

Firefighter

The magazine of the Fire Brigades Union

THE GLOBAL FIREWAVE

The wildfire crisis

See p8

**PAY REFORM ENTERS
CRITICAL PHASE**
See p16

**CUTS: THE
BATTLEFIELDS**
See p14

**CONTROL ROOMS:
UNDER STRAIN**
See p12

August-September 2026



www.fbu.org.uk

The stunning victory by our members in Kent, where they fought off plans to cut 63 firefighter posts, six engines and shut down five stations, has reverberated around the whole union.

A collective effort of our brilliant Kent FBU officials, members and staff has forced the Reform-led county council to think again and scrap these appalling plans (see page 4).

This sends a message to other fire and rescue services that are even thinking about making similar cuts: that the FBU will be there to stop them.

The UK fire and rescue service is in critical need of sustained funding and investment. We need to secure the resources required to rebuild and strengthen services across the UK, making them more resilient and better equipped to protect the public and keep firefighters safe.

WILDFIRES

The fact that anyone is thinking of cutting firefighting provision at a time of unprecedented wildfires both here and across the continent is hard

to believe but regardless, we stand ready to defend firefighters and control staff.

Following the increase in wildfires (see page 8) and the tragic deaths of firefighters in mainland Europe, we are campaigning for the investment needed to keep our members and communities safe.

Decades of cuts have left services struggling to cope at a time when climate change threatens to increase the risks we face.

Our sustained campaigning and pressure



Steve Wright

A victory for us all

This sends a message to other fire and rescue services that are even thinking about making similar cuts: that the FBU will be there to stop them

have led to the government agreeing to convene a National Wildfire Summit, giving FBU members the opportunity to help shape our case for greater investment, improved national resilience and more firefighters, which are so badly needed.

FOREVER CHEMICALS

Staying with the theme of safety, an important piece of academic work on PFAS levels in firefighter blood has been published.

It is the strongest UK evidence we have seen that firefighters are carrying higher levels of some forever chemicals through occupational exposure and that is totally unacceptable.

The research carried out by renowned professor of fire chemistry and toxicity Anna Stec reinforces the need for better contamination control, safer PPE, routine health monitoring and continued research into occupational cancer.

INTERNATIONAL ALLIANCES

I recently returned from an international visit to North America, where I met the officials and members of the International Association of Fire Fighters, the largest dedicated fire service union in the world with over 360,000 members across the US and Canada.

What has emerged following the upsurge in wildfires worldwide is a consensus across borders that firefighters need to revamp our international links, share experiences and exert pressure on bosses to invest, not cut firefighting capacity.

That's why I now believe it is time to reinvigorate the International Firefighters Unions Alliance and bring together our colleagues the world over and build an unstoppable firefighter force for change.



General secretary Steve Wright with Kent FBU members outside Maidstone town hall

ALANNA GOW



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Firefighter

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NEWS

LETTER FROM THE PM

Burnham's pledges to the FBU



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WHAT'S A CONCORDAT?

New firefighter health deal explained



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KENT VICTORY



ALANNA GOW

Firefighters rally against the Kent cuts. Just two days later, the cuts were ditched

Kent firefighters force U-turn on cuts

Kent firefighters have won a “stunning” victory in staving off cuts which would have meant the loss of 63 jobs, five stations and six fire engines.

The total abandonment of plans followed an intensive Fire Brigades Union campaign, including two mass rallies. Fire chiefs were warned of industrial action if the cuts were not reversed.

A complete U-turn by the Kent Fire Authority – on a 17-2 vote – has left a question

mark over the position of chief executive Ann Millington, who defended the cuts to the hilt. It marked the latest in a long list of wins by the FBU against cuts in the UK this year.

PUBLIC SUPPORT

It came just two days after hundreds took part in a mass demonstration outside Maidstone County Hall, the second in a campaign that attracted wide public support.

The cuts planned by Kent Fire and Rescue Service

management would have affected rural communities with the closure of stations in Chilham, Wye, Grain and Westerham. Engines would have been removed from Tunbridge Wells, Faversham, Herne Bay and Deal, while Thameside and Dartford would each have lost one engine overnight.

FBU general secretary Steve Wright said: “This is a stunning victory. Other employers in the fire and rescue service need to understand that wherever

they attempt to undermine the safety of firefighters and attack our members’ livelihoods, the FBU will be there to stop them.

FIGHTING SPIRIT

“I want to congratulate Kent FBU and Kent firefighters for their strong, fighting trade union spirit.

“The whole episode shows that when working people stand together in unity against bosses’ plans to erode safety and cut jobs, we are unstoppable.”



ESSEX COUNTY FIRE AND RESCUE SERVICE FACEBOOK

The fertiliser fire injured 20 firefighters and destroyed three fire engines

Inquiry launched into fertiliser blaze

A multi-agency investigation is underway into “every element” of a huge blaze and explosion which destroyed three fire engines and two officer cars in Essex.

More than 100 firefighters were deployed after the blast, triggered by flames spreading to a fertiliser store, with 20 taken to hospital for treatment for minor injuries and for checks such as potential hearing loss.

The major incident at Highlands Farm, between Chelmsford and Southend on 24 July, is being investigated by the Health and Safety Executive with the Essex County Fire and Rescue Service, which described the scene as “one of the most complex and challenging” in recent years.

The focus of the HSE’s inquiry is

to establish whether there was any breach of workplace health and safety regulations.

It will look into any factors which could have contributed to the fire and subsequent explosion, which was heard across the county, and to other aspects relating to the site and incident response.

Regulations stipulate that both the HSE and fire service should be notified of stores of more than 25 tonnes of ammonium nitrate fertiliser with a nitrogen content over 15.75%.

An Essex fire service statement said: “The investigation will address every element of the site and incident. It is important we do not speculate on the cause until that investigation has been completed.”

CLEVELAND

Cleveland firefighters vote unanimously to reject cuts plan and launch public campaign

Firefighters in Cleveland have launched a campaign against cuts they warn will threaten the safety of the public and fire crews.

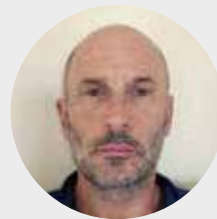
FBU members voted unanimously to reject a series of cost-cutting measures designed to close a £1.2m projected deficit in funding.

The plans include reductions in night cover and water rescue,

and the introduction of a cap on working hours.

Since 2014 Cleveland has seen a 33% reduction in full-time posts, or 163 jobs.

Launching a public campaign to secure additional funding, Cleveland FBU secretary James Sudron said: “This time enough really is enough. Our safety is not a chip to be bargained with.”



Sounding Off

Rescue for no pay?

Ian Bugler, Coastguard Rescue Officer, on their campaign for their rights as workers to be recognised

At the beginning of June, the Maritime and Coastguard Agency announced it was axing payments for crews attending emergencies at sea, putting all 3,300 Coastguard Rescue Officers (CROs) on a volunteer-only model. It meant that from September all on-call CROs would be expected to attend all rescues and mandatory training for free.

