

**Record of
2008
Annual
Conference
Decisions
Southport**

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Motions Carried ...

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE RECRUITMENT AND ORGANISING

Rule 3 of our Rule Book identifies the first object of the Union as being: "To organise all those employed under the National Joint Council Scheme of Conditions of Service for Local Authority Fire and Rescue Services".

The Fire Brigades Union believes that all Firefighters, regardless of role or duty system are best served by a single trade union which can represent all of us. This approach strengthens the position of all members in campaigning for improved pay and conditions and for improved recognition and funding for the Fire and Rescue Service. To allow those working in the Service to be divided according to which duty system they work and what rank or role they hold can only weaken all of us. It is for this reason that the FBU campaigns for 100% membership among Firefighters of all roles and duty systems.

Throughout 2007 work was undertaken by Head Office to improve the recording and monitoring of membership data. This has included the regular production of membership density reports using CIPFA statistics on Fire and Rescue Service employment and comparing these with FBU membership data. This has allowed the Executive Council to assess the relative strength of the Union, Brigade by Brigade and on a UK-wide basis. It also allows an examination of the same details in relation to different categories of membership/employment.

During 2007 work was also undertaken to prepare new material aimed at the recruitment and retention of new members. New recruitment packs were launched at a national meeting in London in July.

In November 2007 the Executive Council engaged an Organiser from the TUC Organising Academy for a period of twelve months. This project primarily aims to ensure the increased recruitment and organisation of Retained Duty System (RDS) employees. The FBU sees this campaign as vital in ensuring the equal treatment of RDS staff within the Service.

It has been identified that a membership increase equal to 6% of the RDS workforce would significantly improve the position of the FBU in all parts of the UK and would be a significant step towards our aim of 100% membership. All Brigade Committees are encouraged to work towards achieving this target. The Organiser (supported by Head Office Officials) will be available to assist in planning and implementing local campaigns to achieve this. The campaigning work already carried out in a number of Brigades demonstrates the potential for membership growth.

The Executive Council will review the work carried out under this campaign and will report its conclusions and any recommendations to Annual Conference 2009.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE EDUCATION – RESPONDING TO MODERNISATION

Education, Training and Development of Officials – responding to modernisation

Introduction

The past three years have seen the biggest period of change in the Fire Service since the years immediately following the Second World War. The 'modernisation' agenda has affected all aspects of the work of the Fire Brigades Union. This has resulted in various strands of work and discussion as the Union develops strategies for the way forward.

In particular the 'modernisation' agenda has created new challenges for local Officials. For example, the issues currently confronted by Brigade Officials are very different to those faced ten years ago. Examples of some of the new issues confronting Officials include:

- Negotiations on shift and Duty Systems;
- Second Contracts;
- Wholetime/Retained;
- Local ARAs.

In addition to these local issues, Officials throughout the FBU are also affected by changes and developments affecting the structures within which we operate. These include:

- New pension arrangements;
- Revised NJC constitution and related issues;
- Grey Book procedures (including the new protocol on industrial relations);
- New equality legislation;
- The development of the equality and diversity agenda within the Fire and Rescue Service;
- The impact of devolution.

Education – the key to the Union's future

Education and training has always been central to the work of the FBU. Following the national dispute there was some disruption to the programme. This was further exacerbated by the financial difficulties which emerged in 2004/2005. This disruption has also affected the provision of education and training at local level. A national programme has been re-started, although gaps remain. We have held very successful National Schools in 2006 and 2007.

Seminars have been held for Brigade, Regional and Sectional Officials on a range of issues over the past two years and the Executive Council has already agreed that there should be regular such events. In the responses received to the Officials Seminars held in 2006, it was clear that there is a significant desire on the part of Officials for more such training.

It is clear that the development of a programme of education/training which matches fully the needs of the FBU for 2008 and beyond is a major task. Some of the issues which may need to be addressed include:

- Full details of the current position within each Region;
- Demands for training and development from Sectional Officials;
- Training needs analysis;
- The development of a series of new seminars/training events dealing with specific aspects of Union activity;
- Ensuring an integrated approach across Regions/Sections and the national programme;
- Preparing the FBU for various possibilities in relation to the external regime for trade union education.

Such a major task requires the investment of resources. As a result of discussion around this issue, the Executive Council agreed to engage full time support for a two year period. This will allow this vital area of work to be developed in a structured and systematic way.

