of menopause, menstrual cycle or a women's specific health condition.

Conference instructs that this work should be undertaken within six months with a report back to Conference 2026.

NATIONAL WOMEN'S COMMITTEE

46. JUSTICE FOR MEMBERS DIAGNOSED WITH CANCER

Conference is proud of the work commissioned by the Fire Brigades Union (FBU) to protect firefighters from the risks of cancer, including the UK Firefighters' Cancer and Disease Registry (FCDR) used to collect information on firefighters' work routines, exposure to effluents, lifestyle and health.

Conference is concerned that despite overwhelming evidence of the risks firefighters face throughout their daily duties and careers there has been a lack of action by the government to put in place the presumptive legislation required. Whilst researchers at the University of Central Lancashire (UCLan) and clinicians working at the Royal Preston Hospital continue to investigate possible causes of cancer the FBU must continue to campaign.

Conference is confident that the FBU will succeed in securing presumptive legislation to cover firefighters who contract certain types of cancer and demands that a database where all firefighters who have been diagnosed with cancer can register so that they, or their families can access compensation.

HEREFORD AND WORCESTER

47. TESTING OF FIREFIGHTERS

Conference understands the importance and success of the decontamination campaign and the work of Professor Stec. The recent move to test all those affected by attendance at a large tyre fire in West Yorkshire is a fantastic example of being led by the experts in the field to best use the resources and funding that we have, to find out as much as we can.

Conference believes we need a more robust and open way of deciding who and why people are tested so that the image of senior figures in the Union being tested over operational staff is not repeated. The best result would be for everyone to be regularly tested and markers or diseases identified as early as possible.

Conference instructs (since we can't test everyone) that the Executive Council find a way of allocating resources for testing in a way that is open to challenge, expert led and transparent in its decisions and objectives. This open to challenge element is of importance to protect the support and democracy of the Union.

HUMBERSIDE

48. TRANSPORTATION OF CASUALTIES IN FIRE SERVICE VEHICLES

Conference is concerned that some Fire and Rescue Services (FRSs) are creating policies and guidance that allow firefighters to transport seriously ill or injured casualties to hospital in fire service vehicles.

Conference believes this work to be unsafe for firefighters and the public alike and outside of nationally agreed rolemaps.

Conference instructs the Executive Council to form a national position to reject this work and re-iterate this position at the National Joint Council at the earliest opportunity in order that any examples of this work are halted in all FRSs as soon as possible.

CLEVELAND

49. STRENGTHENING THE FIRE BRIGADES UNION (FBU) MENTAL HEALTH EMERGENCY CAMPAIGN

Conference congratulates the FBU on the launch of its Mental Health Emergency campaign, a vital step in addressing the mental health crisis affecting firefighters. This campaign highlights the urgent need for improved mental health support and greater recognition of the psychological impact of the job.

Conference understands that while significant progress has been made, with many brigades now offering mental health first aid and counselling services, these provisions remain insufficient in addressing the long-term effects of trauma. Post-traumatic stress disorder (PTSD) continues to be a major issue within fire and rescue services, with many members facing unacceptable delays in accessing specialist care.

Conference instructs the Executive Council to ensure that the Mental Health Emergency campaign includes a demand for fast-track, fully funded mental health therapies specifically tailored to PTSD in firefighters. This must prioritise access to trauma-informed care, guaranteeing that no firefighter is left without the professional support they need.

SOUTH YORKSHIRE

AMENDMENT 1

2nd paragraph after '(PTSD) **insert** '/Post Traumatic Stress (PTS)'

HEREFORD & WORCESTER

AMENDMENT 2

3rd paragraph after '(PTSD) **insert** '/Post Traumatic Stress (PTS)'

HEREFORD & WORCESTER

50. DECONTAMINATION STANDARDS

Conference recognises the outstanding work carried out by the Fire Brigades Union and the University of Central Lancashire (UCLan) in their efforts to study and bring into focus the issues surrounding contaminants and cancer(s) within our profession.

Conference also recognises the disparity between different Fire and Rescue Services (FRSs) in their approach to decontamination, and their acceptance of the findings of these studies.

Conference instructs the Executive Council to establish a minimum standard of procedures for decontamination that should take place for all work carried out by our members and issue a minimum standard of equipment that should be used to ensure safe and effective decontamination post incident.

These standards should then be presented to the Ministerial Advisory Group to ensure compliance across all FRSs.

ISLE OF MAN

51. LONG COVID

Conference recognises that the many effects of long covid are still being discovered by medical experts.

Conference understands that these effects can be extremely detrimental to Fire Brigades Union (FBU) members and in some cases can lead to members being forced to leave the profession.

Conference notes that some employers are not recognising long covid as a recognised disability, again this has a detrimental effect on our members.

Conference instructs the Executive Council to set up a task and finish group to look into this matter and if necessary, set up further research into the effects of long covid on FBU members. This task and finish group should be formed within three months of the close of Conference 2026.

CUMBRIA

AMENDMENT

4th paragraph, **delete** '2026' **insert** '2025'

HEREFORD & WORCESTER

FIRE AND RESCUE SERVICE POLICY

52. MARAUDING TERRORIST ATTACK (MTA) RESPONSE

Conference acknowledges the intentions of the Executive Council (EC) when it worked with brigade officials to oversee the introduction of a skills-based payment for MTA response in Manchester and London in 2022.

Conference is aware that it is now widely known that employers have introduced MTA teams across the UK without the agreement of the Fire Brigades Union.

Conference therefore instructs the EC to raise with the National Joint Council employers a demand that collective agreements and skills-based payments equal to Manchester and London are introduced in all fire and rescue services that currently have an MTA policy in place.

GREATER MANCHESTER

AMENDMENT

3rd paragraph, 2nd line after 'employers' **insert** 'side'

SCOTLAND

53. REINSTATEMENT OF FIRE SERVICE PROMOTION EXAMS

Conference believes that a fair, transparent, and consistent promotion process is essential for maintaining professional standards and operational excellence within UK Fire and Rescue Services (UKFRSs).

Conference also believes that the removal of national promotion exams has led to inconsistencies in promotion criteria, reducing members' confidence in many UKFRSs in their promotion process, potentially undermining merit-based progression.

Conference instructs the Executive Council to negotiate through the National Joint Council the reinstatement of nationally agreed and recognised fire service promotion exams for all roles and to secure;

- a standardised examination process to ensure equal opportunities for all, regardless of location or fire service
- a clear, merit-based system that rewards knowledge, skills, and experience, enhancing leadership and operational effectiveness
- protection against localised or arbitrary decision-making that could disadvantage competent and experienced personnel.

NORTHERN IRELAND

54. MARAUDING TERRORIST ATTACK (MTA)

Conference notes the collective agreements reached in London and Greater Manchester with the Fire Brigades Union (FBU), with regards to training for and responding to MTA incidents.

These agreements extend the role of a firefighter to the roles and responsibilities associated with an MTA response and have seen an uplift in pay as well as setting out conditions for training, a concept of operations, and protections for the financial rights of those who are killed or seriously injured whilst attending an MTA incident.

These agreements were reached after discussions facilitated by the National Joint Council (NJC).

Conference notes that no other fire and rescue service in the UK has an agreement with the FBU on the matter of MTA.

Conference does not accept that responding to declared MTA incidents, participating in MTA training, other than an awareness of and managing MTA operations, is within the role of a firefighter (Firefighter to Area Manager).

Conference is aware that a number of fire and rescue services have published policies requiring FBU members to be deployed to the warm and hot zones of a MTA, without entering into a collective agreement with the FBU.

Conference notes the employers in these services have effectively expanded the firefighter role in response to the publication of and the implementation of Joint Operating Principles Two and Three without the agreement of the FBU or the NJC.