They are currently able to claim taxed remuneration towards loss of earnings of approximately £11 per hour. The decision by the MCA, a government agency, was in response to a High Court judgement confirming coastguards’ legal status as workers.

These highly trained, category one emergency CROs are on call 24/7, 365 days a year, responding to all manner of coastal emergencies, such as cliff, water or mud rescues, missing person searches and casualty evacuations. They often work alongside other 999 agencies, such as firefighters. Last year crews responded to over 39,000 call-outs around the UK’s 11,000 miles of coastline.

More than 700 CROs signed up to the GMB union, helping to increase pressure on ministers to halt the plan. Over half of the current CROs said they would be likely to leave the service or significantly reduce their availability.

All say they don’t do it for the money, but the money enables them to do it: taking them away from family at meal times, family occasions and waking them in the middle of the night to rush to those in distress, often risking their own lives.

CROs lobbied MPs at Westminster, with more than 170 backing our campaign. The day before Parliament went into summer recess, the government U-turned and put the plan on “pause”. We’ll have to see what that means. The campaign goes on for our rights as workers to be recognised. Would MCA staff do their job for free?

New prime minister Burnham pledges 'frontline first' deal in letter to FBU

Prime minister Andy Burnham has written to the Fire Brigades Union pledging a better deal for firefighters under his premiership.

In a wide-ranging letter to general secretary Steve Wright, he said: "My approach will always be frontline first."

In a series of meetings with the PM, Wright has stressed the need for new investment in fire services and the damaging effect of cuts.

Burnham said decisions about staffing should be driven by public safety and operational need, "not by the consequences of underfunding from Westminster".

The move marks a new relationship between the FBU and Downing Street.

"Fire and rescue services have been asked to do more with less for far, far too long," Burnham wrote. "When firefighters are called out, they need to



ALEXANDRA DRAGOI / NO 10

Andy Burnham

know they have what they need to do their jobs safely and effectively.

"I will work with the FBU to ensure the settlement delivers for the frontline: safe staffing levels, properly maintained equipment and stations, modern PPE and the capacity to respond to the growing range of risks firefighters now face."

TUC



MARK THOMAS

General secretary Steve Wright speaks at last year's TUC Congress

FBU urges unions to back justice for Grenfell

The Fire Brigades Union is calling on the wider union movement to back a demand for all those responsible for the Grenfell Tower fire to be brought to justice.

In a motion submitted to the TUC's annual congress in September, the union calls on the TUC to express concern that prosecutions of the liable firms, individuals and politicians have not yet begun as the tenth anniversary of the tragedy approaches next year.

It calls on the movement to declare as a "national scandal" that thousands of residents still live in high-rise buildings

with dangerous cladding, and demands the "immediate remediation" of all housing with safety failures.

It also calls for the TUC to support the FBU's demand for sustained central government investment in the fire and rescue service.

In another motion, the union calls for Congress to welcome the FBU's Concordat with the government, agreed earlier this year, on the better health and wellbeing of firefighters as well as to support the union's continuing campaign for the best prevention and control health measures.

In brief



SHARE YOUR MEMORIES OF THE 1977 STRIKE

Firefighters who took part in the first national strike in the FBU's history in 1977 are being asked to share their recollections as part of a major commemoration of the event's 50th anniversary.

National officer Tam McFarlane said: "We owe that generation of FBU members a significant debt of gratitude, so we are reaching out for their memories."

The nine-week action resulted in a 10% pay increase, a reduced 42-hour working week and a long-term index-linked pay formula to protect real wage levels. Contact tam.mcfarlane@fbu.org.uk

PENSION WIN FOR FORMER RDS FIREFIGHTERS

Firefighters who move from retained to wholtime roles will be able to include their previous service in their pension entitlement in the future.

A negotiated settlement for RDS pensions has secured agreement that breaks in service of up to a month will be treated as continuous, more than that on a case-by-case basis.

NEW ZEALAND CANCER BILL

Firefighters in New Zealand have won a step towards legislation recognising occupational cancers. A law to ensure firefighters do not have to go through a legal process to prove a link to work has been introduced to the Wellington parliament, backed by the Green Party. The presumed link is already legally recognised in Australia, Canada and the US.



Wes Streeting and the FBU's Adam Taylor discuss the Concordat on the FBU Podcast

The first meeting of the government's firefighter health and wellbeing task and finish group has taken place, marking the start of work to develop a national Concordat for the fire and rescue service.

The programme was announced by then health secretary Wes Streeting in April as part of wider government commitments to improve firefighter health and wellbeing.

Alongside the Concordat, the programme will also develop proposals for a national health monitoring offer and strengthen the evidence and research underpinning firefighter health.

PROGRAMME OF WORK

National Officer Adam Taylor attended the inaugural meeting on behalf of the Fire Brigades Union, joining representatives from government departments, employers and fire and rescue sector organisations.

The meeting focused on



News Focus

Work begins on firefighter health Concordat

WHAT'S IN THE CONCORDAT?

The health concordat sets out a commitment to:

- Regular health monitoring for currently serving and retired firefighters
- Improved NHS data collection on firefighter health
- Further research into cancers and other diseases caused by the job

The FBU played a leading role in securing the government's commitment to improving firefighter health and wellbeing

agreeing the group's remit and programme of work, with members discussing the scope of the Concordat and how it will support a consistent approach for firefighters across the sector.

DEVELOPED

The Concordat is intended to provide a shared framework to support improvements in firefighter health and wellbeing while recognising the responsibilities of individual fire and rescue authorities as employers. It will be developed over a series of meetings before being considered by ministers.

The FBU played a leading role in securing the government's commitment to improving firefighter health and wellbeing and will continue to represent members throughout the development of the programme, ensuring firefighters' experiences and priorities help shape its outcomes. Members will be informed of progress.

WILDFIRES

SCORCHE

Devastated moorland near Tintwistle
in the Peak District



The wildfires which raged across the UK this summer were reported to be the worst spate ever recorded as climate crisis-driven heatwaves engulfed western Europe, Africa and North America.

From southern Spain to Norway, Scotland to Sussex, Suffolk and the Cairngorms, North Wales to North Yorkshire, from Italy to Canada, Algeria, Greece and Morocco, record-breaking temperatures in successive heatwaves produced tinderbox conditions.

Major incidents were declared in the Peak District and the Cairngorms in Scotland, where more than 500 firefighters were mobilised to tackle a prolonged blaze and residents were evacuated.

As Toronto registered as the most air-polluted city on the globe, smoke from around 100 Ontario wildfires blotted out daylight in New York City, across the border.

In Spain, 13 people, including seven Britons, died when they could not escape a blaze which devastated communities as it swept through, where at least 90,000 people were forced to evacuate due to out of control fires. Two firefighters died tackling a blaze near Bordeaux in France, while more than 260,000 residents were evacuated from their homes and fires encroached on the port city. Another firefighter was lost in a wildfire in Sicily and three in Greece.