Developing a strategy for the future

The National Officer, the FBU Education Advisor and the Education Committee will now conduct a review of training and education based on the changing situation and the developing needs of our Officials. The results of this review will be reported to Annual Conference 2009.

This project will involve consultation with every Brigade, Regional and Sectional Committee of the Union so as to ensure that the concerns of all Officials are considered.

In the interim, arrangements have been made to ensure that a National School continues to be held. Training for Brigade, Regional and Sectional Officials will also be organised to address the urgent issues arising from the 'modernisation' agenda.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE

FBU ELECTIONS

The Executive Council is acutely aware of Resolution 14 passed at Annual Conference 2007 that stipulated that all elections must be run in accordance with the Rule Book. The Executive Council has complied with this instruction at all times since.

For clarity, the explicit directions of the Resolution mean that:

- all elections must be held in accordance with the laid down timescales,
- all statutory elections have to be conducted by postal ballot, and
- all non-statutory elections have to be conducted by the supply of ballot papers to the Brigade Secretary for distribution to the Branches whose members are entitled to vote.

However, the Executive Council is well aware of the concerns being raised regarding the additional administrative workloads of Brigade Secretaries when distributing the ballot papers in non-statutory elections.

The Executive Council is also concerned at the conflict that would arise of maintaining the confidentiality of our Gay & Lesbian members whilst running an election for a Gay & Lesbian Official in accordance with Rule. The Executive Council believes that the confidentiality of our Gay & Lesbian members must be maintained.

The Executive Council believes that the opportunity for eligible members to be in receipt of a ballot paper in order to vote in an election is a fundamental part of our democratic process. Also, the FBU is obliged to consider the welfare of our Officials and ensure the efficient distribution of ballot papers. These principles apply equally to all FBU elections.

The Executive Council therefore asks Conference to agree to the following:

For a trial period of no more than 12 months, the Executive Council shall conduct all non-statutory elections for National Sectional Officials by postal ballot. The Executive Council shall review the conduct of these, the rate of return, the financial costs and any other organisational benefits or detriments and report their conclusions to Annual Conference 2009, with any proposals that may be appropriate for Conference to decide.

NJC AND NEGOTIATIONS

Resolution 3 – PAY FORMULA

This Conference calls on the Executive Council to undertake urgent investigation with the objective of determining whether the FBU membership continues to be best served by our policy which links pay settlements to the Associate Professional and Technical group of workers.

NORTHERN IRELAND

Resolution 4 – SICK PAY

Conference demands that the Executive Council enter into negotiations to correct the discrimination of firefighters working on the Day Crewed Duty System.

The Executive Council should make every effort to achieve the situation where a Day Crewed Firefighter, on authorised sick leave as a result of an illness or injury arising out of authorised duty, shall be entitled to the equivalent sick pay of their colleagues working on the Retained Duty System.

This could be achieved by calculation as per Section 5, part B, Paragraph 17 of the Scheme of Conditions of Service, Sixth Edition, not the currently used Paragraph 15.

EAST SUSSEX

Resolution 7 – ESTABLISHMENT LEVELS

This Conference demands that the National Joint Council and Fire Authorities give full commitment to recruiting and maintaining staffing levels in Retained Duty System workplaces. The establishment levels must take full account of all national agreements on contracted hours and leave reached in recent years.

NRC

Resolution 10 – STANDBY/CALL-OUT DUTY

This Conference calls on the Executive Council and Brigade Officials to resist any attempts by the national and/or local employers from implementing any detrimental changes to the standby/call-out duty conditions of the flexible duty system as currently contained within the National Joint Council Scheme of Conditions of Service (Sixth Edition).

ONC

Resolution 11 – ASSESSMENT DEVELOPMENT CENTRES (ADCs)

With the introduction of ADCs, based around Personal Qualities and Attributes (PQAs), the test of operational competence has been removed from the selection from promotion within the Fire and Rescue Service. This Conference calls on the Executive Council to raise this at the NJC and seek the introduction of an agreed test of operational competence within the ADC process which is standard throughout the country.

LOTHIAN & BORDERS

Resolution 12 – ROLE MAPS

This Conference is concerned that there are Fire and Rescue Services across the UK who utilise the common element of WM7 in the NJC agreed role maps of Crew Manager and Watch Manager in order to reduce levels of supervisory management on fire appliances and at incidents.