Conference is of the view that not only does this present a significant risk to FBU members in these services, it also creates a two-tier model for the pay and the terms and conditions of firefighters.

Conference instructs the Executive Council (EC) to establish which services have a policy requiring FBU members to be deployed to an MTA incident within 8 weeks of the close of Conference 2025. Once this data has been gathered the EC must ensure a dispute is lodged in every service where this has been identified. Further to this, the EC must approach the employers' side of the NJC before the end of 2025 to demand that these policies are immediately withdrawn. If the employers' side of the NJC refuse or fail to get the policies withdrawn then the EC agrees to terminate the collective agreements in London and Greater Manchester.

CHESHIRE

55. TEMPORARY PROMOTIONS – END THE ABUSE

Conference instructs the Executive Council to seek to ensure that the use of temporary promotions within fire and rescue services is monitored and where necessary challenged, a limit of six months should ensure fairness of opportunity and help to reduce the inherent risks to our members at all levels.

While temporary promotions are clearly necessary, they are open to abuse by our employers, who may use this limited advancement to create a compliant and obedient workforce.

Conference is aware of employers who have deliberately used temporary promotions as a strategy to unsettle their workforce, for their own selfish agenda and to enhance their own position.

Conference understands that employers will blur the boundaries between operational and non-operational senior managers, to artificially create the apparent need for temporary operational roles.

Conference believes that our members and officials should be made aware of this threat in order to be able to recognise the impact it can have.

Conference further believes that this proactive measure will assist in managing the associated work-related stress of our members.

OFFICERS NATIONAL COMMITTEE

56. NATIONAL STANDARDS MUST INCLUDE PROMOTION

Conference commends the excellent work by the Executive Council (EC) and head office to establish National Standards in our Fire and Rescue Service (FRS) and the successful lobbying which saw this critical aspect included in the Labour Party manifesto.

Conference demands the EC ensure that National Standards equally apply to promotion arrangements.

Conference believes that since the disestablishment of the Fire Service Examining Board, promotion processes have become haphazard and bespoke to individual FRSS, often with little emphasis placed on the ability to command complex incidents.

Conference understands that the act of passing a command course, which is intended to acquire the relevant skills, is often the only operational requirement to progress.

Conference believes that the issue for our employers is that the critical promotional tool of operational command has the potential to restrict their preferred candidates from progressing.

Conference recognises that this affects all our members as without operational command responsibilities FRS commanders are simply managers.

OFFICERS NATIONAL COMMITTEE

57. REVIEW OF MARAUDING TERRORIST ATTACK (MTA) RESPONSE STRATEGY AND NEGOTIATION RIGHTS

Conference acknowledges the unwavering dedication of the Fire Brigades Union (FBU) officials nationwide in maintaining our stance on MTA protocols.

Conference understands that despite the 2% pay enhancements secured in London and Greater Manchester for MTA related duties, no other brigade has successfully replicated these agreements.

Conference further understands that the unilateral implementation of Joint Operating Procedures Three by some fire and rescue services, without FBU consultation undermines our collective position.

Conference instructs the Executive Council to conduct a comprehensive review of our current MTA response strategy. This review should consider reinstating negotiation rights to brigade officials to empower localised decision making. The findings and any proposed policy adjustments are to be presented no later than October 2025.

SOUTH YORKSHIRE

AMENDMENT

4th paragraph, **delete** second sentence

SCOTLAND

58. GOVERNANCE OBSERVER ROLE STATUS

Conference recognises that Fire Brigades Union (FBU) officials and members have the right to question and challenge decisions made by fire service management. That right is often limited or silenced when it comes to decisions made by a fire authority.

Conference notes that not all fire services fall under the governance of fire authorities and their constitutions.

Conference believe that whatever model of governance is in place in each brigade/area it is essential that workforce representatives have the ability to speak directly to, to challenge and to influence those decision makers.

Conference recognises that where FBU representatives have been given positions or observer status in governance structures, their contribution has been conducive to positive industrial relations.

Conference instructs the Executive Council to fully support the furtherance of such arrangements at a national level by raising this issue directly with employers at the National Joint Council, requesting that a position or at least an observer role is created within their constitution for an FBU representative to provide a voice for members during their meetings and other business. This will increase accountability and scrutiny for elected persons who oversee fire services.

SHROPSHIRE

GOVERNMENT POLICY AND LEGISLATION

59. SINGLE PARENTS – MAKE THE STATUS A PROTECTED CHARACTERISTIC

Conference believes that discrimination law (Equalities Act 2010) protects people against discrimination at work. Discrimination means treating someone 'less favourably' than someone else because of a protected characteristic. The Equalities Act 2010 currently lists nine protected characteristics. They are;

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Pregnancy and Maternity
- Marriage and Civil Partnership.

Conference understands that single parents face increased challenges within modern society without the legal protection afforded by discrimination law. Evidence shows that single parents disproportionately live in poverty, have low paid employment and have poorer mental health.

Conference is aware that in a survey conducted by Single Parent Rights Campaign, single parents reported significant disproportion in the following areas;

- mental health issues
- lowered income
- increased outgoings
- decreased ability to work.

Conference recognises that as a Union we fight to protect our members from any form of discrimination, and campaign for equality.

Conference further recognises the disproportionate challenges faced by single parents and instructs the Executive Council to support calls for single parents to be included as a tenth protected characteristic.

BUCKINGHAMSHIRE

TRADE UNION AND LABOUR MOVEMENT

60. GAZA – A FUTURE OF OCCUPATION

Conference notes with despair the recent comments by the President of the United States (US), suggesting that Gaza will be owned by the US, to be developed as they see fit with the population removed to neighbouring countries.

Conference recognises that the ethnic cleansing of Gaza, and the replacement of the Gazan population with Zionist settlers, has been deemed illegal under international law with Benjamin Netanyahu having warrants out for his arrest by the International Criminal Court, and the actions of his government being viewed a 'plausible genocide'.

Conference is appalled that the West Bank is now under occupation, with the same strategy being applied as was in Gaza, with infrastructure and healthcare destroyed, dense urban areas indiscriminately bombed and the civilian population fearing for their lives, with men, women and children being killed and maimed, or arrested and held without charge in Israeli jails, facing abuse and torture.

Conference is proud of the support the Fire Brigades Union has shown for the Palestinian people and calls on the Executive Council to exert pressure in whatever way they can on the governments of all devolved nations to ensure that the violence is brought to an end, that the rebuilding of Gaza is done for the Gazan people and that ethnic cleansing is opposed in the strongest possible terms.

SCOTLAND

61. COMBATING THE RISE OF THE FAR RIGHT

Conference notes the alarming rise of far right politics in the United Kingdom and around the world, often fuelled by social media misinformation, fake news, and deliberate attempts to divide working class communities. The far right has always exploited economic hardship, preying on communities that have seen public services slashed, wages stagnate, and living standards decline, all while corporate profits soar and wealth inequality deepens.

Conference believes that the rise of the far right is a direct consequence of austerity, economic injustice, and a political establishment that has failed to offer real solutions for working people. Instead of addressing the root causes of poverty and inequality, far right movements use scapegoating tactics, blaming migrants, refugees, and marginalised groups for the failures of a broken economic system. This has been compounded by a lack of meaningful debate on immigration, and a failure of previous governments to address the real concerns of working class communities, where the real, or perceived effects of immigration have been weaponised as a cover for the long term under investment, deindustrialisation and erosion of communities.

Conference further believes that firefighters, as trusted members of their communities, have a role to play in challenging these divisive narratives. The labour movement must actively counter far right disinformation, expose its links to corporate interests, and champion real alternatives based on solidarity, equality, and economic justice.

