

Firefighter

The magazine of the Fire Brigades Union

The Union's Parliament

Report from FBU Conference

See p8

**FIREFIGHTER
SOLIDARITY**

**HEALTH AND
SAFETY SUMMIT**
See p12

**THE PENSIONS
MINEFIELD**
See p16

**FBU VICTORIES
OVER CUTS**
See p4

June-July 2026



www.fbu.org.uk

The latest *Firefighter* magazine lands with you during our consultation with members over pay. Quite rightly, pay is the number one priority for members and therefore the top priority for the union.

THE OFFER

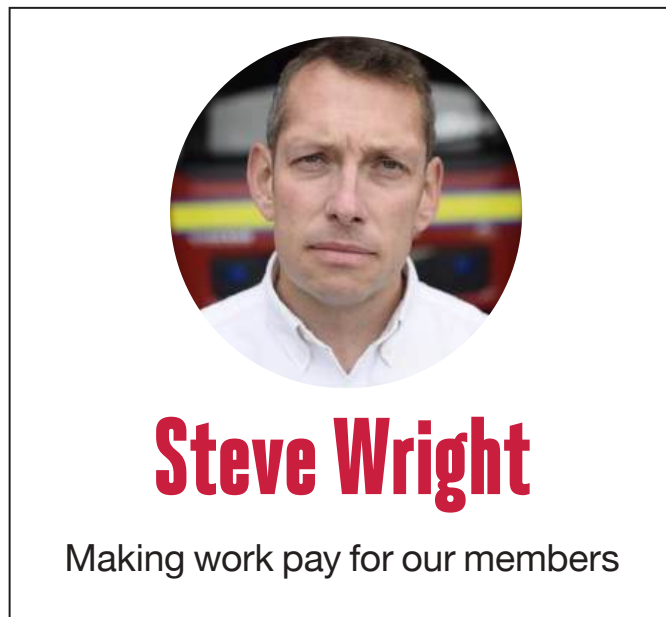
The National Employers have made the following offer: a 3.8% increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2026.

If FBU members accept this offer, it will increase the annual salary of wholetime competent firefighters to £40,358. The annual retainer and hourly rate for retained firefighters would increase, as would the salaries of control firefighters and officers. There are no strings or conditions attached to the offer.

The latest inflation figures were released by the Office for National Statistics on 17 June 2026. The Consumer Prices Index (CPI) rose by 2.8% in the 12 months to May 2026.

NATIONAL JOINT COUNCIL

The employers' pay offer was made at the National



Joint Council meeting between the FBU and fire employers on 3 June. It is the outcome of intensive negotiations over recent months, in which the fire employers improved their offer from their starting position.

The Executive Council believes that this is the best offer the union can secure through negotiation.

PAY PROGRESSION

Recent FBU conferences have committed the union to pursue negotiations on pay progression. This was confirmed again at FBU conference in May.

The FBU's strategy recognises that firefighters

and emergency control staff have very few opportunities to increase their pay once they reach competent level, other than promotion. This is the result of the pay structure implemented after the 2002-03 pay dispute.

Over the last year, the FBU, fire employers and central government have reached an outline of a new pay structure, which would provide an additional route for our members to increase their pay when they obtain additional skills.

The employers have committed to ongoing negotiations around Grey Book pay reform, including pay progression. The FBU is committed to delivering on this in 2027.

MEMBERS DECIDE

The FBU's Executive Council is recommending that members accept the offer. There is more information on our social media channels. FBU brigade officials are organising meetings to discuss the offer. Members will vote in an electronic consultative ballot on whether to accept the offer.

MINISTERS

Alongside pay negotiations, full-time officials have held meetings with ministers. We met the Chancellor of the Exchequer to underline the importance of sustained central funding for the fire and rescue service, and no return to austerity. We also met the fire minister to confirm the health concordat, which includes the need for health monitoring. These are productive discussions, where we can represent FBU members' interests.

Quite rightly, pay is the number one priority for members and therefore the top priority for the union



When general secretary Steve Wright met chancellor Rachel Reeves, he raised the urgent need for investment in the Fire & Rescue Service



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Firefighter

Published by the Fire Brigades Union, Ken Cameron House, 171-173 Gray's Inn Road, London, WC1X 8UE

www.fbu.org.uk

Production team: Alice Dann, Alanna Gow, Lisa Irving, Adam Taylor, Chris McLaughlin and Tom Walker

Cover image:
Mark Thomas

Print: Walstead
Roche, Victoria
Business Park,
Saint Austell
PL26 8LX

Firefighter is mailed in a 100% compostable wrapper. Please do not recycle the wrapper but dispose of it in your home compost heap, your garden waste or food waste bin.



PEFC
PEFC/16-33-582

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This magazine is printed on paper from sustainably managed forests

www.pefc.co.uk

NEWS

EUROPEAN ALLIANCE

Firefighters' unions meet in Hanover



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PAY OFFER

Now it's your decision



P7

FIGHTING CUTS



ALAMY

A wildfire on Arthur's Seat in Edinburgh – the nearest fire station at Marionville is one of those facing the axe

Wins against cuts show the way forward

The power of union strength and solidarity has seen huge victories against proposed cuts to fire and rescue services, safeguarding jobs, fire stations and communities across the country.

Firefighters in **Oxfordshire** forced a retreat on plans to close three fire stations, the loss of six fire engines and at least 42 jobs after a sustained campaign by the Fire Brigades Union.

In both **Avon** and **Leicestershire** significant additional funds were won and scores of jobs protected after another long campaign by the union.

FBU General Secretary

Steve Wright said: "Where firefighters stand together and fight, new can win. Politicians and chief fire officers should be on notice – we will fight for every job and every station in every corner of the UK. If necessary, will take industrial action to protect the fire service."

The successes were celebrated as a leak of proposed cuts to the **Kent** fire service revealed plans to axe at least five fire stations and the night-time reduction of fire engines available at another two. Tim Green, South East chair of the FBU, warned the cuts would "directly reduce the chances of survival in certain types of fire and make it harder to

contain incidents quickly".

Kent fire chiefs blamed "low demand" and "over-provision". A public consultation began on 25 June.

COLLECTIVE ACTION

The Oxfordshire campaign involved rallies, public meetings and a consultative ballot which delivered overwhelming support for industrial action. It attracted widespread support from local communities and politicians after the union warned the cuts would leave the county dangerously exposed.

Wright described the victory as "a testimony to the power of collective action through the FBU made plain

by the strength of feeling among firefighters about cuts that threaten the lives of firefighters and the public".