In the UK, schools and workplaces were closed, transport systems disrupted and tragically tens of thousands of “excess” deaths were recorded – 2,750 in England and Wales, according to the Met Office and academic studies.

Scientists universally agree it’s going to get worse as the climate emergency accelerates and wildfires become more frequent, faster, longer-lasting and spread more quickly. The United Nations World Health Organisation estimates that extreme heat costs the lives of 175,000 people a year across the European continent.

DIFFICULT TERRAIN

Firefighters on the frontline, in many cases lacking proper, up-to-date equipment or adequate crew numbers, operated over large distances in difficult terrain, often with inappropriate clothing and with too few fully trained team members.

Fire Brigades Union general secretary Steve Wright said: “Wildfires are not going away. They are more frequent and more dangerous and they’re putting lives at risk. That’s why we need a national strategy to deal with them.”

The FBU welcomes the government’s positive response to the union’s call to organise a national summit on wildfires to develop a UK-wide strategy to deal with the threat. >>

EARTH

'LARGER, LONGER AND MORE DANGEROUS EVERY YEAR'



The government has heeded the Fire Brigades Union's call to bring together key stakeholders to hammer out a stronger national strategy for dealing with wildfires. It has agreed to convene a meeting of officials, the FBU and other agencies involved in tackling the increasing frequency and severity of wildfire outbreaks following a summer of record-breaking temperatures and a spate of hundreds of blazes across the country.

The move came shortly after the FBU called on the government to organise a national summit of all the UK nations, central government, fire service employers, the union, environmental agencies, farmers, local government and other relevant bodies.

FBU general secretary Steve Wright said: "This is an important step forward. Every summer our members are facing larger, longer and more dangerous incidents, yet too many fire and rescue services remain under-resourced after

years of cuts."

The government has indicated that a meeting will be called after the current wildfire season. The FBU is determined to continue pressing for discussions to include the staffing, investment, equipment and national co-ordination needed to meet the growing risks of wildfires in the climate crisis.

Last year, the worst on record so far, fire and rescue services in England and Wales tackled more than 1,000 wildfire incidents.

The risks of wildfires have been officially identified for years. Wildfire was added to the National Risk Register of potentially acute dangers to national security in 2013. The Climate Change Committee, which advises the government, has warned that rising drought and fire risk will lead to "increased exposure to health harms from fire smoke and damage to infrastructure and buildings".

This year, as wildfires engulfed large areas of Europe and Canada,

firefighters in Britain have dealt with hundreds of incidents of fires larger than 30 hectares, or 74 acres. Many were widespread, moorland peat or grass blazes, lasting days or, in several cases, more than a week.

Major incidents were declared in Conwy, North Wales, Glossop in the Peak District and in Suffolk close to Sizewell B, Britain's largest nuclear power reactor. Others broke out near Aberdeen, Devon, Somerset, Leicestershire, Hampshire, Surrey, the Mourne Mountains in Northern Ireland, the Cairngorms in Scotland and dozens of other locations, including London.

It meant fire services across the country were stretched, with crews facing arduous conditions, long hours over difficult terrain. In many cases, only unsuitable structural gear – designed for operating in building fires rather than under sweltering sun, remotely from command control points – has been available.



A wildfire gets perilously close to a family home in North Wales

Crew members have been returning with blisters covering their feet after crossing burning heathland, while others faced the impossible choice between risking heat exhaustion by staying in full protective gear or removing it and exposing themselves to flames.

Beaters were widely deployed. They can be the most effective in some situations but are tiring to use.

Control rooms were put under increased pressure with escalating public calls and the need to co-ordinate crews and appliances from multiple regions to deal with the wide spread of fires, such as at Tintwistle Moor in the Peak District. It drew on resources from Derbyshire, Nottinghamshire, Greater Manchester and Durham in the north east.

In London, control rooms dealt with more than 1,250 shouts in one day in July, sharing resources with brigades from outside the capital in counties such as Kent and Essex, while at the same time maintaining the 999 service for general incident calls.

“Challenging” is the most common, understated, term used by firefighters to describe conditions on the wildfire front.

Imogen Trinder, a firefighter who splits her duties between wholetime in Buxton and on call at Glossop in Derbyshire, is among those citing the often lengthy distances between the firefront and command points as an unavoidable frustration when vital refreshments and food are required. FBU rep Liam Jones is forthright: “It’s physically exhausting just moving your kit across those sorts of distances. When these incidents stretch themselves out over so many days, we only have so many crews that are trained. So we can have specialist equipment just stood by doing nothing.”



Firefighters on the scene in the Cairngorms where a major incident burnt for days



“

Wildfires on Arthur’s Seat have become more frequent and intense as a result of climate change. Marionville station crews’ knowledge of the unique terrain and understanding of fire behaviour are vital in dealing with these incidents safely and effectively. There is a unique risk to human life as the area receives up to 5 million visits a year.”

Davey Strachan is FBU branch rep at Marionville and was pivotal in successfully saving the station from cuts.

Firefighter Ben Richardson, from Derby, says lack of appropriate PPE for some, including legging cover, and adverse terrains make the job harder. He says operational co-ordination could sometimes be better, one of the issues which the proposed summit would address.

LIGHTER CLOTHING

Firefighter Fiona Lone, based at Glossop station, says she was fortunate to be supplied with lighter, cotton-based overclothes kit but felt for other crews arriving in structural gear. “The heat is very challenging,” she said.

Kiah Middleton, a firefighter and women’s rep in the north west, was mobilised at 4am to travel three hours to Tintwistle, where a major incident had been declared and national resilience teams called up. She believes wildfires have become the “new normal” and that the FBU’s call for a national summit is “definitely necessary”.

Kiah said: “The fire service has been cut and cut and cut and wildfires are increasing. It looks like we’re going to be dealing with them a lot more and that means we have to make sure we do it right – that firefighters have the education, equipment, safety, decon and co-ordination they need.”

The FBU has consistently highlighted the need for 5,000 additional firefighters to restore national resilience in the fire service. Wright said: “We welcome the government’s commitment to bring key partners together and look forward to working constructively to ensure this delivers meaningful action, investment and the resources firefighters need to protect our communities.”

The crisis facing fire

They are the unseen heroes keeping fire services running despite years of cuts – but now they're reaching breaking point

Control room staff are the unseen heroes of the fire services. That fire engine causing heads to turn as it blares its way to a potentially dramatic incident has a second, invisible to the public, driver in the cab. Those crews struggling to contain a major incident have an additional, out of sight, observer watching their back. That person trapped in a burning building has hope of rescue only as they are guided on the best way to survive by the stranger at the other end of a telephone connection.

Fire control operators are the first point of contact with the public in an emergency, obtaining as much information as possible to evaluate the scale and type of an incident, providing lifesaving advice while mobilising the correct resources and assessing the availability of appliances, monitoring their movements and ensuring adequate cover for the rest of their service areas.