Conference recognises that the majority of Fire Brigades Union (FBU) members will continue to oppose far right rhetoric and actions within our communities and workplaces and work to educate other members on how the far right manipulates social and economic grievances to push a reactionary agenda, and that the FBU will always work with anti-racist and anti-fascist organisations to challenge the spread of far right ideologies. Firefighters stand for unity, not division. The far right must be confronted wherever it seeks to spread hate.

Conference therefore instructs the Executive Council to use whatever political pressure our Union can to campaign for investment in public services, strong worker's rights, and fair wages to remove the conditions in which the far right thrives.

SCOTLAND

62. TRADE UNION FACILITIES FOR RETAINED DUTY SYSTEM (RDS) REPS

Conference notes that it is becoming increasingly difficult to obtain Trade Union leave to attend training courses and to carry out the duties of a trade union representative.

Conference is further concerned that our part time members working the RDS, may not be afforded the same opportunity to attend training courses and carry out Trade Union Duties. This may be that our RDS members are not included within Trade Union Facilities agreements, or that the agreement(s) does not provide payment at the National Joint Council agreed hourly rate, for our RDS members, thus making it financially impossible for them to take up the role of Branch or Brigade Rep.

Conference instructs the Executive Council to conduct a survey of all Fire and Rescue Service (FRS) Trade Union facilities agreements, identify if the agreement is treating our RDS members less favourably, and to take the appropriate action to rectify any shortcomings with the relevant FRS.

NATIONAL RETAINED COMMITTEE

AMENDMENT

3rd paragraph, 4th line after 'to' **insert** 'support brigade officials to'

SCOTLAND

63. MIGRATION AND ASYLUM

Conference believes that our movement must exemplify its commitment to working-class solidarity, social justice and anti-racism by standing up for migrants' rights.

Conference recognises that migrant workers are amongst the most vulnerable to exploitation and are made more vulnerable by anti-migrant policies, which limit their bargaining power with employers.

Strengthening migrant workers' rights strengthens the position of all workers. More broadly, working-class solidarity and socialist politics cannot flourish in a political environment in which anti-migrant agitation is running rampant. Pushing back against the right-wing offensive on this is essential for our movement.

Conference 2023 passed strong policy for defending migrants' rights, including to "explore how the Union can offer full support to those organising to resist anti-migrant and anti-refugee activity in our workplaces and our communities". We believe that since then this stance has become even more important.

Conference is appalled by the current government's approach. We have seen exploration of replacements for the Rwanda scheme, a blitz of raids against migrant workers, maintaining the limitation on asylum-seekers working, expansion of detention facilities and the refusal to create safe routes into the United Kingdom.

Conference believes the trade union movement must demand Labour changes course and implement our movement's humanitarian principles by expanding asylum rights and strengthening migrant workers' rights as part of strengthening rights for all workers.

Conference therefore instructs the Executive Council to work with the wider trade union movement, labour organisations and migrants' and asylum rights campaigners, to improve the rights of migrants. This work should include;

- campaigning publicly around migrant's rights
- producing materials for use amongst members
- lobbying government to create safe routes for asylum seekers.

A report on the progress of this should be commissioned in time for Conference 2026.

CHESHIRE

64. PRACTICAL SUPPORT FOR PALESTINE

Conference recognises that the people of Palestine have suffered greatly in the onslaught of genocidal attacks by Israel.

Conference 2024 saw resolutions passed for support for the people of Palestine.

Conference also recognises that the attacks have continued leading to the death, injury and displacement of Palestinian people.

Conference instructs that the Executive Council now moves into more practical support. This should include;

- lobbying against the forced displacement of Palestinian people from Palestine
- contacting Chief Fire Officers (or equivalent) to request equipment, fire kit and fire appliances to be sent to Palestine
- lobbying for the safe passage of all equipment sent to Palestine
- lobbying for the right of self-determination for Palestinian people
- encouraging Fire Brigades Union members to practically support these lobbies and any others that support the Palestinian people.

MERSEYSIDE

65. UKRAINE SOLIDARITY

Conference sends solidarity to Ukraine's firefighters and emergency service workers, working in incredibly difficult and dangerous conditions.

Conference condemns Russia's murderous war on Ukraine and supports Ukraine's right to self-determination and self-defence, and condemns the Trump regime's attempts to force Ukraine to capitulate to Russia's demands.

Conference believes that this is not about supporting the big powers that have, for their own reasons, provided aid to help Ukraine defend itself, aid that Trump and co are now seeking to undermine. It is about supporting, for our own democratic working class reasons, a people resisting invasion and occupation.

Conference welcomes recent work to strengthen our practical solidarity with Ukrainian fire and rescue workers, including through national, regional and local Fire Brigades Union support for the UK labour movement appeal launched by the Ukraine Solidarity Campaign to provide vehicles, equipment and PPE for the 10th Rescue Squad, in Donetsk region.

Conference supports Ukraine's trade unions, left organisations and social movements, resisting the invasion while fighting the Ukrainian government's neoliberal policies.

Conference further supports their struggles to defend workers' rights, for a just and democratic reconstruction, and for cancellation of Ukraine's foreign debt.

The UK Tory government actively promoted attacks on workers' and trade union rights in Ukraine. The Labour government should be promoting workers' rights and a just reconstruction.

Conference instructs the Executive Council to strengthen links with Ukraine's trade union movement, firefighters, fire and rescue workers and emergency service workers within it, to organise political and practical solidarity. As part of this Conference agrees to affiliate to the Ukraine Solidarity Campaign.

STAFFORDSHIRE

AMENDMENT

5th paragraph, **delete** 'left' **replace with** 'left-leaning'

HEREFORD & WORCESTER

66. FACILITY TIME AGREEMENTS FOR BRIGADE OFFICIALS

Conference is concerned at the huge differences in facility time agreements for brigade officials in the Fire and Rescue Services (FRSs) across the UK.

Conference is aware that some brigades see facility time as an investment, which is applaudable. However, many brigades see facility time as a cost, which is extremely concerning. Many brigade officials are struggling to get the required time off to undertake their role effectively. The workload for officials is ever increasing, and these battles for facility time are constant and tiring and add unnecessary stress to the role.

Conference instructs the Executive Council (EC) to write to all FRSs in the UK, reaffirming the importance of good facility time agreements for brigade officials and the benefits to industrial relations.

Conference also instructs the EC to raise this important matter with the employers side of the National Joint Council.

Conference demands a toolkit and strategy is made available for all officials to utilise, for those who are having difficulties in accessing facility time to undertake their role.

MID AND WEST WALES

AMENDMENT

After final paragraph **insert** new paragraph 'Conference demands that the EC concludes this work and reports to Conference 2026.'

HEREFORD & WORCESTER

67. POLITICAL DONATIONS

Conference notes the hard work that is done by both brigade and regional officials building working relationships with political allies that can be used to further the cause of the Fire Brigades Union (FBU) and its members not only within local arenas, but also nationally.

Conference also notes that it is necessary to reciprocate the support that some affiliated politicians have shown to the FBU and our campaigns. This support, whilst shown in a number of ways, can be shown financially, through a political donation.

Conference believes that local officials are best suited to know the level of support that local politicians have provided to the FBU and therefore should be able to determine who should be supported with a political donation and how much should be allocated, within the financial constraints set by the Executive Council (EC).

Conference instructs the EC that no political donations should be made to local politicians by head office without the consent of the regional committee for whom those local politicians represent and that it is down to the committee to decide the value of the donation, within the rules of the Union.

TYNE AND WEAR

AMENDMENT

4th paragraph, 4th line after 'rules' **insert** 'and policies'

LONDON

EDUCATION

68. TUC TRAINING FOR REPS

Conference acknowledges the success and importance of the Fire Brigades Union (FBU) education programme, this has trained and supported our reps for many years but since the removal of the union learning fund reps have struggled to access TUC training. Reps face a patchwork of access to the TUC rep courses around the country with some being unable to participate in them at all.