FBU Southern Executive Council member Chris Wycherley said it was a "victory for the strength and determination of firefighters prepared to stand together to stop the cuts".

In **Avon**, cuts were reversed in favour of £3.5m additional funding and Leicestershire won an extra £2m.

In **Dorset and Wiltshire**, fire chiefs are under pressure at a meeting due on 30 June to reverse proposals for the closure of eight stations and the loss of 90 jobs after a campaign produced an uprising of public support.

Spike in callouts to suicide incidents

Firefighters are dealing with a dramatic spike in calls to suicide-related incidents, according to new official government figures.

They show fire services in England attending the equivalent of 65 suicide calls a week in the year up to September 2025, a total of 3,250.

That compares with 997 similar incidents for 2009–10 when records began.

The charity Samaritans has called on the government to extend specialist training to firefighters as provided to police officers.

Firefighters are often the first to arrive at a potential suicide event

or closely after the loss of life, deploying breathing apparatus or using equipment for working at height.

There were 5,717 registered suicides in England in 2024, 61 more than the previous year in an upward trend since 2017.

Earlier this year the government announced mandatory trauma and suicide training for all new police recruits.

Elliot Colburn of the Samaritans said data shows those with specialist training have more confidence to make an intervention in potential suicides.

GRENELL ANNIVERSARY



Fire crews stand silently to remember Grenfell on 14 June

Firefighters and survivors line London streets to remember Grenfell 9 years on

Firefighters joined survivors and locals to honour the victims of the Grenfell fire on the ninth anniversary of the tragedy on 14 June.

In solemn respect to the 72 people who perished in the blaze, including 18 children, crews from different stations lined up with helmets at their feet during a silent remembrance.

The event was the last before demolition work on the tower escalates, in London's North Kensington.

It took place a month after the Metropolitan Police announced

that up to 20 companies and 57 individuals could face criminal charges before the tenth anniversary.

FBU General Secretary Steve Wright, who attended the ceremony alongside FBU President Ian Murray and many union members, echoed the message delivered on banners held by firefighters and the feelings of families: "Nine years on and there is still no justice for the 72 people who lost their lives.

"We stand with the bereaved, survivors and the Grenfell community and renew our call for accountability."



Sounding Off

Public services are vital

Pablo Sánchez Centellas of the European Federation of Public Service Unions writes

We are in the middle of a public service crisis, not only in Britain but across Europe. And we need to act!

There are more than 8 million unionised public service workers in Europe, from firefighters to nurses and many other sectors – waste collectors, teaching assistants, library workers and unacknowledged others. They all have one thing in common – their terms and conditions are linked to what the state says it can afford.

Yet public authorities across the continent are struggling financially as central governments pour money into the private sector in pursuit of a more "competitive" economy. International financial institutions and national governments unite in calling for "cutting red tape" as a solution to the absence of private investment. This ignores the needs of millions of workers who play a key role in underpinning our economies.

The European Federation of Public Service Unions (EPSU) is campaigning and mobilising against the false economic presumption that a competitive and deregulated economy leads to a more efficient economy.

We campaign for public investment in the belief that better paid public service workers – such as firefighters, teachers, nurses, paramedics – and better public infrastructure is vital for our communities.

Investment would reduce unemployment, help job quality and improve the pitiful public infrastructure across the continent.

More investment, for example, in fire safety would avoid tragedies such as Grenfell and the Valencia floods in Spain and the increasing number of forest and wildfires.

We at EPSU reject the competitive mantra promoted by profiteers and speculators and hope that as many trade unions as possible raise a banner for public services.

EPSU supports World Public Services Day on 23 June



The FBU's Adam Taylor (second from left) speaks on a panel with firefighter representatives from Norway, Sweden and Germany

Firefighter unions from across Europe discuss health and other key issues

FBU representatives took part in Europe-wide initiatives on firefighter health and safety at the world's largest fire and rescue trade fair in Hanover in early June.

The Fire Brigades Union delegation – including National Officer Adam Taylor, acting vice-president Pete Smith, national executive members and political staff – joined a debate alongside colleagues from Norway, Sweden and Germany, highlighting the union's consistent work on firefighter health and cancer awareness.

The influential annual Interschutz event took place in Hanover, Germany, where the major focus was firefighter health and occupational cancer.

The conference brought together firefighter union representatives from

across Europe to discuss common issues facing the profession.

The European Federation of Public Service Unions (EPSU) hosted a roundtable discussion bringing together firefighters and trade union representatives from across Europe to share experiences and discuss how services and governments can better protect firefighters from workplace exposures.

Discussions explored emerging research, preventative measures and the importance of securing consistent protections for firefighters across Europe.

The meeting also provided an opportunity to strengthen relationships with sister unions and exchange best practice experiences.

OBITUARY

Alan Slingsby, 'designer to the labour movement'

Former *Firefighter* journalist Alan Slingsby has died aged 76. A “designer to the labour movement”, Alan worked for trade unions, firefighters, the TUC and his own National Union of Journalists.

Publications he edited included the *Teacher*, paper of the National Union of Teachers (now NEU) and the Society of Civil and Public Servants' paper, *Opinion*.

FBU General Secretary Steve Wright



Alan Slingsby

said: “Alan made a massive contribution to *Firefighter* over two decades.

He assisted the union with layout, and also did editorial and proofing, ensuring the magazine was professionally written and well presented. It's sad to lose such a great character.”

Last year he joined a new publication, *Palestine News*, and had taken part in an online meeting of the team only a couple of hours before he died.

In brief

UNION MEMBERSHIP NUMBERS SURGE

A record surge in trade union membership has been recorded in official government statistics. In the largest annual rise since records began, the Department for Business and Trade recorded total union numbers at 6.57 million, a rise in 2025 of 192,000. The increase was steeper among men but women still make up the majority.

UNIONS SAY NO TO REFORM AFFILIATION

The TUC and major trade unions, including the FBU, have rejected a call from Nigel Farage for unions to affiliate to Reform UK. FBU General Secretary Steve Wright said Farage is a “Thatcherite who is an enemy of trade unions”, adding: “Firefighters and other workers will see this ludicrous stunt for what it is, by a party led by multimillionaires that is a threat to the working class”.



MARK THOMAS

The FBU at London Pride

6-0 TO FIREFIGHTERS

The London Fire Brigade XI thrashed the Parliamentary Football Club, made up of MPs, peers and staff, 6-0 in a match in May which ended the parliamentarians five-game unbeaten run in the regular series.