UNDervalUED

Control rooms are, in short, the vital epicentre of an operation without which fire services throughout the UK would be unable to function efficiently. Their crews, predominantly women, do an irreplaceable job. Yet their work is consistently under-recognised and undervalued. It's a multi-skilled, multidisciplinary job where the lives of fire crews and the public are potentially at stake.

The reward for such crucial, essential public service has been – like the fire service in general – almost two decades of an austerity diet of cuts, job losses, control room

closures and amalgamation, anti-social shift patterns and failing technology. Around a quarter of control rooms have been lost and one in three control operator jobs have disappeared.

PRESSURE

It's a legacy which means too many control rooms are now at breaking point. Understaffing is endemic, sickness levels and stress are rising, work-related fatigue may as well be in the job description and job retention and recruitment are unsurprisingly problematic. Staff are constantly missing meal breaks to cope with the pressure of work and the absence of adequate staffing levels. Takeaways commonly replace healthier food prepared in on-site kitchens, provided for the purpose, in order to save time and keep up with ever-increasing workloads.

Toilet breaks are hurried according to one controller, who said: "You learn to go very quickly." Pay rates and disparities in the fire service pay structures, which the Fire Brigades Union is pledged to address, add to the grim toll of anxieties.

The conditions for control room staff were highlighted at the FBU annual conference in Warwick in May. Delegates passed a motion expressing "deep concern that many operational fire control rooms continue to operate below agreed crewing levels and believes that under-crewing creates unacceptable pressures on control firefighters, impacts their health and wellbeing and poses a serious threat to public safety."

Nikki Haxton-Jones, an assistant control commander at London

e control rooms



"Each shift is intense and there can be mental fatigue. There can be emotional impact with not a lot of respite"

fire control, who spoke at the conference, said: "Each shift is intense and there can be mental fatigue. There can be emotional impact with not a lot of respite."

Potential suicide calls, which are on the increase, add to the emotional weight. "You leave a call thinking, 'have I done everything I could, what could I have done better?'," says Haxton-Jones.

There is no specific training in dealing with mental health calls for control room crew, as there is for other emergency services such as the police. Rebecca Lewington, a control room firefighter and executive council member for Region 9, reinforces the point: "Sometimes you don't know if what you are saying will make it worse. Mental health calls have stayed with me long after the event."

UNDERSTAFFING

Lewington cites other lasting stress factors, such as providing guidance to those trapped in a fire. Watch commanders and colleagues with responsibility for taking an overview of what's happening in their region are too often diverted into taking emergency calls themselves due to understaffing.

Caroline Saunderson, secretary of the control staff national committee, says crew members raising concerns with duty managers are pushed back, with responsibility placed on staff.

Lewington captures the driving spirit of the profession: "It's still the job I love and to me it's still the best job, with the best people. We make it work in spite of management, not because of them. We love what we do."

The cuts battlegrounds – the war of attrition goes on

This is the map of frontlines in the ongoing national fight to save fire and rescue services from cuts that risk the lives of the public and firefighters. It shows that where Fire Brigades Union members stand in solidarity they can win – saving jobs, stations, engines and vital specialist vehicles.

Firefighters in Oxfordshire deployed union strength with a 94% ballot support for strike action earlier this year to reverse plans for the closure of five stations and the axing of 42 jobs, to add to the 12,000 lost since 2010.

But after nearly two decades of deep cuts, the map also shows that, in recent attacks, the war of attrition goes on.

Our fire and rescue services are stretched to breaking point. The demands on firefighters are constantly rising, with climate change creating more extreme wildfires, flooding and severe weather-related incidents. Yet services continue to be asked to do more with less.

The battle to protect crews and communities continues – in Kent, Gloucestershire, North Wales, Scotland and other regions where unity and resolve are the key to victory.



WIN

1 AVON FBU members rally and warn of strike action to defeat cuts to between 32 and 72 firefighter jobs, winning an extra £3.5m in additional government funding.

2 DORSET & WILTSHIRE Wide public support behind an FBU campaign forces the abandonment of proposals to close eight stations and axe 90 jobs.

3 KENT Victory for firefighters after mass demos in an FBU campaign which overturned plans to axe 63 jobs and four fire stations and removal of on-call cover.

4 LEICESTERSHIRE Sustained FBU campaign heads off £1m planned cuts and secures an extra £2m in central government funding.

5 MID & WEST WALES FBU members halted proposals to put whole-time firefighters on 12-hour shifts after a 250-member rally outside Carmarthen fire authority HQ.

6 NORTH WALES Firefighters successfully fight against proposed closure of five retained rural stations, 70 job losses, the downgrading of night cover and redeployment of