Conference believes that these courses not only offer a longer form course but that they also allow interaction and networking with reps from other industries. By exposing FBU reps to the problems, solutions and success of other industries they gain exposure to new ideas and draw strength from their experience.

Conference instructs the Executive Council (EC) to lobby the government to re-instate this vital piece of funding which would allow universal access to the TUC courses. While a return to the full funding is the best outcome, Conference accepts that this is an aspiration, therefore Conference also instructs the EC to create a comprehensive list of those regions that cannot access TUC courses, and look to facilitate a way for all reps to access this vital training resource. The EC will report back to Conference 2026 on the availability of courses to the Union and any ways that reps can access these courses in areas that have lost access.

HUMBERSIDE

69. RESISTING THE RISE OF THE FAR RIGHT

Conference is concerned at the rise in popularity in the UK of the far right within political discourse.

Conference calls upon the Executive Council (EC) to explore, by way of a report, the possibility of a new 'Political School' for Fire Brigades Union members, based solely on giving education to enable members to confidently oppose the far right.

Conference demands that the EC concludes this work and reports to Conference 2026.

CLEVELAND

EQUALITY AND FAIRNESS AT WORK

70. ALL DIFFERENT ALL EQUAL (ADAE) LEGAL REPRESENTATION

Conference notes recent experiences have shown that the processes set out in the ADAE policy are highly problematic when requests for representation are made in connection with a defence against legal proceedings (which invariably are lodged with an employment tribunal). In such instances it requires one or both of the parties (Claimant and/or Respondent) having to reveal their legal arguments and/or legal advice.

Ultimately, where a complaint has been lodged with an employment tribunal the test of whether an act of discrimination or victimisation has been perpetrated will have been placed before the tribunal to make the determination

Conference therefore instructs the Executive Council (EC) to conduct a review of the ADAE policy to determine whether an alternative or modified process or test should be applied in such circumstances.

Conference requires that the outcomes of that review are reported by way of an EC statement and if required, any proposed rule changes brought for consideration to Conference 2026.

LONDON

71. MEDIA REPORTING STANDARDS

Conference acknowledges that the media is used to share political, topical and human interest news across the world.

Conference believes those who report the news have a moral obligation to share news, that amongst other things, is factual and ethical in both context and content.

Conference understands the Independent Press Standards Organisation (IPSO) regulates the content of news publications. It regulates more than 1,500 print titles and more than 1,100 online titles, including most of the UK's national newspapers. Members of the IPSO agree to follow the Editors Code of Practice, which is the framework used to uphold the highest professional standards. Within the framework there are sixteen clauses, one of which is discrimination. This clause sets out to protect individuals from discriminatory coverage.

Conference is aware that the National Union of Journalists (NUJ) have over 30,000 members, representing just over 27% of UK and Ireland journalists. The NUJ code of conduct sets out rules to ensure journalists do not produce material likely to lead to hatred or discrimination on the grounds of age, gender, race, colour, creed, legal status, disability, marital status or sexual orientation. The code states that content should also be accurate and fair.

Conference understands that it has long been recognised that the media plays a part in fuelling racial hatred by using negative terms, racist narratives and provocative depictions of Black and brown people within their reporting all of which cause mental, financial and physical harm to Black, brown and minoritised individuals and communities.

Conference instructs the Executive Council (EC) to;

- work with the NUJ to ensure that the Code of Conduct in relation to discriminatory reporting standards is adhered to by its members
- consult with NUJ Black members council to explore ways to bolster the effectiveness of clause 12 within the Editors Code of Practice
- report to IPSO to investigate all material considered to have content of a racial discriminatory nature either seen personally or brought to the attention of the Black members council
- support relevant ongoing research conducted by the Runnymede Trust challenging structural racism, noting their most recent report entitled 'A hostile environment: language, race, politics and the media.'

Conference further instructs the EC to research and challenge as necessary the mechanism in place to support IPSO rulings, basing challenge on data specifically related to the percentage of clause 12 (Discrimination), breaches deemed as 'No breach – after investigation'.

Conference instructs the EC, upon conclusion of research to lobby IPSO to further update as necessary the Editors Code of Practice to prevent, whilst being mindful of freedom of speech, racial inflammatory and prejudicial material.

Conference demands the EC provide regular updates to all officials in relation to this important work.

72. PROTECTING THE DIGNITY OF THOSE WHO SUPPORT OUR ALL DIFFERENT ALL EQUAL (ADAE) PROCESS

Conference notes the importance of our ADAE policy and the importance of the transparency of the process to our members.

Conference also notes that it is vitally important our Union protects the dignity of those who come forward and share their experiences of discrimination, bullying or harassment.

Conference instructs the Executive Council to amend the ADAE policy to ensure the complainants and witnesses only receive information that pertains to their involvement in the case through redaction of the final report.

BERKSHIRE

73. RIGHT TO APPEAL & RIGHT TO REPRESENTATION

Conference notes the importance of the “All Different All Equal” (ADAE) policy to facilitate a fair investigation into allegations of bullying, harassment or discrimination.

Conference also recognises the distress that can be caused to victims where officials or representatives of our Union provide representation to those who are perceived, by Regional Committee (RC) or the Representation Appeals Committee (RAC) (in the case of Fire Brigades Union (FBU) Officials), to have no arguable defence for the bullying, harassment or discrimination that they are alleged to have committed.

The ADAE policy permits the continued representation of an applicant, who is found to have no arguable defence as soon as the applicant has submitted an appeal against this outcome, as decided by the RC or the RAC (in the case of FBU officials).

Conference recognises the responsibility placed upon the RC and RAC but it equally acknowledges their skills, experience and consideration when assessing the cogency, consistency and eligibility of all evidence before determining whether or not there is an arguable defence.

Conference notes that the ADAE policy time period for an applicant to submit an appeal is seven working days.

Conference also notes that the ADAE policy states an appeal must be heard within 10 working days of receiving an appeal and expects this to be adhered to.

Conference therefore instructs the Executive Council to amend the ADAE policy and uphold the initial decision of the RC or RAC to withdraw representation until such time that an appeal successfully overturns any decision to withdraw representation.

BERKSHIRE

74. FAIRNESS AT WORK (FAW) TITLE CHANGE

Conference recognises the value and importance the role of FAW reps play in supporting our members and ensuring that all Fire Brigades Union (FBU) members are treated fairly in the workplace.

Conference believes that within this area of work there have been many changes to terminology, departments within Fire and Rescue Services (FRSs) and titles of the people that our reps work with, within their FRS. In order to encompass all of this work, Conference instructs that the title within FBU structures is changed from FAW Representative, to Equality Diversity and Inclusion Representative.

Conference instructs the Executive Council to begin the implementation of this change and bring forward to FBU Conference 2026 all and any necessary rule changes to support this change and formalise it within the FBU Rule Book.

DERBYSHIRE

75. NATIONAL MISCONDUCT ACCOUNTABILITY SYSTEM

Conference recognises that bullying, harassment, and discrimination undermine Fire and Rescue Service (FRS) core values and the Fire Brigade Union (FBU) All Different All Equal (ADAE) policy.

Conference believes that there is no formal process to prevent individuals who are dismissed for such misconduct from being rehired by other FRSs.

Conference instructs the Executive Council (EC) to uphold standards and protect members, to campaign for a national system that shares information on dismissals and serious misconduct across all FRSs.

Conference further instructs the EC to work with key stakeholders to develop clear protocols, lobbying for legislative changes, ensuring safeguards for data protection and fairness, and promoting awareness and training within the FBU and FRSs reinforcing the FBUs commitment to accountability, transparency and safe inclusive FRSs.