Conference demands that the Executive Council establish a sub-committee as a matter of urgency, to review the lack of recognition in the role maps between Crew and Watch Manager, of the differing operational requirements of the roles highlighted by the Incident Command System, in order to protect levels of supervision on appliances and at incidents.

NOTTINGHAMSHIRE AS AMENDED BY STRATHCLYDE

Resolution 14 – TRADE UNION FACILITIES

Conference instructs the Executive Council and Brigade Officials to urgently negotiate with the relevant bodies acceptable Trade Union facilities for FF/Control staff representatives. Any agreement should aim to improve on, and not be detrimental to, trade union facility arrangements currently operating in brigades. This is an extremely fraught and unsettled time for FF/Control staff and it is crucial that representatives have adequate facilities to fully represent their members.

CSNC AS AMENDED BY STRATHCLYDE AND CLEVELAND

Resolution 15 – DISCIPLINE PROCEDURES

This Conference is extremely concerned at the increasing use of formal disciplinary proceedings against FBU members, since the introduction of new discipline regulations based on the ACAS codes of practice. This Conference calls upon the Executive Council to carry out a survey of brigades to ascertain the scale of the increase in discipline cases with a view to raising this issue at the NJC.

CLEVELAND AS AMENDED BY STRATHCLYDE

Resolution 17 – RETURN TO WORK FOLLOWING MATERNITY LEAVE

This Conference notes the continual progress being made by some Fire & Rescue Services/Brigades in updating their Maternity Policies. However, this Conference is concerned that the issues around new mothers returning to work are not being fully addressed.

Issues such as mothers still breastfeeding, risk assessments, phased return and return to work training are not being addressed fully to ensure our women members are given the help and support they need after a period of maternity leave.

This Conference therefore calls upon the Executive Council to instruct Brigade Officials, with the support of the National Women's Committee Officials, to revisit their Fire & Rescue Service/Brigades maternity policy to ensure that return to work issues are addressed and implemented by management.

We further call upon the Executive Council to report the progress back to the Women's AGM 2008.

This progress report to be forwarded to Brigade Committees.

STAFFORDSHIRE AS AMENDED BY STRATHCLYDE

COMPOSITE B - HEALTH & SAFETY

COMPOSITING MOTIONS 19 STAFFORDSHIRE AND 20 SHROPSHIRE

Conference instructs the Executive Council to secure agreement at the NJC for the specific recognition and inclusion of FBU Health & Safety coordinators within Section 5, Part A of the Grey Book.

The purpose is to secure status in line with the Safety Representatives and Safety Committee Regulations in order to facilitate time off to investigate accidents.

Resolution 21 – CONSULTATION AND NEGOTIATION PROCEDURES

This Conference condemns Fire & Rescue Services that refuse to recognise the agreed consultation and negotiation procedures. Management repeatedly frustrate the industrial relations processes by failing to accept matters raised by the Fire Brigades Union. Requests for agreement to jointly seek external assistance are denied by management despite such matters clearly falling within the purview of the negotiation procedure. Therefore this Conference demands that the Executive Council immediately challenge this stance taken by local employers at the NJC.

CHESHIRE

Resolution 22 – CONSULTATION & NEGOTIATION

This Conference recognises that the NJC Circular 08/07 'Joint Protocol for Good Industrial Relations in the Fire and Rescue Service' is a step forward in attempting to ensure constructive and meaningful consultation and/or negotiations take place between the Employers and Representatives of the Fire Brigades Union.

However, Conference is concerned that if an agreement cannot be reached between the two sides at local level, the option of National Joint Council Joint Secretaries dispute resolution assistance needs to be jointly referred. Although the protocol states that any request shall not be unreasonably refused, in practice, some Senior Managers have used this subjective statement as a means not to adhere to the intent of the protocol.

In the interest of ensuring that the true spirit of the protocol is maintained and to avoid disputes unnecessarily leading to industrial action, this Conference requires the Executive Council to re-enter negotiations on this issue with the National Joint Council. The objective of these negotiations should be to amend the protocol to ensure that external assistance can be sought by either side if one side believes the other is acting unreasonably.