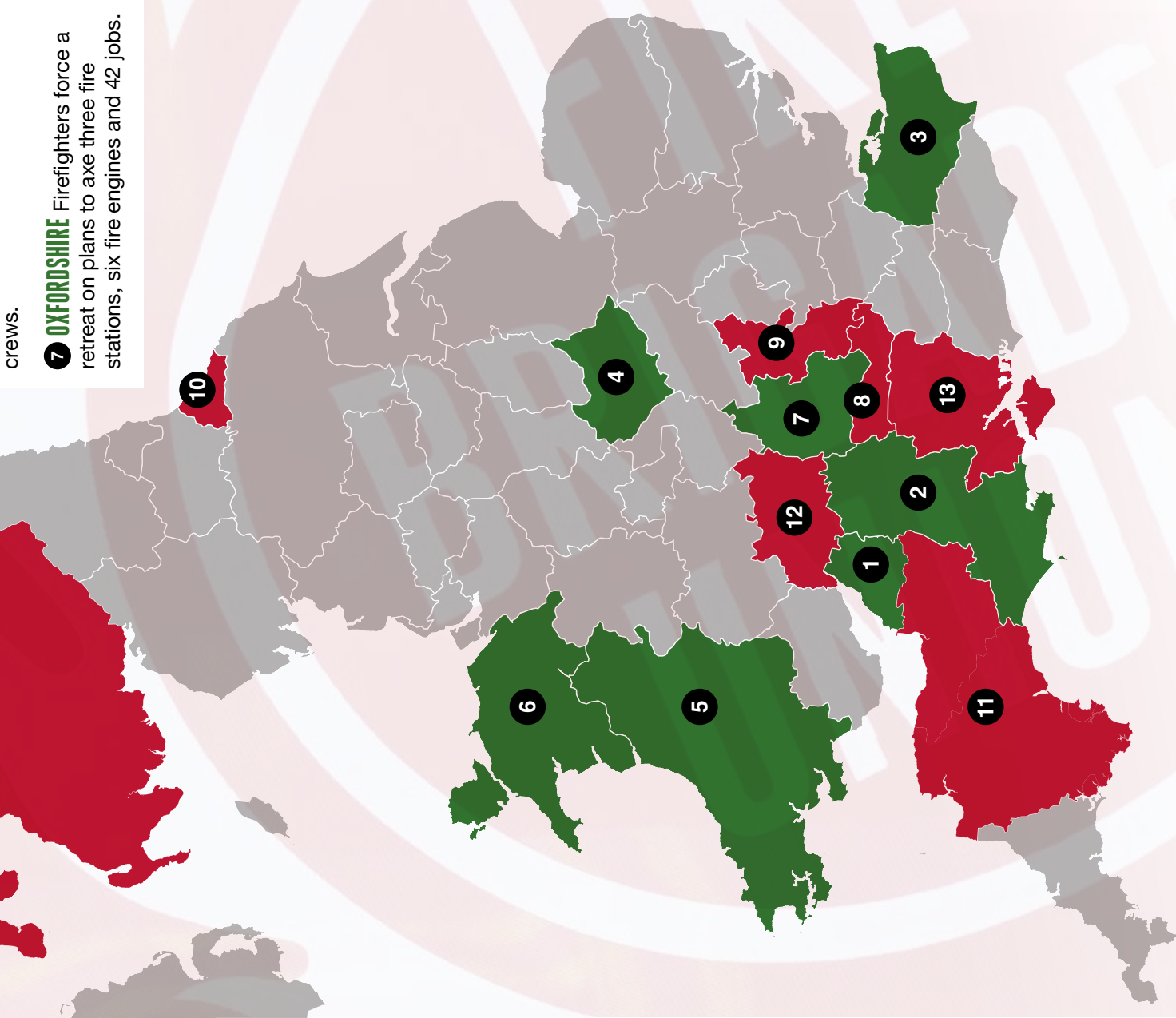


BATTLING

- 8 BERKSHIRE** Firefighters facing £1m cuts to an already creaking service, with an expected £3m more in the pipeline.
- 9 BUCKINGHAMSHIRE** FBU campaign saved Haddenham station but it is not operational for lack of crews due to halt in recruitment; two other stations under threat as well as seven retained appliances.
- 10 CLEVELAND** Firefighters have launched a campaign against cuts including reductions in night cover and water rescue.
- 11 DEVON & SOMERSET** Firefighters campaigning for public support against the loss of 42 jobs and reduced engine availability after millions in government funding cuts.
- 12 GLOUCESTERSHIRE** FBU fighting the downgrading of cover for communities under redeployment plans for £800,000 budget cuts.
- 13 HAMPSHIRE AND ISLE OF WIGHT** FBU lawyers have mounted a legal challenge over cuts to 16 frontline posts, three rescue support vehicles, two station closures and a reduction in 24-hour incident command capacity.
- 14 SCOTLAND** FBU campaigning saved one station but continues against ongoing cuts and underinvestment of more than £800m, leaving stations in "intolerable" condition.

crews.

7 OXFORDSHIRE Firefighters force a retreat on plans to axe three fire stations, six fire engines and 42 jobs.



New phase in talks on firefighters pay and promotion ladder

The union is pushing hard to end the outdated pay structure which denied rewards for extra skills and promotion opportunities. Here is an update on progress

Intensive negotiations on reforming firefighters' pay structures have entered a critical phase. Following the acceptance by Fire Brigades Union members of this year's above-inflation pay rise and building on years of talks between employers and union officials, momentum has been stepped up to replace the outdated 25-year-old fire service pay structure. The aim is to create an entirely new model, increasing pay parity, paid career development and promotional opportunities.

The annual pay award and long-term pay reform have been intrinsically linked in negotiations on a fairer deal for firefighters and control room staff. Reform remains the union's primary industrial policy, as confirmed by members at this year's national conference in Warwick.

Detailed discussions with employers are planned over the next six months on the design and implementation of a new structure covering career progression, competence, role maps, control grading, leadership pathways and associated issues. The goal is to have a proposal ready to go out to member consultation by the end of January next year.

DISPARITIES

Members have long-held criticisms of the present structure which, unlike most other public sector roles, has no "pay spine", with annual incremental increases. Combined with more than a decade of under-inflation pay awards, firefighters have seen significant real-terms pay cuts.

There is currently no proper, nationally agreed reward for taking on advanced skills or responsibilities and no recognition for the broadening emergency skills and responsibilities firefighters are required to have in terms of increasing floods, wildfires, medical assistance or terrorist incidents. Wide disparities exist in pay for control room

staff as well as retained firefighters.

National officials have agreed a plan to keep members informed and engaged in the talks with updates on progress highlighting areas of agreement and disagreement and any emerging reform proposals. National briefings are to be convened for brigade secretaries, regional officials and elected reps.

COMPLEX TALKS

The aim is to deliver a detailed briefing to members on the status of negotiations by January, reaching as many as possible in advance of an intensive consultation exercise. That will include a tour of all 13 FBU regions by national officials, live Q&A sessions and a podcast series of updates which would include appearances from employers' representatives, government officials and FBU national officials.

General Secretary Steve Wright said: "These negotiations will be complex and, at times, challenging. They will require sustained engagement with members, representatives, employers and government. Through the Executive Council we must therefore ensure that communication is regular, transparent and accessible throughout the process."

Key to a successful outcome of the talks is creating a structure in which members can expect pay progression above firefighter level through the development of specific skills or knowledge which accrue from experience and additional training. The

proposal, dubbed the "Y-shaped career pathway", would offer a promotional route for firefighters remaining in operational roles rather than only through taking on managerial roles. So the top of the spine would diverge into two separate paths, the "specialism route" and the "management route". Career points under discussion range from "entry-level firefighter" to "leading firefighter".

The aim is to provide genuine pay progression through role, not just promotion, properly recognising skills, competence and development. It's expected a more transparent and equitable pay model would also improve recruitment and retention.

Such reforms would require additional investment into the fire and rescue service from government, for which the FBU has long been campaigning in relation to basic operational needs.

MUCH AGREED, MUCH TO DO

As the pace of discussions is stepped up, in line with conference's calls for a deal to be on offer by next year's gathering of delegates, much has been agreed in principle between the union and the National Employers through a special working group and the National Joint Council, which includes the Local Government Association and which governs the Grey Book pay and grading structure. But all sides agree there is still much to do.

Steve Wright, General Secretary, said: "Our members were clear throughout the pay ballot that they expect us to deliver meaningful pay reform alongside annual pay awards. That's exactly what we're focused on. We'll keep members and the Executive Council updated as negotiations progress, with the full efforts of Head Office directed towards securing a fairer pay structure for firefighters and control staff."

'Members expect us to deliver meaningful pay reform alongside annual pay awards'



An outdated pay structure means
no proper pay ladder

MEDIC IMAGE EDUCATION, ALAMY



Unveiling a Red Plaque in memory of Asher David Latner

Red Plaques honour firefighter heroes and inspire new generations

Tributes to the fallen keep memories alive as schoolchildren share in the individual firefighters' stories behind the memorials



**FIREFIGHTERS 100
LOTTERY**

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1910

During the London Blitz, when the capital's streets were scarred by smoke, fire, death and destruction, fire watcher Asher David Latner was among the thousands of brave men and women who stepped up to protect their communities. On the night of 17 April 1941, Asher became one of the 700 firefighters who perished in the line of duty in those eight months of horror.