BERKSHIRE

76. STRENGTHENING DIVERSITY, EQUALITY AND INCLUSION COMMITMENTS

Conference acknowledges that within days of entering the White House, President Trump directed the undoing of Diversity Equity and Inclusion (DEI) efforts within the federal government, terminating DEI in the federal workforce and in federal contracting and spending. His Executive Order also directs all departments and agencies to take strong action to end workplace DEI initiatives and encourage the private sector to take similar action.

Conference believes that the global uncertainty surrounding DEI has been exacerbated by large corporations like Amazon and Meta in the United States, which have started to scale back their DEI initiatives. This trend should prompt UK Fire and Rescue Services (UKFRSs) to scrutinise their procurement policies. It is crucial to prioritise DEI by avoiding business with companies that have diminished their commitment to these values or removed DEI statements from their websites. Ensuring that procurement practices align with DEI principles will reinforce the importance of promoting an inclusive and equitable environment.

Conference further believes that employers should seize this uncertainty as an opportunity to create intentional and meaningful improvements to their DEI measures, signaling their commitment to creating workplaces where everyone can thrive.

Conference recognises the need to remind employers that discrimination and prejudice is overt and not covert, and that they should combat any form of injustice such as discrimination.

Conference instructs the Executive Council to demand that all UKFRSs require businesses to demonstrate a commitment to DEI measures when procuring goods and services by reviewing their policies and demonstrate a tangible commitment to DEI ensuring public funds support ethical and inclusive practices.

LGBT+

77. EQUALITIES NETWORK RESOLUTION

Conference recognises the value and importance of specific equality sections and notes the hard work undertaken by them alongside Fairness at Work Officers, the Disabled and Neurodivergent Members' Forum, and allies from across the Fire Brigades Union to address the challenges and concerns facing members on issues of equity, diversity and inclusion.

Conference believes that we could better connect this work if we create space for collaboration to discuss issues, consider intersectional approaches, share good practice or knowledge and build allyship.

Conference therefore instructs the Executive Council to establish an Equalities Network to support and connect members and officials undertaking this work and build towards holding an annual forum for the Equalities Network to collectively educate, empower and build unity, and that the first Equalities Network Forum must take place before Conference 2027.

LGBT+

78. WORKPLACE NEEDS ASSESSORS FOR NEURODIVERGENT MEMBERS

Conference acknowledges the importance of creating an inclusive and supportive work environment for all members, including those who are neurodivergent.

Conference recognises that neurodivergent individuals may face unique challenges in the workplace, and that it is essential to provide tailored support to ensure they can perform their duties effectively and comfortably. Currently, there is a lack of dedicated resources to assess and address the specific needs of neurodivergent members.

Conference instructs the Executive Council to ensure that every fire and rescue service employer establishes a program for Workplace Needs Assessors. These assessors will be trained to identify and support the unique requirements of neurodivergent members, ensuring they receive the necessary accommodation and resources.

OXFORDSHIRE

AMENDMENT 1

3rd paragraph **delete** 1st sentence **replace with** 'Conference instructs the Executive Council to raise at the National Joint Council at the earliest opportunity, the need for every fire and rescue service employer to establish a program for Workplace Needs Assessors.'

HEREFORD & WORCESTER

AMENDMENT 2

3rd paragraph, 1st line after 'Executive Council' **insert** 'take all steps'

LONDON

LEGAL

79. MEMBER ON MEMBER LEGAL FUNDING

Conference requires that the position of FBU funded legal representation being afforded to one member taking legal action against another, in employment law cases, ceases and the policy is therefore that the union will not fund 'member-on-member' legal action. This is to be implemented from Conference 2025 unless and until rescinded by a subsequent Conference.

LONDON

80. STRATEGIC LITIGATION FOR RACIAL DISCRIMINATION CASES

Conference believes that standardised processes, targeted support, and strategic litigation are essential to improving outcomes for race discrimination cases.

Conference calls on the Fire Brigades Union (FBU) through the Executive Council to;

- enhance training for FBU Representatives – develop standardised training to equip representatives with the skills to gather thorough and accurate information during interviews with victims of racial discrimination. Strengthening case evidence will improve tribunal success rates
- implement a specific and appropriate Case Recording System – establish a structured system to track historical and current discrimination grievances/claims, allowing data-driven strategies and interventions to challenge systemic racism in fire and rescue services effectively.

By adopting these measures, the FBU can lead the way in tackling racial discrimination, ensuring fairer outcomes for Black and Ethnic Minority members, and promoting a more equitable workplace.

Conference demands that progress on this work is reported to all officials by 31 December 2025.

B&EMM

81. LEGAL ASSISTANCE

Conference demands justice for each and every member of the Fire Brigades Union (FBU) who feels they have no option but to escalate their case to an employment tribunal.

Conference understands that if the Thompsons merit assessment concludes that a member's case has a low chance of success, and consequently legal assistance is not afforded, the member may choose to represent themselves or pay for legal representation. This is a costly and stressful experience, and member's concerns of repercussions are often founded.

Conference demands that the Executive Council explore a range of alternative forms of legal representation that could be utilised in cases where legal assistance is not afforded. Examples of alternative forms of assistance could include a phone call with a solicitor, help completing employment tribunal forms, advice regarding the schedule of loss, and representation at the preliminary hearing.

Conference demands that this work be completed and a brigade secretary's circular detailing alternative forms of legal representation be circulated prior to January 2026.

HEREFORD AND WORCESTER

82. APPROACH TO LEGAL ASSISTANCE

Conference recognises that there exists a limited approach to legal advice and support for our members.

Conference instructs the Executive Council (EC) to identify legal companies who would support members in relation to employment and discrimination matters where a legitimate conflict has arisen which brings about a serious loss of confidence in Thompsons solicitors and to ensure that in such cases, the member is afforded the right and opportunity to transfer their claim and funding to their chosen solicitor.

Conference instructs that by Conference 2026 the EC will agree a list of a minimum of three solicitors that members could be referred to in cases where the member has lost confidence in Thompsons Solicitors or has had a previously unsatisfactory experience with Thompsons solicitors.

SHROPSHIRE

ORGANISING AND MEMBERSHIP

83. SHARING OF INFORMATION IN THE FIRE BRIGADES UNION (FBU) STRUCTURES

Conference agrees the FBU is front and centre in helping all members whenever called upon and needed.

Conference recognises the importance of the FBU being able to contact all members to update them on all matters of significance and relevance.

Conference demands that members have the option to allow their relevant trade or equality section to contact them with sectional information.

Conference notes the General Data Protection Regulation in relation to information privacy and accepts that any information shared must be in accordance with this regulation on the processing and sharing of personal data.

Conference instructs the Executive Council to ensure that;

- all members of their relevant trade or equality section be given the option to allow their FBU held membership contact information data to be shared with the Secretaries and Chairs of the sections that they are part of, unless they state otherwise via a tick box 'opt out' option when signing up to be a member of the FBU
- an email is sent to existing members providing them an option for their data to be shared with the section(s) that they are part of, so that they can be informed of FBU sectional matters and provided information that would be relevant to them (unless they explicitly ask to opt out of their information being shared).

Conference instructs that this work commences at the close of Conference 2025 with regular updates to be provided to Equality and Trade Section sub committee meetings until the demands are delivered.

BGEMM

84. GUIDANCE FOR RECRUITMENT OF GREEN BOOK MEMBERS

Conference notes the Executive Council (EC) Policy statement on Membership, Recruitment and Organising passed at Conference 2015, which broadened the scope of recruitment of Fire Brigades Union (FBU) members to include those Fire and Rescue Service (FRS) employees who were not conditioned to Grey Book conditions.