Assistant General Secretary Ben Selby and General Secretary Steve Wright explain the pay offer in an FBU podcast

Following months of intense formal negotiations, the Fire Brigades Union national executive has recommended members accept a 3.8% pay deal for this year.

Agreement to “overwhelmingly” propose the above-inflation settlement was made by the executive as the best that could be achieved “on balance”.

It was considered rejection would lead to possible strike action and the potential derailment of ongoing long-term, essential reform of pay structures.

A vote on the deal is being conducted in an electronic membership ballot which opened as *Firefighter* went to press and was due to close on 2 July. FBU officers stressed that members should make sure they are properly registered to be eligible to vote.

FBU General Secretary Steve Wright, who led talks with the National Joint Council for local authority and fire services, said it was not an easy decision but that it was important to



News Focus

Pay offer: now it's your decision

An initial offer of 3% was rejected as FBU negotiators pushed the figure up to 3.6% and then to 3.8%

ensure members receive a pay increase from the 1 July deadline, with the award backdated into pay packets.

An initial offer of 3% was rejected as FBU negotiators pushed the figure up to 3.6% and then to 3.8% for all Grey Book roles in the last week of May – 1% above the inflation rate. It will take the annual salary of wholetime competent firefighters to £40,358 and to £38,341 for competent control firefighters. No strings are attached to the offer.

But while the political and economic horizon could not be predicted, future pay reform would bring all-round

and overdue improved prospects for members.

Wright and co-negotiator Assistant General Secretary Ben Selby stressed the offer has to be seen in the context of “side-by-side” talks on pay reform, a long-term union aspiration to “put right two decades of wrong” by ironing out pay disparities, absence of reward for career development and to enable fairer pay awards in the future.

Hopes remain that a final deal on pay reform can be reached early next year, followed by a phased implantation period.

A rejection of the deal and any consequent strike action would have a “huge” effect on the prospects for comprehensive pay reform, they cautioned.

Members are being asked to review the details of the offer carefully, take part in the consultation process through branches and regions and to cast their votes accordingly.

“The decision rests with the membership. Your participation is crucial in determining our final position,” said Wright.

Union's parliament points the way ahead

Cuts, pay, the Labour link, equality, safety, international issues and more were on the agenda at FBU Conference 2026. **Chris McLaughlin** reports

FBU delegates gathered in Coventry for the 97th FBU annual conference. The conference opened as it always does with the ringing of the bell and a minute of silence for firefighters who have died in the line of duty



The mournful skirl of a lone bagpipe marked the start of the FBU conference at Warwick University in May before delegates honoured colleagues who lost their lives in the past year, with a minute's silence.

The customary, sombre opening is unique in the trade union movement, underlining the risks and sometimes ultimate sacrifice that firefighters undertake in the name of public service.

Almost 200 delegates gathered in the Slate hall, set in the grounds of the modernist academic institution for the union's "parliament", with debates ranging across pay, political leverage, equality, working rights and conditions, Palestine and internationalism, health and safety, crewing numbers and the threat of right-wing extremism.

Guest speaker Paul Nowak, general secretary of the Trades Union Congress, praised the union's Cuts Kill campaign, calling on government to invest more in fire services, saying: "It should never be about saving money, it should only ever be about saving lives." On the final day Labour deputy leader Lucy Powell thanked conference for the work done by members and pledged to work closely with the FBU to support the Fire & Rescue Service.

CUTS

Threatened cuts to fire and rescue services have become a national battle with conference deciding to widen the union's Cuts Kill campaign and put employers on notice that "enough is enough", warning that further cuts must face potential industrial action. The success of Oxfordshire firefighters who saw off a threat to close five stations and the loss of 42 jobs with the threat of strike action was cited and praised as an example of the potency of such threats.

PAY

Conference called for a deadline on talks with employers and the government over pay reform, demanding a deal is ready to be put to members by the end of 2027, to be followed by a recalled conference to decide on "all options, including all forms of industrial action". Speakers said the talks must not be open-ended and that below-

inflation pay settlements were not acceptable. Fire minister Samantha Dixon told delegates the government is taking steps to support reform of pay structures, condemned as too flat and lacking opportunities for progression, through the ministerial advisory group, set up in 2024. After years of neglect by the Tories, she said ministers were consulting with the FBU over pay structures, disparity across brigades and widening responsibilities of firefighters.

LABOUR

Speaker after speaker rose to condemn the government, and prime minister Keir Starmer specifically, for failing to deliver for working people, presiding over fire service cuts and its stance on wider issues, including Gaza. An Executive Council resolution blamed Starmer for a “disastrous” series of decisions which resulted in Labour’s “devastating” defeats in the local

Cuts to fire and rescue services have become a national battle

elections. Conference decided not to break the affiliated link after speakers, including general secretary Steve Wright, argued that it gave the FBU a say over the leadership and influence over the future direction of the party. Wright told delegates the next leader must break with austerity, while the FBU “will fight for a government that truly represents the working class”.

EQUALITY

Speakers highlighted the importance of continuing efforts to improve representation and create more opportunities for women in decision-making roles within FBU structures. Delegates overwhelmingly supported a motion from the National Women’s Committee to establish a national women’s leadership and development programme designed to empower and support women, including those from Black, Asian, ethnic minority, LGBT+ and other underrepresented groups.

HEALTH AND SAFETY

Conference called for a wide series of steps including: the need for national standards for fire station design with universal standardised decontamination facilities; tighter

pollution precautions for water-based training; a halt to the creep of so-called ‘productivity targets’; comprehensive screening for prostate cancer, especially in high-risk black male firefighters; the need for a best-practice guide for menstruating firefighters; role-appropriate PPE; and better support for firefighters undergoing IVF treatment.

INTERNATIONALISM

A major Executive Council policy statement on global action was agreed after general secretary Steve Wright told conference: “Internationalism is never an add-on to what we do. It is who we are.” The statement covers links with unions and campaigns on common issues, humanitarian support, helping workers to organise trade unions and sharing best practice. Wright said it was important for the union to have an internationalist outlook because “we live in an interconnected planet” where finance, production, supply chains and political decisions cross borders and where firefighting is a global profession.

PALESTINE

Union branches and regions are encouraged to affiliate to the Palestine Solidarity Campaign and join demonstrations under a conference motion expressing solidarity with the people of Gaza. The Executive was instructed to bring pressure on UK governments to help bring an end to genocide and the “mass killing” of civilians, in support of the “inalienable rights” of the Palestinian people.