On 7 June, Asher's sacrifice was commemorated with the unveiling of a Red Plaque at Cannon Street, the City of London location where he fell.

Since its inception in 2017, the FBU's Red Plaque scheme has made great strides in erecting memorials around

the country to honour firefighters who lost their lives in the service of communities. The project not only provides fitting tributes to the brave men and women who made the ultimate sacrifice but celebrates the deeper sense of humanity which brings people of all races and creeds together.

As London FBU executive member David Shek, who was involved in Asher's ceremony, puts it: "Asher's memory speaks to something larger than one man's sacrifice. It is a reminder that people united, from every background, stood shoulder to shoulder in the fight because fire does not distinguish between race, sex or religion, and neither did the courage needed to fight it."

"Asher's story carries additional significance for the Jewish community

in Britain. Jewish Londoners played a major role throughout the wartime effort while also facing the anxiety of a Europe consumed by antisemitism and genocide. As antisemitism and social division continue to be a challenge today, remembering figures such as Asher David Latner becomes ever more important."

EDUCATE AND EMPOWER

Funded by the Firefighters 100 Lottery, the Red Plaque scheme is now helping to educate and empower communities through the exploration of history and by raising awareness of the risks firefighters take to protect their communities. It provides a focal point for families, friends and colleagues to remember their loved ones while recognising the bravery and sacrifices



Pupils from Knowetop Primary School, in Motherwell, join a ceremony for fallen firefighters Joseph Calderwood and Stanley McIntosh

of firefighters who have died in the line of duty.

A public history project led by Professor Shane Ewen at Leeds Beckett University, “Forged by Fire”, has promoted fire safety education in schools, guided communities to research their own histories and the significance of the commemoration of sacrifice.

With academic colleague Jonathan Reinartz from the University of Birmingham, Ewen delivered workshops at Knowetop primary school in Motherwell, Scotland. The workshops were dedicated to studying Station Officer Joseph Calderwood and Deputy Firemaster Stanley McIntosh, who lost their lives in a steelworks fire in the town in 1963. Pupils investigated the fire, learned about remembrance and created their own clay plaques dedicated to their personal heroes from the tragedy. At the subsequent Red Plaque ceremony on the 60th anniversary of the fire, pupils shared lessons from their experience with a large and diverse audience at Motherwell Community Fire Station. It attracted national and local media.

Another event in Paisley, west of Glasgow, was held to commemorate



Relatives and fire service representatives unveil a Red Plaque for John Sydney Farrow and David Wilson

wartime Clydeside victims, auxiliary firefighter David Wilson and 16-year-old messenger boy John Sydney Farrow. Pupils had learned about the Second World War and created graphic novel stories about Paisley’s wartime firefighters.

Praise for the project has come from

relatives, teachers, community safety teams and pupils, one of whom said: “If this generation doesn’t remember them, neither will the next, and they will be forgotten.” Another, from Knowetop school, said: “It’s very important to remember because firefighters are so selfless... I find that absolutely amazing.”

Prof Ewen said: “We would encourage more members to apply for a Red Plaque in their area. There are clear advantages in bringing communities together to learn about the important work of Fire and Rescue and it’s incredibly rewarding to help young people learn about the history of the service and keep its stories and legacy alive for future generations.”

FBU General Secretary Steve Wright said: “We are proud to honour the sacrifice, courage and selflessness of the men and women who lost their lives protecting their communities through the Red Plaque scheme.

“And we are proud to honour the memory of Asher David Latner as well as the contribution made by the Jewish community in keeping Britain safe.”

■ **For more information on ‘Forged by Fire’, see [forged-by-fire.co.uk](https://www.forged-by-fire.co.uk)**

Firefighters march to show Pride remains as important as ever

Maria Buck, FBU national LGBT+ secretary, reports on an inspiring London Pride

London Pride once again provided a powerful opportunity for the Fire Brigades Union LGBT+ section to stand visible, united and proud alongside thousands of people from across the trade union movement and wider community.

Members travelled from across the country to take part in one of the world's largest Pride events, carrying FBU banners through the capital and demonstrating the union's unwavering commitment to equality, inclusion and solidarity.

The day was not only a celebration of how far LGBT+ rights have progressed, but also a reminder of why Pride remains as important today as ever.

We highlighted the challenges currently facing LGBT+ communities, particularly trans people, and the growing need for visibility and solidarity.

I spoke about and reflected on the significance of the rainbow as a symbol of hope, belonging and reassurance.

"Nobody looks at a rainbow and sees a threat," I said. "Yet somehow a symbol of inclusion has become controversial. Not because the rainbow changed, but because those who stand beneath it still make some people uncomfortable."

My warning is that LGBT+ people are facing increasing challenges, from threats to protections and concerns around conversion practices, to debates over visible symbols of support within workplaces and public services.

Pride remains essential because visibility matters.

Visible support tells LGBT+ staff they belong. It tells them they're safe. It tells them they don't have to leave part of themselves at the station door.

London FBU LGBT+ Secretary



MARK THOMAS

The FBU at London Pride

Gemma Betts spoke passionately about the importance of continuing to build inclusive workplaces and communities where everyone can be themselves without fear of discrimination or exclusion.

RIGHT SIDE OF HISTORY

Pride is about far more than celebration. It is about standing up for those whose rights and dignity are being challenged and ensuring no member of the LGBT+ community is left behind.

Rights are not a bag of pick-and-mix. You don't get to pick and choose whose humanity is protected.

FBU members joined thousands of others in sending a clear message

that equality, respect and inclusion are non-negotiable.

The FBU LGBT+ section has a proud history of standing on the right side of history, challenging discrimination wherever it exists and supporting members when they need it most. As new challenges emerge, that commitment remains unchanged.

London Pride showcased the strength, resilience and determination of our community. It demonstrated that while progress should never be taken for granted, neither should the power of collective action.

Together, FBU LGBT+ members were loud, proud and visible, carrying forward a simple but vital message: everybody deserves to know they belong.



Meet the rep

Barry Andrews, brigade organiser, Kent

Why did you want to become a rep?

Because I wanted to stand up for firefighters and make sure members had someone they could trust when they needed support. Firefighting has always been about looking after each other, and being a rep is an extension of that. Whether it's dealing with workplace issues, protecting terms and conditions or our service, I wanted to play my part.

What's been your most stand-out experience in your time as an FBU rep?

Without doubt, the campaign against the proposed cuts to Kent Fire and Rescue Service. Watching members from every rank and station come together has been inspiring. The support from firefighters, families and the public has shown just how much people value their fire service. It's reminded me that when we stand united, we have a powerful voice.

How have the proposed cuts affected your members?

The proposals have created uncertainty and frustration across the county. Members are worried about public safety, firefighter safety and the future of the service. Morale has taken a hit, but it's also strengthened members' determination to fight for a properly resourced fire and rescue service that keeps the people of Kent safe.