Conference applauds the work of FBU officials of all levels who have, over the course of the last decade, recruited and organised Green Book members. The potential value of this organising was recognised in the 2015 Executive Council Policy statement, which made reference to challenges brought about through examples of;

- control members no longer being employed by FRSs under Grey Book conditions
- the privatisation of training within some FRSs, which led to those employed to deliver that training, no longer being employed by FRSs under Grey Book conditions
- posts which were previously filled by uniformed FBU members on Grey Book conditions being downgraded and removed from those conditions
- Green Book employees of FRSs where no other recognised union was active in organising those workers or had achieved statutory recognition for collective bargaining rights.

Conference reaffirms its support of the above work and urges brigade and regional officials to continue to recruit and organise such Green Book employees.

Conference however also recognises that active recruitment of Green Book members employed within FRSs without any limitations risk breaching Rule B2 (1) (vi) which states *"The Union shall not knowingly and actively seek to take into membership present or recent members of another Union, without the agreement of that organisation"*.

Conference therefore agrees the following principles as additional guidance to all officials when recruiting and organising Green Book FRS employees;

- where another trade union affiliated to the Trades Union Congress (TUC), Scottish Trades Union Congress (STUC) or Irish Congress of Trades Unions (ICTU) already has statutory recognition for collective bargaining rights for a group of workers, the FBU will not recruit future members from those workers whilst they are employed in these roles
- that this limitation does not apply to 'associations' or so called 'trade unions' who are not affiliated to the TUC, STUC or ICTU
- that where the FBU does recruit Green Book FRS employees, it will be with the intention of achieving statutory recognition for collective bargaining rights for that group of workers and organising those workers within a branch structure
- that, for clarity, the above conditions do not apply to any Green Book employees who became members of the FBU prior to Conference 2025.

Conference instructs the EC to produce guidance for officials to affirm the principles detailed within this resolution. This guidance should assist officials of all levels in building and maintaining solidarity with our sister affiliate unions, whilst also organising and unionising all groups of workers within FRSS.

SCOTLAND

85. IMPROVED ENGAGEMENT WITH POTENTIAL NEW MEMBERS

Conference recognises that there is strength in unity. We are stronger together, forming a united front consisting of all Fire and Rescue Service employees, whether Grey or Green Book, Wholetime, Retained, Fire Control or support staff. Without a united front, we will see our pay and conditions decline. As a union, we are relatively good at recruiting new members into the union from the Wholetime workforce, but we could do better in the other areas.

Conference is aware that there are thousands of potential members out there, that could boost the membership and provide extra financial income. However, many of these potential members are in remote locations and their workplaces are currently not engaged with the functional structure of our union. None more so, than those working the Retained Duty System in rural locations. The consequence of not engaging with large areas of the workforce, is often the imposition of practices that are detrimental to the whole workforce, such as reduced crewing, unsanctioned Emergency Medical Response trials, Officer in Charge / Driver, Marauding Terrorist Attack and much more.

Conference believes that the current recruitment literature and presentation material would greatly benefit from being more role specific, and from the inclusion of role specific case studies and examples of the successful outcomes that have been achieved for members of each work group as a direct result of being members of our union.

Conference is also aware of the difficulties in reaching out to these potential new members, especially with the large workloads of our current active officials, and believes that brigade organisers would benefit from national assistance in the form of dedicated recruiters, who can help with targeting areas of low membership, and provide guidance on effective methods of signing up new members. There may also be other recruitment methods that are being successful in other unions that could benefit us, such as gift vouchers for recruiting a colleague into the union.

Conference instructs the Executive Council to explore ways of increasing engagement with potential future members, coupled with improved support for officials, and to implement a new national recruitment strategy.

NATIONAL RETAINED COMMITTEE

86. RETIRED OUT OF TRADE (ROOT) MEMBERSHIP INVOLVEMENT

Conference notes the value of the experience and expertise of ROOT members, especially ex representatives and officials, of the Fire Brigades Union (FBU).

Conference believes that this is a relatively untapped resource that current representatives and officials could utilise to the betterment of the FBU.

Conference instructs the Executive Council to support and encourage, via a social media campaign and guidance issued to all brigade secretaries, information on the value of ROOT member involvement at brigade and regional level and how their experience and knowledge can be used to make the FBU stronger.

CLEVELAND

87. REVIEW OF NEGOTIATION RIGHTS FOR GREEN BOOK MEMBERS

Conference reaffirms that the Fire Brigades Union (FBU) is the only true voice of Fire and Rescue Services (FRSs), providing the highest quality representation for our members.

Conference acknowledges that despite our commitment to all members, we continue to fall short in fully representing our green book members due to the lack of formal negotiation rights.

Conference believes that without the ability to negotiate on their behalf, green book members do not receive the full weight of FBU representation that all members deserve. This undermines our position as a union that fights for all within FRSs.

Conference instructs the Executive Council to conduct a full review into the ability to claim negotiation rights for green book members. This review must also include a recommendation on whether the union should continue accepting green book members if negotiation rights cannot be secured. The findings of this review must be completed and presented no later than December 2025.

SOUTH YORKSHIRE

INTERNAL ADMINISTRATION

88. EQUALITY AND TRADE SECTIONAL ALLOWANCES

Conference notes the hard work undertaken by all sectional representatives.

Conference calls on the Executive Council (EC) to pay regional equality and trade representatives the same monthly allowance that is afforded to brigade officials.

The work that is carried out by this group of officials is both increasing and essential, post various cultural reviews that have taken place.

Conference instructs the EC to amend allowances to include regional equality and trade representatives before Conference 2026.

This adjustment is to reflect the increasing workload, responsibility, and vital role they play in representing the interests of marginalised members.

LONDON

89. OUTSIDE EMPLOYMENT OR PAID WORK BY SENIOR FIRE BRIGADES UNION (FBU) OFFICIALS

Conference notes all members circular 2019HOC0400MW

Conference notes that it states;

'Outside Employment or Paid Work by Senior FBU Officials

The Executive Council is aware that due to the pressures of the cost of living and a decade long squeeze on real wages, some FBU members have had to undertake outside employment. The union campaigns to improve pay and conditions so that such additional earning should not be necessary. Nevertheless, the policy set out here does not relate to the activities of non-officials.

This statement does not address the activities of officials of the union other than those set out below.

To be clear, the policy set out here applies only to FBU officials who are on trade union release where the employer is reimbursed by the FBU. It applies to all members of the Executive Council and all Regional Secretaries.

None of these categories of FBU official shall undertake any outside employment or paid work of any kind.

If any doubt arises as to whether this policy applies, the matter should be raised with the General Secretary and President.'

Conference notes that due to years of austerity, firefighter wages have fallen behind inflation.

Conference also notes that if most members of the Executive Council (EC) and regional officials were not on trade union release that they may be allowed by their Fire and Rescue Service to take up outside employment.

Conference resolves to allow where it does not impact and or infringe their full-time union role that EC members and regional officials be allowed to have outside employment.

LONDON

90. TRANSITION FROM X TO AN ALTERNATIVE SOCIAL MEDIA PLATFORM

Conference believes that the social media platform X, under the ownership of Elon Musk, has increasingly engaged in the open promotion of fascism, bigotry and discrimination, using its algorithms to amplify such content to all users.

Conference therefore instructs the Executive Council to urgently identify a viable and appropriate alternative social media platform for official Fire Brigades Union (FBU) communications. A clear transition plan should be developed and implemented without delay, ensuring that all official FBU accounts on X migrate to the new platform as soon as possible, and by no later than 31 December 2025.

SCOTLAND

91. MANDATORY TRAINING FOR FIRE BRIGADES UNION (FBU) OFFICIALS

Conference acknowledges the need for FBU officials to represent and advise members on a wide range of challenging issues.