CUBA

Conference agreed an emergency motion expressing solidarity with the people of Cuba suffering under Donald Trump’s economic stranglehold. Cuban ambassador Ismara Vargas Walter was given a standing ovation after delivering a harrowing description of the impact on life on the island, where she said the oil embargo meant insufficient fuel to keep fire service vehicles running and hydrants don’t work for lack of electricity.

SOLIDARITY MEDAL

The FBU solidarity medal was awarded to the late employment lawyer Doug Christie, who died last year after a lifetime fighting for unions at the legal firm Thompsons. It was collected by his partner Ann-Marie Christie, who spoke about Doug’s untiring fight for workers’ rights and his close association with the FBU and its members’ families.



FBU general secretary Steve Wright addressing conference



Fire minister Samantha Dixon with Ben Selby, Steve Wright





Deputy leader of the Labour Party, Lucy Powell



Wright and Ian Murray



Ann-Marie Christie accepts the FBU Solidarity Medal on behalf of her late husband, Doug Christie



Cuban Ambassador, Her Excellency Ismara Mercedes Vargas Walter



Bespoke health screening for firefighters on the way

Major development in FBU DECON Campaign as summit gathers experts and government backs new health monitoring tests for firefighters



ALANNA GOW

Health and Safety Summit 2026

A milestone in the protection of firefighters from the risks and consequences of cancer inducing contaminants was marked by the first Fire Brigades Union summit on health and safety.

In what the union described as a turning point in safeguarding members from preventable illnesses, a major boost was given to the campaign to co-ordinate and implement measures to combat potentially life-threatening dangers from chemicals such as PFAS and mental health hazards.

The one-day summit in Birmingham in April brought together international experts and FBU health and safety reps to focus on ways to achieve greater recognition of the links between exposure to carcinogens and firefighters' health and the need for testing for early detection.

The World Health Organisation classifies firefighting as a carcinogenic occupation, but in spite of an increasing weight of evidence, Britain does not – unlike countries such as Canada and Australia which grant compensation to affected crew.

In a groundbreaking move Health Secretary Wes Streeting announced to the summit that a programme of

bespoke monitoring tests for firefighters will be set up by 2027 (see page 14).

Reps heard from a line-up of acclaimed experts that Britain lags behind many countries – including the United States, New Zealand, Poland, Iceland and Scandinavia – in provisions for firefighters contracting cancer in the line of duty, including compensation.

MOUNTING EVIDENCE

Governments in Britain have been slow to acknowledge the link and that firefighters are likely to get cancer and possibly die from it, as in the case of Jeff Simpson. But mounting scientific and medical evidence has backed research sponsored by the FBU confirming the connection.

FBU President Ian Murray opened the summit – set to be an annual event – describing it as a “historic” step forward.

National Officer Adam Taylor told reps it was a “starting point” on the way to a stronger, safety-first Fire Brigades Union. “Health and safety isn’t a side issue, it goes to the heart of everything we do,” he told reps.

The potential impact across the union of the initiative was, said Taylor, based on a “simple principle – our members have the right to go to work and return home safely - not just at the end of their shift, but at the end of their career and into retirement”.

FBU General Secretary Steve Wright described the event as “a statement of where this union is going”. He told the summit: “The FBU is a safety-first union in everything we do. Not just reacting to risks, not just responding after the fact, but leading in setting the standard in fire and rescue services, not just here but internationally on what firefighter safety means in the modern world.”

Firefighters' health and safety is “on the line like never before” even as demands on the job mount, Wright told delegates. He said it was an issue union officers pressed every time they met ▶



"Health and safety isn't a side issue – it goes to the heart of everything we do"

with Government ministers. Calling for more health and safety reps he said it was vital the message from the summit was taken back to all workplaces.

Will Starritt, of Hazards Magazine and Manchester Hazards, said it was important to keep taking the message about health dangers to politicians and the wider public, particularly young people and that there is an absence of forthcoming legislation on health and safety at work.

CROSS-BORDER COOPERATION

Health issues affecting firefighters can be traced back to the mid-1700s and the soot-related illnesses in young children pressed into work as chimney sweeps, the summit heard from Alex Forrest, former president of the Manitooba Professional Firefighters International Association, in a call for wider presumptive legislation and health screening, citing union victories in Canada.

Union victories in Australia were detailed by Mick Tisbury, a senior Australian firefighters' officer from Victoria, who warned about the undetected prevalence of PFAS in clothing, vehicles and workplaces. He stressed the need for union co-operation across borders to ensure success.

Rachel Carey, of the University of Central Lancashire, outlined the need for more in-depth studies of the effects on mental health and updated delegates on in-depth research being carried out with support from the FBU, while Pablo Sánchez Centellas of the Brussels-based European Federation of Public Service Unions stressed the need for co-operation across Europe on decontaminant campaigns and ministerial pressure.

A dramatic visual presentation on the dangers of lithium-ion batteries and cancers was given by Martin Brown of Mira, who said they presented new dangers in firefighting.



A pivotal step for firefighters' health

Details of the planned 'Firefighters Concordat'

A groundbreaking scheme to give all firefighters regular work-related medical check-ups was promised by then-Health Secretary Wes Streeting.

The commitment to bespoke NHS monitoring for early signs of cancer and other diseases as well as mental health issues directly linked to the job of fighting fires was announced at the Fire Brigades Union's inaugural health and safety summit in April.

It follows years of research – commissioned by the FBU and pioneered by leading expert Professor Anna Stec of the University of Central Lancashire – confirming close connections with a range of cancers and early deaths from contaminants released by flames or in protective gear and foam.

Final details of the government-run plan are to be worked on over coming months but the move is a pivotal step to safeguarding the long-term health of firefighters in the UK.

UNIQUE DANGERS

Streeting told FBU health and safety reps meeting in Birmingham the new testing regime will be part of a new "Firefighters Concordat", a new working relationship between the profession and the government, with greater recognition of the importance of brigade members' health and safety. It will be the equivalent of the bond with government enshrined in the Military Covenant and the Police Covenant.

He said: "The Concordat will acknowledge the unique dangers you face and the importance of prevention, early diagnosis, and support when it

comes to conditions like cancer, heart disease, arthritis, back pain and other physical injuries and mental health risks.

"For the first time, we will work together to establish something you and others have been demanding – consistent, regular health monitoring for every single firefighter in the country. This new and improved health monitoring, bespoke to firefighters and delivered in partnership with the NHS, will support your long-term health and wellbeing."

Under the scheme, it will be routine for the first time for the occupation to be flagged on NHS records so that doctors can more efficiently evaluate symptoms with risks associated with firefighting. An information programme is to be designed to make GPs more aware of risks associated with the job to improve chances of early detection.