LANCASHIRE

COMPOSITE A - UNISEX FACILITIES

COMPOSITING MOTIONS 24 NWC AND 25 MERSEYSIDE

This Annual Conference is concerned by the growing development and use of unisex facilities in the Fire and Rescue Service (FRS). This Annual Conference does not support the idea which is being pursued by some FRS equality and diversity managers that the adoption of unisex facilities can challenge and change the culture of the FRS.

Women members repeatedly inform FBU officials of the need for privacy at work in regard to toilet, shower and changing facilities and as such this Annual Conference opposes the use of unisex facilities in the workplace.

This Annual Conference therefore instructs the Executive Council to enter into negotiations at the National Joint Council regarding this issue, with the aim of ensuring that our members do not suffer from a lack of privacy and dignity whilst at work.

Resolution 27 – EQUALITY IMPACT ASSESSMENT

This Conference notes that all Fire & Rescue Services (FRS) should be carrying out Equality Impact Assessments (EIA) in line with their legal duties under the recently promulgated Equality Act, which came into force in April 2007. This Conference is concerned that some FRSs are not carrying out EIAs.

This Conference instructs the Executive Council to raise this issue with the FRS National Employers as a matter of urgency, with a view to ensuring that all FRS managements undertake to carry out these assessments.

The Executive Council is to report back on this matter to Annual Conference 2009.

LOTHIAN & BORDERS

Resolution 28 – REGIONAL MANAGEMENT BOARDS – ENGAGEMENT

Given that the Executive Council are encouraging more involvement with Regional Management Boards, this Conference demands that the Executive Council issue guidelines as soon as possible on this engagement, in particular to negotiation and consultation on issues affecting Control Room members.

The timescale is of the utmost importance and urgency, bearing in mind that Regional Control Centre issues including job descriptions, role maps and preferred shift patterns from the Department of Communities and Local Government are now being put to stakeholders for discussion and consultation.

WEST MIDLANDS

FIRE AND RESCUE SERVICE POLICY

Resolution 29 – SPRINKLERS IN NEW BUILD DOMESTIC DWELLINGS

This Conference demands that the Executive Council use all means at its disposal to lobby for legislation that sprinklers are fitted in all new build domestic dwellings within the United Kingdom by 2010.

NORTH WALES

Resolution 30 – AUTOMATIC FIRE ALARMS – EMERGENCY RESPONSE

Conference welcomes some of the findings contained within the CLG Departmental Annual Report published on 17 December 2007 which states; 'Slower response to fires is a worse service'. Conference therefore deplores the decision by Greater Manchester Fire and Rescue Service, and other brigades throughout the UK, not to send a full emergency response to Automatic Fire Alarms unless a back up call is received or the alarm receiving centre can confirm if there are any signs of fire. This decision puts the lives of the public and firefighters in greater danger. Conference therefore instructs the Executive Council to use all means available to them to commence a campaign to reverse this decision.

GREATER MANCHESTER

Resolution 33 – RETENTION OF FIRE CONTROLS

This Conference welcomes the decision of the Scottish Government not to centrally reduce the number of Emergency Fire Controls in Scotland.

TAYSIDE

Resolution 34 – CALL FOR FIRE AND RESCUE TOXICITY STUDY

Conference is deeply concerned at indicative results from the FBU's toxicity study undertaken in 2007, which raises questions about the potential effects of firefighters exposed to chemical exposure and contamination at fire and other incidents and possibly even from our own P.P.E.

Conference therefore calls on the Government and the National Employers to organise and finance a large scale representative toxicity study of firefighters including fat biopsy tests to assess the levels of chemical contamination members may be suffering and in addition to review and promote measures which may help reduce the effects of toxic contamination, for example the need for firefighters to shower and submit PPE for cleaning immediately after even relatively minor incidents, and the potentially beneficial effects of far infrared saunas.

DEVON & SOMERSET AS AMENDED BY DEVON & SOMERSET

Resolution 35 – USE OF HARD SHOULDER ON MOTORWAYS

Conference condemns any government proposals for the use of motorway hard shoulders as regular carriageways.

The removal of hard shoulders puts both members of the public and emergency service personnel at additional risk. Conference opposes these proposals and demands that hard shoulders are maintained for their original intended use.