Conference agrees that in order for elected officials to be properly supported they should be clear in regard to the expectation, requirements and necessary training required to carry out their roles.

Conference therefore instructs the Executive Council (EC) to create a working group to review what FBU education courses are deemed a mandatory requirement for elected brigade officials, regional officials and EC members positions. This work should be completed by, and any subsequent necessary rule changes brought to Conference 2026.

SCOTLAND

92. ENCOURAGING PARTICIPATION WITHIN OUR UNION

Conference notes the benefits of encouraging active participation and engagement of members and branches in Fire Brigades Union (FBU) internal elections of all levels.

Conference also notes that election terms for all brigade, regional, national sectional, Executive Council (EC) and full-time officials are detailed within the Rule Book.

Conference, in the interest of transparency and to improve increased member engagement in such elections, instructs the EC to make arrangements to ensure that the date of election, and date that the current elected term ends, of all of the following elected officials, are clearly published on the FBU national website and included as part of the EC annual report;

- brigade secretaries, chairs and organisers
- area secretaries, chairs, organisers and vice chairs
- national sectional secretaries and chairs
- regional secretaries, chairs and treasurers (and organisers where they exist)
- executive council members
- national officers
- president, vice president and national treasurer
- general secretary and assistant general secretary.

Conference also instructs that this work should be completed by no later than 31 December 2025 and included within the EC Annual report for 2025.

SCOTLAND

93. CONDUCT AND CANVASSING DURING FIRE BRIGADES UNION (FBU) ELECTIONS

Conference acknowledges that as FBU members, all Executive Council (EC) members, regional officials and brigade officials are entitled to hold their own opinion on their personal preference of candidates in internal FBU elections.

Conference however believes that as elected officials with significant responsibility and influence, it risks undermining the democratic processes, structures and governance of our union for such officials to declare their support publicly for any candidate before the processes for any such elections have been formally announced to members. Additionally, no official should be able to use their position to amplify their personal opinions and preferences for any candidate, rather than reflect formal endorsements of candidates decided through brigade, sectional and regional committee structures.

Conference agrees that it should be a breach of canvassing rules for elected officials to publicly voice their support for any candidate without having the endorsement of their respective committees beforehand.

Conference therefore instructs the EC to establish a working group to review the current canvassing rules for internal elections. This working group should seek external advice to ensure objectivity. The outcome of this working group should be the production of clear guidance on canvassing and conduct for elections for all levels of officials in the FBU. This work should be completed by no later than Conference 2026.

SCOTLAND

94. PRE-ELECTION PERIOD

Conference notes that the recent General Secretary election was robustly contested by the two candidates who stood for the position.

Conference also notes that where an incumbent stands for re-election, there is inherently an advantage for that individual by virtue of the position they hold and the influence that any official correspondence sent to members in their name can have.

Political elections within the United Kingdom are currently subject to 'pre-election periods,' commonly referred to as 'purdah,' where specific restrictions on communications activity are in place.

Conference calls on the Executive Council to explore the idea of a pre-election period and restrictions on communication for those already in post who stand for re-election in the following positions, general secretary, assistant general secretary and national officer and report back to conference no later than Conference 2026.

DURHAM AND DARLINGTON

95. SOLIDARITY MERCHANDISE

Conference applauds the work that members of the Fire Brigades Union (FBU) have undertaken in support of affiliated groups, such as Palestine Solidarity Campaign, Care4Calais, Cuba Solidarity Campaign and others.

Conference further notes the success that the Care4Calais 'Paddington' T-Shirt had with members and supporters.

Conference believes that this is something we should encourage and grow.

Conference instructs the Executive Council to develop a 'Solidarity Range' through the FBU Shop that combines both the FBU logo and the logos and designs from affiliated groups. A percentage of any profits from this range should be donated to the affiliated group(s).

LANCASHIRE

96. FIRE BRIGADES UNION (FBU) RULE BOOK

Conference notes the numerous resolutions that have been agreed at previous conferences and now accepts the urgent need for the FBU Rule Book to be updated and made available to all members and officials of the FBU.

Conference believes there have been rule changes and amendments that all need to be implemented and the FBU Rule Book brought up to date.

Conference instructs the Executive Council to agree a method for a full review of the Rule Book and look at required updates as a consequence of other FBU business and the language used. The outcome of this review should ensure a more inclusive language is adopted and that the proposed updated Rule Book represents an up to date position and reflection of our Union and its structures. The proposed updated Rule Book should then be presented to Conference 2026 for agreement and/or amendment.

DERBYSHIRE

97. USE OF SOCIAL MEDIA PLATFORMS AS A UNION

Conference believes that the modern world social media is swamped with fake news, inaccurate news reporting, artificial intelligence and inappropriate posts. Social media platforms, such as the unregulated platform “X” (formerly known as Twitter), actively allows the spread of hatred, discrimination, racism, sexism, violence and explicit content.

Conference does not promote, permit or support any such content and fights against all forms of discrimination and hatred.

Conference recognises that when used positively, social media is an invaluable tool for sharing and promoting the work of our Union and delivering impactful messages to our members and the public we serve.

Conference cannot allow this to be overshadowed by voices of hatred and immoral promotion.

Conference believes with the increasing number of social media platforms becoming available, it is time to now consider which platform allows us as a Union to continue to promote our messages whilst maintaining our morals and core values.

Conference instructs the Executive Council to conduct a feasibility study into social media platforms to determine which, as a Union, the Fire Brigades Union align ourselves with moving forward.

BUCKINGHAMSHIRE

98. VIDEO DEBATES FOR FIRE BRIGADES UNION (FBU) NATIONAL ELECTIONS

Conference recognises that digital technology has advanced significantly over the years and as such, more options are available to us to ensure our members are more engaged than ever before.

Conference also recognises that the FBU has utilised technology such as video streaming to enable members to receive updates on a variety of issues in a timely manner, and this has been welcomed and positively received by those participating.

Conference agrees that using video streaming technology is an appropriate method to engage with members when it comes to our national internal elections and agrees that this should be facilitated by the Executive Council (EC) on a national basis. The ability to ask questions of those standing for election is expected by our members.

Conference instructs the EC to establish a working group to develop clear guidance around facilitating a national debate for candidates standing for election to general secretary, assistant general secretary and national officers. This work should be completed no later than Conference 2026.

WEST MIDLANDS

99. THE USE OF THE FIRE BRIGADES UNION (FBU) FUNDS TO PURCHASE ALCOHOLIC BEVERAGES

Conference believes that the use of the FBU funds should not be used to purchase alcoholic beverages.

Conference instructs the Executive Council that this practice is put to an end within six months of Conference 2025 and that the FBU ceases using its funds to purchase alcoholic beverages.

SUFFOLK

AMENDMENT

2nd paragraph, **delete** 'within six months of Conference 2025' **insert** 'immediately'
HEREFORD & WORCESTER

100. STRENGTHENING REPRESENTATION ON THE EXECUTIVE COUNCIL (EC)

Conference believes that the reinstatement of equality focused EC positions is crucial for ensuring that the union effectively represents and advocates for all its members, particularly those from marginalised groups.

Conference further believes that reviewing the EC positions will help the union make the changes necessary to create parity within our structures. This initiative will strengthen the union's commitment to promoting a fair, inclusive, and supportive environment for all members. The commitment to forming a dedicated working party to conduct a comprehensive review of the current EC positions is the beginning of our commitment to equity. The establishment of a working group could identify barriers to restoring equalities representation at EC level, and how to remove them, to ensure the Fire Brigades Union can return to having democratic input from people with lived experience into decision making at senior levels of union structure, in order to maintain its commitment to equality, equity, respect and unity.