Apart from the cuts, what are the main concerns in your region?

Recruitment and retention, along with making sure the service keeps pace with the risks we're facing — wildfires, flooding and national resilience. Investing in firefighters isn't just about pay—it's about recognising the demands of the modern fire and rescue service and making sure we're prepared for whatever comes next.

Who are your trade union heroes?

It's difficult to pick just one. I have huge respect for the firefighters who came before us and fought for the pay, conditions and rights we enjoy today. They showed courage not only on the fireground but also in standing together when it mattered most, setting the standard for every rep who follows.

Best way to recruit more firefighters?

Show people what the job is about. Firefighters make a difference every day, but recruitment must be backed by competitive pay, secure conditions and investment in the service. People want a career where they're valued, supported and equipped to protect their communities. That's the best recruitment message we can give.



What's new?

Air support

The increase in frequency and size of wildfires has led to a rapid evolution in the development of firefighting aircraft. Aerial operations have become a vital tool in the armoury available for fire suppression across the globe.

In the UK, the Fire Brigades Union wants to see the creation of a nationally co-ordinated aerial firefighting capability to support firefighters during increasingly large and complex wildfires.

As part of the union's negotiations in its proposed summit of the nations and relevant agencies on a new, integrated strategy for wildfires, it is calling for air support to complement, not replace, well-resourced ground operations, where it can improve firefighter safety and help protect communities.

Recent developments in firefighting helicopters have focused on heavy-lifting performance with larger but lighter scoop buckets, night vision and more efficient digital air-to-ground communications.

Aircraft design is undergoing a major shift to upgrade and replace the ubiquitous workhorse of many firefighting fleets, the Canadair CL-215, as governments invest in expanding aerial firefighting capabilities.

New models are in production for "super scoopers", drone swarms which widen the spread of water or retardants, and roll-on-roll-off cargo ramp containers with up to 20 tonnes of water capacity.



A firefighting helicopter in action

CAIRNGORMS NATIONAL PARK AUTHORITY



President's dispatch

It's time to put fire service pay right, says FBU president **Ian Murray**

The current fire service pay structure has been in place for over two decades following the national pay dispute in 2002/3. Although that settlement had some good points, like hourly pay parity for retained firefighters, it was riddled with flaws that have led to a fragmented fire and rescue service.

It was a flat pay structure, with little opportunity for pay progression outside of the annual pay reviews or promotion. It also led to the removal of all of the national standards, which had served us as a sector and our communities well for many years.

It allowed for not just a postcode lottery on the fire cover our communities are protected by, but also a huge differential in what firefighters get paid across the UK. You can have one firefighter in one service carrying out exactly the same role as a firefighter in the neighbouring service, yet getting paid substantially less.

This is down to some fire and rescue services paying additional skills payments for things like water rescue, or other duties that we consider to be outside of the nationally agreed role map, and others carrying out the same duties but for no additional pay. It's time to bring back some national standards and consistency in what duties our members actually get rewarded for.

The ongoing pay reform negotiations will hopefully address a lot of these inconsistencies, clearly define what is exactly in the firefighters' role map and pay firefighters adequate reward to carry out that role. Importantly, this should become part of core pay, so that it cannot be removed at the whim of a chief fire officer.

CUBA T-SHIRT

FBU launches Cuba solidarity T-shirt honouring fallen Matanzas firefighters

The FBU has unveiled a special edition Firefighters for Cuba T-shirt to mark the anniversary of the Matanzas oil storage facility explosion in August 2022 in which 17 firefighters lost their lives. All proceeds from sales go to the Cuba Solidarity Campaign.

National officer Tam McFarlane said: "Solidarity is the trade union superpower. I urge every FBU member to honour the firefighters of Matanzas by buying this fantastic T-shirt."

The launch of the T-shirt was marked by a visit from the Cuban ambassador Ismara Mercedes Vargas Walter to the FBU headquarters in London, where she praised the union's continued solidarity with the island's people.

■ £20 from shop.fbu.org.uk



FIRE FIGHTERS CHARITY

New era for support charity

The Fire Fighters Charity has entered a new chapter in its support for the health and mental welfare of firefighters with a plan to double the number of people it helps by 2030.

Last year more than 13,500 people from across UK fire services accessed its services. A powerful new information film is available at:

YouTube: <https://www.youtube.com/watch?v=kCzAQM94aT0>

Vimeo: <https://vimeo.com/1211993822/edac94394c>



PODCAST



Wildfires have been on the government risk register since 2013 but there's still no UK-wide strategy for how we respond to them.

Tam McFarlane is joined by FBU general secretary Steve Wright, FBU rep Liam Jones and brigade secretary Amanda Mills to discuss the growing risk of wildfires.

Scan the QR code to listen to the podcast:





Wright on the Road

- **5 June** Red Plaque for Colin Hill
- **11 June** Joined Kent brigade committee online
- **13 June** Campaigning for Burnham in Makerfield
- **14 June** Grenfell church service and silent walk
- **15 June** All-Party Parliamentary Group on fire safety
- **16 June** FBU parliamentary group
- **22 June** 50th anniversary of summer 1976 – New Society
- **23 June** Region 9 regional committee
- **24 June** Steve spoke at Make Polluters Pay event
- **25 June** Rally in Kent opposing cuts
- **30 June** Salisbury rally opposing cuts
- **1 July** Steve attended FBU Disabled and Neurodiversity education course in Warwick
- **2 July** Trade Union and Labour Party Liaison Organisation with Andy Burnham
- **11 July** Durham Miners Gala
- **14 July** Visited fire stations in Buckinghamshire
- **20 July** Took part in TUC Leading Change in Boston, US

New government, new hope?

Is this a fresh start? Maybe, says **Station Cat**

Will a new government be a new start for the troubled relationship between

firefighters and ministers?

It can't be worse than in David Cameron's time, anyway. In 2014, the then prime minister announced a bonfire of building regulations. Three years later, Grenfell Tower became a bonfire, and 72 people died, because greedy contractors had been allowed to fit cheap cladding which they knew was highly flammable.

Not a peep from the by-then-ex prime minister. But from the then mayor of Greater Manchester, Andy Burnham, there was immediate action. Grenfell prompted him to examine the fire readiness of the 178 council and former-council tower blocks in the region.

His taskforce inspected the 500 tall buildings in Greater Manchester and identified 121 buildings with dangerous cladding. Residents were evacuated while the necessary work was done. Seventeen former council-owned high-rises had their cladding removed.

The taskforce told the government that its £1 billion Building Safety Fund was not enough. Greater Manchester alone



would need around a quarter of the budget.

In 2024, Burnham called for a 'Grenfell Law' at the Labour Party conference, giving every UK citizen the right to good, safe,

secure housing. Will the 'Grenfell Law' move from a conference speech to the statute book?

Angela Rayner is back at housing, and the fire minister, Alex Norris, is now also based in the housing ministry, as recommended by the Grenfell Inquiry report. These are all moves that bode well for the new government's approach to the fire service.