Steve Wright, General Secretary of the FBU, welcomed the "important step forward", saying: "It reflects the constructive work that has taken place between the union and government and shows what can be done when firefighters' voices are properly represented."

The union has campaigned vigorously for improved health monitoring, highlighting the risks firefighters face from exposure to toxic smoke and contaminants at incidents such as Grenfell Tower and regular call-outs.



Professor Anna Stec from the University of Central Lancashire speaking on her fire contaminants research



Rachel Carey, PHD Student at UCLAN on the FBU Mental Health project



Anne Davies, Widow of Bro. Jeff Simpson

Paying tribute to firefighters who have lost their lives or suffered serious illness in the line of duty, Wright said: “While this is a significant step, we look forward to continuing our work with the Health Secretary and his team to ensure these commitments are developed and delivered in full.

“We will continue to make the case for comprehensive, regular health checks for firefighters, building on today’s announcement and ensuring the UK moves in line with best international practice.”

EVERY HOUR

Paying tribute to the work of Professor Stec, Streeting said the Firefighters Concordat will “help us to prioritise and fund innovative research into the hazards to health specific to firefighters, via the National Institute for Health and Care Research”.

“For the first time, we will establish regular health monitoring for every single firefighter”

He said: “Every hour of every day, you’re there for us when we need you. We need to be there for you. It’s more than just more hollow words about service and sacrifice – it’s a concrete commitment that your health and wellbeing is paramount.”

Anna Stec, Professor of Fire Chemistry and Toxicity at UCLAN, has led research into the links between firefighting and cancers of the lung, liver, prostate, cardiovascular disease and other potentially life-ending illnesses. An expert witness at the Grenfell Tower Inquiry, she is currently leading a research project, funded partly by the FBU, to identify the causes and

rates of cancers and other diseases among firefighters.

She told the summit it was vital that evidence was better co-ordinated with wider monitoring, testing and early detection. In a presentation underlining the need for the initiative that had been pledged by Streeting, she warned that firefighters are at risk with every single fire – and that the risks are cumulative over time.

Stec stressed that in Britain there are no set safety standards for exposure to PFAs and that, unlike many other countries, the UK does not yet officially recognise firefighting as a carcinogenic-risk occupation.



Labour MP, Wes Streeting, then-Secretary of State for Health

ALANNA GOW

The government's cut to some lump-sum pension payments is the latest in the decades-long war of attrition on our pensions. *Firefighter crunches the numbers*

The pensions minefield

The firefighters' pensions minefield has been hit with a controlled explosion by the government. In a move that will affect hundreds of Fire Brigades Union members with service in the 1992 pension scheme – especially those who have already made financial plans for retirement – the Treasury announced in May that lump sum pension payments are to be cut.

The decision, condemned as unacceptable by the FBU, is determined by a complicated Whitehall measure of the likely direction of national wealth. Apart from what it may suggest about the government's hopes for the country's economic future, it will arbitrarily reduce cash payments to firefighters by around 5%.

It is the latest in a decades-long war of attrition by successive governments on firefighter pensions, coming even as ministers in the current government deliver earnest pledges of solidarity and support for better, more respectful relations with the FBU.

On this occasion, the Treasury insists the linkage to the economic formula is triggered automatically and does not represent a political decision. Historically, there have been victories along the way and some of the more shocking proposals from previous governments have been stopped in their tracks.

But the latest punitive move strengthens the resolve of union officers and negotiators at local and national level to fight for a wider pension scheme that is "fit for purpose and affordable for all members".

That means an ongoing battle across wide-ranging fronts: from the pensions trap causing disparities between members in the 1992 and 2015 schemes to remedial service statements and the disproportionate effect of a retirement age of 60 on women members of the service.

Ben Selby, Assistant General Secretary of the FBU, said: "This is yet another raid on firefighters' pensions, quietly rewriting the future for people who've already paid the price in full. Overnight, the Treasury has slashed retirement lump sums by around 5%, punishing those who did everything right and planned ahead.

"Let's be clear, this isn't abstract economics, it's real money taken from real people at the end of dangerous careers. Firefighters are being asked to work longer, pay more, and now retire with less. The government can hide behind formulas, but our members see the reality. The FBU will challenge this

at every level until we have a pension scheme that is fair, fit for purpose, and respects the risks that firefighters face every day."

The complexity of the multi-layered negotiations is labyrinthine, involving government departments, the Treasury, disparate scheme administrators across brigades, actuaries, lawyers and nationally for the union, the Scheme Advisory Board. In several celebrated cases to members' advantage, such as injury to feelings payments, disputes have only been settled in the High Court.

Others, such as intermediate concessions won on retirement age, were settled only after the threat of industrial action. Negotiations to bring the official retirement age down to a universal 55 continue. The job of a firefighter is a dangerous one, given the world-recognised understanding of cancers affecting firefighters.

In the latest Treasury pronouncement, affecting all members with service in the 1992 scheme retiring after 21 May, the technical change is to the Superannuation Contributions Adjusted for Past Experience (SCAPE).



2013: pensions strike action in England and Wales



2015: Westminster rally against pension cuts

"This isn't abstract economics, it's real money taken from real people at the end of dangerous careers"

Its discount rate has been raised from CPI + 1.7% to CPI + 2.0%. The formula is typical of the arcane, if not impenetrable, language of pensions discourse.

Simply, it means that for those affected the lump sum of their pensions was devalued overnight. Under the 1992 scheme, members can convert up to a quarter of their pension into a lump sum at retirement. The SCAPE formula affects the amount upwards or downwards.

PAY MORE, GET LESS?

In a circular to members spelling out the consequences of the Treasury ruling Assistant General Secretary Ben Selby said: "We understand that this may cause particular alarm and concern among FBU members, especially those close to retirement who have made financial plans. The FBU has no direct way of influencing Treasury decisions on SCAPE rates.

"We shall ensure the impact of this change is set out clearly to the government, as any change that is detrimental to our members is not acceptable to the union."

Occupational pensions in the fire and rescue service were introduced in 1948, with the then government recognising them as "a generous scheme because of the nature of the job". Yet, at 12.9%, firefighters pay one of the highest contribution rates of any profession. For too long, the pension regime has meant that firefighters work longer, pay more and get less when they retire.

Mark Stilwell, a member of the FBU executive pensions sub-committee and the Scheme Advisory Board, says: "Yes, it's a maze but progress is being made. It's a question of keeping up the pressure at all points, nationally and locally."