Conference instructs the EC to establish a working group to assess the capacity and necessity to reinstate previously held equality focused EC positions and ensure its findings and recommendations are presented at the 2026 Conference for agreement and implementation.

LGBT+

101. THE USE OF X THE SOCIAL MEDIA PLATFORM

Conference acknowledges the importance of having a social media presence as an effective form of communication to our members.

Conference believes that equality, diversity, and international solidarity is at the heart of our movement.

Conference is concerned by the algorithms used by X to promote antisemitism, the far right and xenophobia.

Conference demands that the Executive Council oversee the removal of national, regional and brigade X accounts and seek alternative social media platforms.

AVON

102 INTERNAL UNION DISCIPLINE

Conference notes the importance of the Rule Book, specifically internal union discipline and the penalties which can be applied within;

Rule G1 Internal Union Discipline

Rule G2 Internal Union Discipline: Officials other than Executive Council Members, President, Full-Time Officials and National Sectional Officials

Rule G3 Internal Union Discipline: Executive Council Members, President, Full-Time Officials and National Sectional Officials

Conference believes these rules need to be reviewed to reflect our modern day standards with realistic reprimands.

Conference instructs the Executive Council to review and re-evaluate penalties which can be applied within Rules G1, G2 and Rule G3 and report back to Conference no later than Conference 2026.

TYNE AND WEAR

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6	Retained Pay Negotiations	NORTHERN IRELAND
7	Shift Negotiations: Opening the Discussion to Consider Flexible Duty Shift Systems	LANCASHIRE
8	Driver Protections	SOUTH WALES
9	Protection for Emergency Service Driving	MID AND WEST WALES
10	Broadening the Role	MERSEYSIDE
11	Nationally Agreed Minimum Housing Allowance for the Day Crewing Shift System	NORTH YORKSHIRE
12	Including all Wholtime Day Crewed Members in the On Call Pay Award	NORTH YORKSHIRE
13	Rolemaps	HERTFORDSHIRE
14	Water Rescue	DERBYSHIRE
15	Menopause and Attendance Management	NATIONAL WOMEN'S COMMITTEE
16	Pregnancy and Maternity Return to Work	NATIONAL WOMEN'S COMMITTEE
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39	National Support for Retained Duty System (RDS) Members	DURHAM AND DARLINGTON
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93	Conduct and Canvassing during Fire Brigades Union (FBU) Elections	SCOTLAND
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CONFERENCE STANDING ORDERS

CONFERENCE STANDING ORDERS

1. The Executive Council shall decide the venue and date (or dates) on which the Conference will be held.
2. The Standing Orders Committee as established under Rule C2 will issue a preliminary notice to all Branches at least 20 weeks before the Conference is due to be held; such preliminary notice to inform Branches of closing date for the receipts of resolutions, amendments, amendments to rules and delegates' names.
3. The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade/National Sectional Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Conference
4. The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade and National Sectional delegation, prior to Conference, with the Standing Orders Committee's reason for rejection. There is a facility to allow resolutions which have been rejected to be amended in a timely manner for reconsideration by the Standing Orders Committee.
5. Resolutions, amendments, amendments to rules and other business for Conference must be returned electronically by the Chair or Secretary of the Brigade/National Sectional Committee by whom they are submitted. Resolutions must deal with one subject only and not be of omnibus nature.
6. The order in which the resolutions are to be discussed shall be decided by the Executive Council in consultation with the Standing Orders Committee.
7. Brigade/National Sectional Committees shall not be allowed to submit more than three resolutions, except where membership exceeds 1500 members. A Brigade/National Sectional Committee which exceeds 1500 members shall be allowed one resolution per 500 members or part thereof. The Executive Council shall not be allowed to submit more than three resolutions.
8. Notwithstanding the provision of the above rule, the Executive Council or any Brigade/National Sectional Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.
9. Brigade/National Sectional Committees are required to co-operate with the Standing Orders Committee in order that resolutions and amendments of a similar nature shall be composited. Any Brigade/National Sectional Committee which ignores a written request from the Standing Orders Committee, to consider a pre-conference compositing proposal, shall have its resolution removed from the Conference Agenda.
10. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
11. The Standing Orders Committee shall submit to the President of Conference a programme of all resolutions and amendments approved by them as being in accordance with the rules and Standing Orders, together with all suggestions for the proper conduct of the business of Conference. They shall also provide all delegates to Conference with a programme of Conference business no later than the night before the opening morning of Conference.
12. The Standing Orders Committee will report to the Executive Council any violation of the rules or Standing Orders that may be brought to their notice with any recommendations agreed upon.
13. The Executive Council shall nominate two Tellers and two ballot Scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.
14. The method of voting at each Conference shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference Hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.
15. The voting on a challenge to the President's ruling decision shall be taken by the Vice-President (or someone approved by Conference in his/her absence) and shall in the first instance be by a show of hands. Where the result is unclear and/or in doubt the Vice-President or delegates may call for a numerical count of standing delegates by tellers. Standing delegates must clearly show their delegates credential cards as identification of their rights to vote. On the day (or days) on which Conference is held, the President shall inform Conference of the number of delegates in attendance and entitled to vote, and support for a challenge must be by at least two-thirds (2/3) of the stated number.

16. On the day (or days) on which Conference is held, delegates shall assemble at 09.30hrs prompt, adjourn at 12.45hrs, re-assemble at 14.00hrs and adjourn at 17.15hrs. Comfort breaks will be 11.00hrs to 11.15hrs and 15.30hrs to 15.45hrs.
17. The Executive Council shall be responsible for the production of a daily Record of Decisions of Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.
18. At each Conference, the agenda compiled by the Executive Council shall be taken as the first business of Conference immediately following the Executive Council and auditor's reports.
19. The Chair will be taken by the President or in his/her absence by the Vice-President. In the absence of the President and Vice-President, the delegates shall elect a Chairperson from among their members.
20. After the opening of Conference the Executive Council shall present their report for the past year which shall be laid on the table for discussion. The items on the report shall be discussed seriatim and not as a whole. Delegates may move the reference back of the whole or any part thereof. Each speaker limited to five minutes.
21. Such reports shall be given precedence over all other business provided that where a resolution on the Agenda bears directly upon any part of the report, such resolution may at the discretion of the President be taken in conjunction with such part of the report.
22. The mover of the resolution shall be allowed seven minutes, the seconder five minutes and any or each subsequent speaker, three minutes. The mover of an amendment shall be allowed five minutes and the seconder three minutes. No person shall speak more than once on a question, except the mover of the original resolution, who alone shall have the right to reply. Should the proposed mover of a composite resolution through no fault of his/her own, be absent from the Conference Hall when he/she is called, any other delegate representing a Brigade/National Sectional Committee involved in the composite shall be allowed to move the resolution.
23. Facilities will be made available to enable any speaker to address Conference. If the President rises to call a delegate to order or any other purpose connected with the proceedings, the member speaking shall thereupon, resume his or her seat and no other delegate shall arise until the President authorises the discussion to proceed.
24. Should any delegate cause a disturbance at any session of Conference, and refuse to obey the President when called to order, he/she shall be named by the President and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in Conference proceedings without the consent of the Conference delegates.
25. Previous question, next business, or the closure may be moved and seconded by delegates only who have not previously spoken in the debate and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply.
26. Should the President consider there is no direct difference of opinion among the delegates, he/she shall have the power to stop the discussion and submit the proposition to the vote of the Conference.
27. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.
28. In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade/National Sectional Committees. Neither the Executive Council by decision nor the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.
29. These Standing Orders may be suspended, if such suspension is agreed by at least two thirds of the votes cast by the delegates attending Conference.
30. Alterations to the Standing Orders of Conference may be submitted by Brigade/National Sectional Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Conference.



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