Will Burnham also take note of the recent research by the FBU and the University of Central Lancashire showing that firefighters are significantly more likely to suffer and die from cancer than the average working person, because of toxic contaminants released during fires?

President Trump has just signed into law the Honoring Our Fallen Heroes Act, which the American firefighters' union has been calling for. It recognises occupational cancer as a line-of-duty death. Burnham isn't going to be put to shame by Trump, is he?



"It's bad enough sitting in a fur coat just watching - imagine having to fight it wearing that..."

25-year badges



Ali McCurrach (centre), Training School, South Yorkshire, receives his 25-year badge with members of our Training School Branch



Claire Davidson (r) receives her 25-year badge from borough rep Mark Boileau (l), standing alongside members of Coventry white watch



Chris White (r), Watch Commander Fire Safety, West Midlands FRS, receives his 25-year badge from Brigade Committee member Adam Joyce at Highgate Fire Station



Jason Wilson (l) receiving his 25-year badge from Steve Collins (r) Royal Berkshire FBU brigade secretary in Royal Berkshire Fire and Rescue Service



John Griffin, Surbiton, receives his 25-year badge from South West London area secretary Dave Young



Edward Barker receives his 25-year badge from Hertfordshire brigade secretary Craig Snelling at Cheshunt fire station with blue watch



James Chapman (r), Group Commander in Operational Improvement, receives his 25-year badge and certificate from Officers' branch secretary Peter Johnson with friends and colleagues



Andrew Casey, Derbyshire Fire and Rescue, receives his 25-year badge alongside his colleagues from Buxton red watch



Gus Sproul (l), Scottish Regional Chair, receiving his 25-year badge from EC Member for Scotland Colin Brown



Stu Morgan, white watch Tamworth, Belgrave watch manager, receives his 25-year badge from Staffordshire's brigade organiser Craig Elson, surrounded by white watch crew members



Daniel Lawton (l), red watch Newbury, receives his 25-year badge from FBU general secretary Steve Wright



Matt Price receives his 25-year badge with red watch Perry Barr, Birmingham: (l to r) John Sims, Matt Price, Abi Whitehouse, Callum Rowley and Pete Eglin



Andy Wilson, Wimbledon H&S rep, receives his 25-year badge from South West London area secretary Dave Young



Paul Browne, Carrow red watch, receives his 25-year badge from Norfolk organiser Harry Powell



Sub Officer **Terry Dalligan** and Station Officer **Kevin Morris** of Sidcup receive their 25-year badges



Richard Solly, E36 Deptford, receives his 25-year badge from south east organiser Andy Wilks



Ian Chadd (l), watch commander, Leatherhead White Watch, receives his 25-year badge from branch rep Kyle Bury (r)



Nick Ludwig, Avon, receives his 25-year badge from brigade secretary Amanda Mills



Jason Brizell (l) receives his 25-year badge from station manager Phil Knight (r)



Stuart McDonald, white watch Paisley, receives his 25-year badge from branch rep Craig Wilson



Paul Marshall (l), red watch Bishop Auckland, County Durham, receives his 25-year badge from branch rep Brianna Tweddall (r) with Robin White, Darren Abson, Simon Davison and Gareth Lamb



Jason Evans (l), white watch, Marley Park Fire Station, receives his 25-year badge from FBU Tyne and Wear Brigade Organiser Matt Laidler (r)



Stu Pinder (l), blue watch, Marley Park Fire Station, receives his 25-year badge from FBU Tyne and Wear brigade organiser Matt Laidler (r), with watch members Ben Webster, Lee Debenham and Dave Hall



Paul Nelson (l), Bellshill branch chair, receives his 25-year badge from Martin O'Brien, H&S West Area lead



Darran Morris (r), green watch, Shropshire receives his 25-year badge from Rob Cartwright, brigade secretary, Shropshire, accompanied by green watch, Shrewsbury



Arron Holloway (r), watch manager, white watch, Telford Central, receives his 25-year badge from Rob Cartwright, brigade secretary, Shropshire (l), accompanied by white watch, Telford Central



Stuart Speake, Forest Hill, receives his 25-year badge from region 10 south east organiser Andy Wilks



Chris Watts (l) receives his 25-year badge from Sam Underwood (r) with Whitley Wood green watch



Dale Sproat of green watch Kilwinning receives his 25-year badge from West area 5th official Chris Smart



Stephen Robertson (r), watch commander, receives his 25-year badge from West area vice chair Charles Burke (l)



Paul Turner (r), Bury St Edmunds, Suffolk, receives his 25-year badge from branch secretary Steve Collins, alongside members of red watch



Cris Montague (l) of West Ashland Fire Station receives his 25-year badge from Buckinghamshire brigade organiser Kieron Thomas



Grant Leeks, red watch, Stopsley, Bedfordshire, receives his 25-year badge from brigade organiser Darren Barrett, with watch colleagues



Justin Deeble (l) receives his 25-year badge from Scott Goodman, High Wycombe branch chair, with green watch High Wycombe, Buckinghamshire



Tim Newman (r) receives his 25-year badge from Canterbury branch rep Mike Godden alongside members



Sam Lawson, Folkestone, receives his 25-year badge from Tim Green, Region 11 chair



Neil Staveley of Folkestone On-Call receives his 25-year badge from Tim Green, Region 11 chair



Glen Martin (r), Ashford Fire Station, receives his 25-year badge from branch sec Chris Wesson



Danny Horsman (r) of Thornaby White watch, receives his 25-year badge from Cleveland brigade secretary James Sudron (l)



Christopher Bishenden, Dartford, Kent receives his 25-year badge from James Michael (l), branch rep

40-year badge



Paul 'Pablo' Edwards (l), Lymm, Cheshire, receives his 40 year badge from branch rep Kev Grace (r) with colleagues from blue watch, Lymm looking on



Mark Appleton, Westgate on Sea branch, receives his 40-year badge from Region 11 chair and Kent brigade chair Tim Green, alongside CM Jamie Hopper

Please send high resolution digital files or prints to: firefighter@fbu.org.uk or Firefighter, FBU, Ken Cameron House, 171-173 Gray's Inn Road, London, WC1X 8UE

For your image to look its best, we need the original, full-resolution image. One lifted from a website may not do justice to a unique occasion. We do our best with images that are low resolution, taken directly into a bright light or suffer from camera-shake, or have other problems, but cannot perform miracles. Please include details for each image – full names of everyone who is in it; their station/brigade/watch etc; where they are in the picture (eg: left to right); their union posts/branch if relevant; and where/when it was taken.

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Change of address or next of kin

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

FBU FREEPHONE LEGAL ADVICE LINE

England, Wales and N Ireland

0800 100 6061

Scotland 0800 089 1331

The line provides advice for personal injury, family law, wills, conveyancing, personal finance and consumer issues. For disciplinary and employment-related queries contact your local FBU representative.



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