FBU General Secretary Steve Wright said: "This latest change underlines why the union continues to campaign for pension justice for firefighters. Our members carry out a uniquely demanding and dangerous role and deserve a pension scheme that reflects that reality.

"Firefighters already pay some of the highest pension contributions in the public sector. They should not be expected to work longer, pay more and receive less in retirement. The union will continue pressing government for a fair pension settlement, including progress on retirement age and wider pension reform."

Legal support: not just for workplace issues

When firefighter Liam Coffill's life changed in an instant, FBU membership entitled him to legal support that helped him get specialist treatment fast

Firefighter Liam Coffill was cycling home from work when in a split-second his life changed forever.

He was hit from behind by a van and severely injured. Liam, from Watford in Hertfordshire and just 25 at the time, underwent emergency surgery at St Mary's Hospital in London. Doctors confirmed a serious spinal cord injury, leaving him with no sensation below the abdomen. Now paralysed, he will rely on a wheelchair for life.

It was the end of his career. But, as he was to discover, not the end of his hopes of rebuilding a life. Colleagues, friends and even strangers set about raising funds that would prove vital in the early stages of Liam's recovery. But this help

was not open-ended. The future looked like a struggle.

Then fellow firefighters at Garston fire station alerted him to the fact that Fire Brigades Union membership entitled him to legal support, and different prospects opened up.

Liam told *Firefighter*: "I had no idea. You assume union membership is for work issues. I didn't realise it would cover something like this. That advice proved pivotal."

Liam, now 29, wants his story to be shared to a wider union audience who may be unaware of the help they might be able to receive outside of strictly work-related incidents.

Through his union membership, Liam was given specialist legal support from Thompsons Solicitors, with whom the union has a long-standing

association. They were able to quickly co-ordinate a rehabilitation scheme around Liam. An early interim payment gave him access to specialist treatment, clinical support and essential equipment at an early stage in his recovery.

Liam's legal case for compensation has now been settled, securing life-long care, longer-term rehabilitation, specialist equipment, including sports gear, and accommodation suited to his needs. His FBU membership enabled him to retain 100% of the seven-figure payment, which can be spent towards his ongoing recovery.

The driver of the van is being prosecuted for causing serious injury by dangerous driving, with a trial set for later this year.

Despite his injuries, Liam is determined to make the most of the opportunity afforded by the advantages of FBU membership and rebuild his life. A lifelong sportsman, he has taken up wheelchair racing and is a keen advocate for Spinal Cord Injury Awareness Day, which was marked in mid-May. He says: "The special day is a chance to highlight the realities of spinal cord injury and the importance of having the right support."

"The help I've had has allowed me to become fully independent again. This can happen in a second. People need to understand the long-term impact."

Sam Hemsley, Head of Serious Injury at Thompsons Solicitors, said: "This was a life-changing injury caused in an instant. What matters is making sure people get the right support straight away, with specialist lawyers who can implement a package of specialist rehabilitation, expert care and financial security."



Liam takes part in wheelchair racing at the Wier Archer Academy

Liam says that the help he has received has allowed him to live independently again



“Through his union membership, Liam was able to access that immediately, and that early intervention has been crucial.

“Ahead of Spinal Cord Injury Awareness Day, we’re reminded of the realities of living with these injuries and the need for stronger support.

“Liam’s determination to rebuild his life, while advocating for others, is truly inspiring. It has been a privilege for the Thompsons team to support him and witness his resilience. His journey highlights how vital the right support is from day one – something everyone with a spinal injury deserves to rebuild their life.”

FBU General Secretary Steve Wright added: “The Fire Brigades Union is proud to have Liam as a member and his determination in the face of such adversity is an inspiration to us all. Through his union membership and the

“This can happen in a second. People need to understand the long-term impact”

specialist skills of our legal partners, Thompsons Solicitors, he has been able to achieve important support and access to justice. We send our full solidarity and continued support as he begins the process of rebuilding his life.”

Spinal Cord Injury Awareness Day is a UK-wide campaign led by charities including the Spinal Injuries Association and Aspire, highlighting the reality of living with a spinal cord injury and the urgent need for better support, rehabilitation and long-term care.

Winning cross-union support to tackle racism in the media

A report from TUC Black Workers' Conference

Delegates from the FBU to the TUC Black workers' conference won support for a campaign of action to toughen media standards on the portrayal of minority communities.

The conference backed the union's motion highlighting concerns over inaccurate and discriminatory coverage of black, brown and other minority sections of society which undermines equality and social cohesion.

It called for a tightening of the code of practice regulating discriminatory reporting over a large part of the print and online media and for a "conscience clause" to be included in the journalists' union's own code.

The clause would support any journalist who refused to report in a racially discriminatory context.

The Fire Brigades Union's 10-strong delegation was the largest from the black and ethnic minorities section in more than five years.

Its motion, backed by the National Union of Journalists, was moved by Karen Bell, national chair of the FBU B&EMM section.

It called on the TUC to work with the NUJ in strengthening the Independent Press Standards Organisation's application of its anti-discriminatory code and to challenge cases where complaints under the code are not upheld.

Delegates heard examples of reporting where black footballers had been singled out for disproportionate attention to their spending or wearing of tattoos, as well as the problematic coverage of Reform UK or the war in Iran in shaping public opinion.

Speakers warned of the threat to workers' rights and potential tensions within unions caused by the rising tide of support for Nigel Farage's party, with its racist and anti-union policies.



The FBU's 10-strong delegation was the largest for more than five years

Kasey LeGall, secretary of the B&EMM section, said: "The size of our delegation reflects increased engagement and the importance of black workers having a strong voice in the wider trade union movement.

"The motion itself reflects the importance of continuing to challenge racism and discriminatory narratives wherever they appear."

Corneil Power, London B&EMM secretary, said: "Far-right narratives are constantly pushed around and taken as factual. The media should be reporting without bias and held to account when they don't."

Delegates also spoke of wider issues affecting black workers.

Dwight Williams, a representative from FBU Region 9, supported a motion focusing on the emotional and psychological impact racism can have in the workplace.

He highlighted how racism, microaggressions and discriminatory workplace cultures can damage workers' mental health, confidence and wellbeing over time.

Williams said: "It was moving to hear people speak so passionately and articulately about their lived experiences, the challenges still faced by black workers and the importance of trade unions continuing to lead on anti-racism and equality within our workplaces and wider society."



Meet the rep

Charlie Woods, RDS crew manager
and RDS brigade rep

Why did you want to become a rep?

I first became a member and rep at 18 to fight the unfair treatment of my colleagues. I have been a full-time union official in another union for 12 years, so becoming an FBU RDS rep upon joining the fire service was second nature. I am and always will be deeply committed to tackling workplace injustice and standing up for fairness.