BUCKINGHAMSHIRE

Resolution 36 – FIRE SERVICE NEUTRALITY

This Conference is extremely concerned at the shift in focus of the Fire Service towards crime prevention activities which is threatening the long standing Fire Service position of neutrality. In certain areas the Fire Service is increasingly being used as an extension of the police force with fire crews being expected to take on the role of crime reduction officers. In some brigades police officers have even been deployed on fire appliances. This Conference instructs the Executive Council to raise this issue within the relevant forums and instructs Brigade Committees to resist any further move towards the Fire Service becoming an extension of the police force.

CLEVELAND

Resolution 39 – RDS TRAINING

The opportunity must be given to all RDS staff to be able to develop their competency levels. We demand the Executive Council to open talks with the DCLG to see if additional funding can be given to all brigades with RDS personnel, so that additional training is available for those who require it.

HAMPSHIRE

Resolution 40 – TRANSFER PROCESS

This Conference demands that any nationally or locally developed process for recruitment, selection and progression of Retained Firefighters should not hinder the transfer process to Wholetime for Retained Firefighters by the inappropriate use of the national Firefighter Selection Tests.

NRC

Resolution 41 – IRMP – COST REDUCTION TOOL

This Conference condemns those fire and rescue authorities who seek to use the IRMP process as a means of reducing expenditure as opposed to reducing risk. In particular we condemn those authorities who choose to implement specific duty systems, in given areas, primarily to reduce expenditure instead of implementing duty systems according to the perceived risk within that given area.

Conference demands that firefighters, regardless of the duty system they operate within, are afforded appropriate training on all risk critical issues.

TYNE & WEAR AS AMENDED BY MERSEYSIDE

Resolution 42 – IRMP STRATEGY

Conference acknowledges the work already undertaken to educate FBU Officials and give them the skills and knowledge to challenge their respective brigade's IRMPs.

However, Conference also recognises that IRMPs are continuing to be used by Fire Authorities as a means to make cuts in front line services and that the training of our members has deteriorated or is no longer adequate for the increased risks that Fire & Rescue Services throughout the UK deal with.

Conference therefore demands that the Executive Council revises the FBU's IRMP strategy and provide further training for Officials. This revised strategy to be in place by Conference 2009.

NORTHUMBERLAND

Resolution 43 – IRMP – CREWING LEVELS

Recent IRMP proposals have clearly demonstrated Fire Authorities willingness to compromise existing safe operating procedures in the pursuance of financial savings. A typical example of this has been proposals to reduce crewing to 3 riders for RTC persons trapped at a retained duty system station where the recruitment and retention of firefighters is problematic.

Annual Conference reaffirms our policy of a minimum number of 5 firefighters is maintained on all front line pumping appliances to increase the Health and Safety of our members when attending incidents.

Annual Conference also condemns Fire Authorities, Senior managers and other fire service unions that support fire appliances responding to incidents with less than 5 firefighters.

DORSET

Resolution 44 – FIREFIGHTER ACCIDENTS AND IRMPs

Conference demands that the Executive Council undertake or commission an inquiry utilising all available accident investigation reports and relevant other evidence from cases to establish any possible link between the increases in firefighter deaths and serious injuries and the introduction of integrated risk management planning in Fire and Rescue Services.

The inquiry should focus on

- Any recent change to the planned response times and initial PDA dictated by the IRMP prior to the serious accident/fatality.
- Any perceived difficulties on implementing safe systems of work due to insufficient resources.
- Any difficulties experienced in establishing incident command and control due to insufficient resources.
- To compare initial resources allocated with those demanded by the CAST planning scenarios to determine what effect adherence to CAST may have had on the difficulties that were experienced.

IRMP has often led to a cut in fire service resources that clearly puts firefighters and the public at greater risk. If it is demonstrated that this has contributed to the unacceptable and rising number of deaths and serious injuries to firefighters this must be raised as a matter of urgency with individual fire and rescue authorities, the Health & Safety Executive, our employers and the CLG/Scottish Resilience, with a view to ensuring Chief Officers and fire authorities are held accountable and that adequate resources are provided in future in the initial PDA to ensure safe systems of work can be applied immediately on arrival. The restoration of minimum national standards of fire and rescue cover in all FRS should also be provided to consolidate this.

STRATHCLYDE AS AMENDED BY STRATHCLYDE

COMPOSITE C - FIT FOR PURPOSE TRAINING AND APPROPRIATE PPE FOR 'FLOOD INCIDENTS'

COMPOSITING MOTIONS 45 SOUTH YORKSHIRE AND 46 BUCKINGHAMSHIRE

Conference demands that the Executive Council secure a National Standard through negotiation, with the appropriate bodies, that ensures all Fire Authorities provide fit for purpose Training and appropriate PPE for attending flood incidents.