How has the threat of cuts to the fire service affected your members?

The threat of cuts to T&Cs has created a lot of anxiety about safety and crewing levels, but it's also united us. I'm incredibly proud to be active in supporting the campaign 'Hands off our P4A' to stop the cuts.

What, apart from pay, are the main concerns of members in your region?

Health and safety will always be a top priority, particularly around contaminants and long-term health risks. We have just launched a round of FBU station visits for our campaign, so we will soon have an even deeper understanding of our members' concerns.

What advice would you give to anybody

thinking of joining the fire service?

DO IT! It is super rewarding, hands down the absolute best thing I have done.

What's been the most stand-out experience in your time in the FBU?

On a personal level, negotiating with the employer around potential changes to terms and conditions and writing member communications has been a rewarding experience. Most recently, speaking at the FBU conference to move the 'Solidarity with Palestine' resolution was pretty stand-out!

Who are your trade union heroes?

First, the late Jane McAlevey and her groundbreaking work on organising and showing that ordinary members can win big changes! On a personal level, my brilliant friend Kerry Baigent (Cambridge fire station's first female firefighter, who spent 15 years as National Secretary to the FBU's women's committee). She has been a constant source of inspiration for me as a trade unionist, and the reason I joined the fire service.



What's new?

Robo-dog helpers

How could a four-legged robotic dog help firefighters? At this year's Interschutz exhibition in Germany, one of the more eye-catching innovations wasn't a new appliance or firefighting tool, but a cyber canine designed to enter hazardous environments, gather information and assist with search and detection.

The technology raises an interesting question for firefighters and the fire service more broadly. As artificial intelligence and robotics become increasingly prominent, are these the innovations we should be investing in?

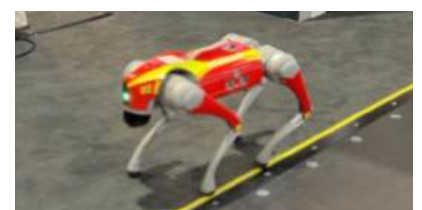
Supporters argue that robotic systems could reduce risk by entering dangerous environments before crews, providing vital intelligence and potentially improving firefighter safety.

Critics may ask whether the fire service's most pressing needs are elsewhere – more firefighters, better training, improved equipment and investment in control mobilising systems.

New technology has always shaped the fire service, and innovation should be welcomed. But every investment comes with a choice.

If funding is available for robotic dogs and AI-powered systems, firefighters are entitled to ask what else that money could deliver.

More importantly, who gets to decide what the service needs most: technology companies, senior managers, or the firefighters who put themselves on the line every day?



Robo-dog: useful tech, or not a priority when funding is needed for the basics?



President's dispatch

Nine years on, we remember, writes FBU president **Ian Murray**

On 14 June, I along with the General Secretary, other officials and members of the union attended the ninth anniversary of the Grenfell Tower fire (see page 5). The union laid wreaths at the memorial wall and then in the evening took part in the 'Silent Walk'.

I think since the walks began, in the aftermath of the tragedy that needlessly took 72 lives, I have only ever missed one and they are as poignant and moving now, nine years later, as they were when they were started.

The families of the bereaved, the survivors and residents of the tower and the local communities come out in their thousands to remember those who lost their lives, a visible demonstration that they will never be forgotten and to demand justice.

The FBU stands in solidarity with all of those affected by the tragedy of the Grenfell Tower fire and demand those responsible are brought to justice.

PASTURES NEW

At the June meeting of the Executive Council, I informed them that it is my intention to retire at the end of the year. I will be just short of 33 years' service employed by Humberside fire and rescue service. All good things must eventually come to an end, and it's been my honour and privilege to serve as the union's national President since 2018. Thank you to all of you who have supported me over the years. If it wasn't for the FBU, our officials, our brilliant staff and our members, the fire and rescue service would be in a far worse state than it is now, with investment critically needed. The union will soon commence an election shortly to find my successor.

UPCOMING EVENTS

Rally and lobby in Salisbury

30 June

Firefighters in Dorset and Wiltshire who attracted massive public support for their campaign against the axing of eight stations and 96 jobs are staging a rally and lobby of their Fire Authority when it meets on 30 June to deliver its decision. Salisbury City Hall, Malthouse Lane, Salisbury, SP2 7TU, from 9am.

FBU backs Belfast Pride Festival

17-26 July

The Fire Brigades Union and its LGBT+ committee is encouraging support for the 35th Belfast Pride Festival from 17 to 26 July, with the main Parade on the 25th. The theme for this year's event is Love in Every Colour, honouring those "who came before while championing the voices shaping its future".

FILM

Grenfell film now available on Netflix

The Bafta-winning documentary on the Grenfell tragedy, *Uncovered*, directed by Olaide Sadiq, is currently streaming on Netflix. It's recommended by FBU national officers who viewed it at a special showing in Parliament (see photo, next page).

PODCAST

Listen to the latest episode of the FBU podcast, 'Pay Offer 2026', by scanning the QR code below.



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Wright on the Road

- **11 April** Morning Star conference
- **15 & 16 April** Health and Safety Summit
- **18 April** Anti-far right demo in Manchester
- **22 April** Meeting in Parliament on proposed cuts in Dorset and Wiltshire
- **25 April** TUC Black Workers conference, Bournemouth
- **2 May** Spoke at Oxford May Day
- **4 May** Firefighters' Memorial Day
- **4 May** Spoke at London May Day
- **9 May** Marx Memorial Library Lecture
- **13-15 May** FBU conference
- **16 May** Attended Palestine Solidarity Campaign march



Steve Wright and London officials attend Parliament for a screening and discussion of the BAFTA-winning documentary *Grenfell: Uncovered*

Is Trump's US a glimpse of our future?

Station Cat looks at Farage's silence on the fire service

Firefighters often ask me: "Tell me, pussycat, what would Nigel Farage do for the fire service if he was Prime Minister?"



Farage says they're going to have lots more police, but hasn't mentioned firefighters. So I asked my transatlantic cousin, Fire House cat, what Farage's chum Donald Trump has done for the fire service in the USA.

Two things, she said.

One, he closed the National Fire Academy (NFA), which trains firefighters and fire chiefs.

Two, he's cutting funding to the U.S. Forest Service, which manages a third of America's public land, and is responsible for firefighting there. It lost 16 percent of its workforce last year, including many of those who understood how to fight wildfires.

The first NFA closure came in March last year, following an executive order to implement Elon Musk's 'Department of Government Efficiency' (DOGE) recommendations. "Only virtual offerings that do not have an instructor and no funds are involved will be held" firefighters were told.

Dr. Lori Moore-Merrell, former

U.S. fire administrator, says the courses "are critical for firefighters and their communities. The longer the NFA is shutdown, the greater the gap in professional development for

firefighters and paramedics."

It resumed teaching after three months, but stopped again in February this year because the government shutdown meant its employees couldn't be paid. So relatives of firefighters who have died doing their duty couldn't visit the memorial grounds, which is on the NFA campus in Emmitsburg, Maryland.

Is this what Britain's fire service can expect from a Farage government? Farage has been vocal on the need for more police, but never says a word about the fire service.

Your cat wondered if it might get a mention in the filmed interview he did with his candidate in the Makerfield by-election, Rob Kenyon.

You can find it on YouTube. Kenyon, dressed for work as a plumber, is driving a van, talking about how hard life is for the small businessman. Farage, dressed in smart suit, shirt and tie, looks bored, speaking occasionally in rich, patrician tones. No mention of fire, though.



"The FBU want a change of vision, direction, priorities, ideologies, economic policies and probably leadership...but at least they're still affiliated"

25-year badges



Wayne Dowell (r) of Darwen, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie



Paul Green (r) of Tarleton, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie



Malcolm Wood of Hightown fire station receives his 25 year badge and certificate from regional secretary Mark Chapman



Ben Carter of Winchester fire station receives his 25-year badge from regional secretary Mark Chapman



James Collett (l) of green watch, Biggin Hill receives his 25-year badge from branch rep Beltran Perez



Paul Groom (r) of Cosham fire station receives his 25-year badge from regional secretary Mark Chapman



Jerry Blackwell of Hightown fire station receives 25-year badge from regional secretary Mark Chapman



Lee 'Hobbo' Hobson (r) of Rotherham Fire Station, South Yorkshire receiving his 25-year badge with members of Rotherham branch



Darren Mosby of green watch, Stopsley, Bedfordshire, receives his 25-year badge from brigade organiser Darren Barrett, surrounded by green watch colleagues



Lee Armitstead, white watch, Moortown, Leeds, West Yorks FRS



Alistair Hosie (l), green watch, Musselburgh, receives his 25-year badge from branch secretary John Storrar (r) with Sean North, Stephen Stuart and Paul Cook



Michael Rungay (l) of Perth fire station receiving his 25-year badge from North area organiser David Evans



Craig Jones of green watch, Highfields fire station, Nottinghamshire receiving his 25-year badge from Nottinghamshire brigade organiser Nick Hardy



Jonathan (Willow) Wilson at Highfields fire station, Nottinghamshire. Presented by Nottinghamshire brigade organiser Nick Hardy and green watch



Martin Hunt of white watch at Ayr station being presented his 25-year badge by West area fifth official Chris Smart



Stephen Nimmo of amber watch at Ayr station being presented his 25-year badge by West area fifth official Chris Smart



Shereen Hasham (r) of red watch at McDonald Road receives her 25 year badge from branch rep Jimmy Ramage



Neil Griffiths (l), West Yorkshire, receiving his 25-year badge from Leeds divisional rep Matthew Green (r) with Killingbeck red watch



Chris McLoughlin (r), station commander, Newcastle Response Point, receives his 25-year badge from branch rep Garth Belshaw (l), with Northern Ireland colleagues



Stu Smith (l), brigade chair, South Yorkshire, receiving his 25-year badge from brigade secretary Matt Nicholls, with members of the brigade committee



Jordan O'Grady (l), Doncaster, South Yorkshire - pictured here receiving his 25-year badge from Doncaster divisional rep Mark Hunt, with members of Doncaster branch



Andy Herdman of green watch, Gateshead fire station, receiving his 25-year badge from Tyne and Wear brigade organiser Matt Laidler



John Douglas, station commander, Inverness Branch, receives his 25-year award from Gary Curran, Region 1 North area H&S rep and Inverness branch chair



Stephen Roberts receiving his 25-year badge from station FBU rep Sean O'Neill. Pictured during their drill night at Magherafelt fire station, Northern Ireland



Lee Spence-Hill, Doncaster, South Yorkshire, receiving his 25-year badge from Doncaster divisional rep Mark Hunt, with members of Doncaster branch



Andy Marshall (l) and **Gary Bruce** (r), Rotherham, South Yorkshire, receiving their 25-year awards with members of Rotherham branch



Neil Bishop (r) receives his 25-year badge from SE area sec Martin Thompson with Croydon white watch



Neil Doherty (r) receives his 25-year badge from SE area sec Martin Thompson with Croydon white watch



Tony Matthews receiving his 25-year badge from Staffordshire's brigade organiser Craig Elson



Steve Austin (r), Cudworth, South Yorkshire, receiving his 25-year badge from Cudworth branch rep Carl Fothergill, with members of Cudworth branch



Peter Murphy, Orpington blue watch, receiving 25-year badge from station officer Pressney and station rep Karimi



Chris Davidson (r) receives his 25-year badge from SE area sec Martin Thompson with Croydon white watch



Andy Rushby (l), Birley, South Yorkshire, receiving his 25-year badge from Pat Renshaw, with members of Birley branch



Carl Hollington (r) being presented his 25-year badge by branch secretary Jonathan Willis at Oldbury Fire Station, West Midlands



Michael McKendrick of West Hartford, Northumberland being presented his 25-year badge by brigade chair Stephen Hanley



Nick Croudace (r), red watch Watford, Hertfordshire, receives his 25-year badge from Brigade Secretary Rob Fortune



Chris Wilson (r) receiving his 25-year badge from Leeds divisional reps Matthew Green and Nicola Drinkall along with members of Rawdon blue watch



Bob Hartley (l) receiving his 25-year badge from Leeds Divisional rep Nicola Drinkall (r) along with members of Cookridge red watch

40-year badge



Margaret Woods (centre), Control, West Hartford, Northumberland receives her 40-year badge from brigade secretary Mark Dowthwaite and brigade organiser David Habberjam



Paul Schofield of Stockton white watch, Cleveland, receives his 25-year badge from Chris Porter, acting brigade chair



Mike Hurley, Bexley, is presented with his 25-year badge by south east area H&S coordinator Tommy Lewis



Steve Wright (l), FBU general secretary, receives his 25-year badge from FBU president Ian Murray at union HQ



John Aiken (r), Kirkcaldy, receives his 25-year badge from branch secretary Gary Hill

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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