Some of the key areas of concern are:

- Bacterial or Viral infections
- Pitt Review 2007
- Training at appropriate level
- The Oral Ministerial Statement 23 July 2007 (Hilary Benn)

The mobilisation of personnel to carry out duties in stagnant water for long periods of time in nothing but fire kit designed solely for firefighting purposes is unacceptable.

Resolution 47 – WATER RESCUE

This Conference calls upon the Executive Council to engage with Communities and Local Government to ensure that fire authorities are adequately funded in order to provide sufficient resource with regard to the increased risk of flooding. This must ensure the following as a minimum standard;

- Adequate provision of equipment and personal protective equipment, for example, dry suits, life jackets and sumo pumps, to ensure that procedures and health and safety considerations are not jeopardised.
- Adequate facilities to dry clothing and equipment.
- Adequate crew levels to be maintained to ensure the full capability of the service is available at times of extreme conditions.
- Provide a comprehensive water rescue response.
- Provide provision for Emergency Fire Control Staff in affected areas.

**GLOUCESTERSHIRE AS AMENDED BY WEST MIDLANDS AND GREATER
MANCHESTER**

Resolution 49 – CCTV

Conference welcomes the recent research undertaken by the Labour Research Department with regard to acts of violence towards firefighters and firefighters (control), and notes the comments and recommendations contained within that report.

Conference is particularly concerned with the growing use of Closed Circuit Television (CCTV) equipment on fire appliances and vehicles as a strategy adopted by employers in violence at work policies and/or procedures. This strategy has had a counterproductive consequence of detrimentally impacting upon our neutrality within the community and in some cases increased the risk of attack on our members.

Conference therefore instructs the Executive Council to enter into negotiations with the national employers as a matter of urgency, to ensure that a national violence at work protocol is pursued, with the removal of any CCTV equipment used to capture images primarily to be used in criminal prosecution procedures to be achieved as a priority. Conference instructs the Executive Council that a report on this issue is to be completed and put to FBU Annual Conference 2009 for decision.

MERSEYSIDE

Resolution 51 – AERIAL RESCUE PUMPS IN THE FIRE SERVICE

Conference instructs the Executive Council to commission a report aimed at evaluating the introduction of Combined Aerial Rescue Pumps in Fire & Rescue Services.

This report to consider

- The reliability of Combined Aerial Rescue Pumps in particular the availability of their high reach capability when in service.
- Appropriate crewing levels (minimum of six), as per CAST scenario modelling, to ensure the health & safety of members both when the appliance has dual function capability and on those occasions when it has been re-designated as a rescue pump due to a defective high reach capability.
- The suitability of these vehicles for use as rescue pumps and rescue platforms, particularly regarding access difficulties in urban areas.
- The effect if any on levels of pre-determined attendance as a consequence of the introduction of these vehicles.

This report shall be utilised to inform the Executive Council approach to negotiating an agreed national policy on the introduction and use of these vehicles with our national employers as soon as practicable possible.

STRATHCLYDE AS AMENDED BY SUFFOLK

Resolution 52 – ESTABLISHMENT LEVELS

This Conference calls on the Executive Council to carry out a survey of Flexible Duty Officer establishment levels, in particular to identify how many operational Officer posts have been lost to non operational posts. This Conference believes that operational effectiveness, particularly at night time and weekends, is being severely compromised and is placing undue stress on Flexible Duty Officers.

ONC

Resolution 54 – FIRE GROUND FACILITIES

Annual Conference is disappointed by the disgraceful standard of facilities on the fire ground available to firefighters in the UK Fire and Rescue Service. These often include no toilet facilities, no sanitary provision and no means for sanitary disposal.

We call upon the Executive Council of the Fire Brigades Union to formulate a “Best Practice Policy on Fire Ground Facilities”. The Policy must cater for all fire service personnel regardless of sex/gender, comply with existing guidelines and legislation and pay particular attention to the dangers of toxic shock syndrome. Conference further demands that upon completion of the policy, the Executive Council put pressure on the employers’ representatives at the National Joint Council to adopt this policy as a basic standard and a human right to dignity when on the fire ground.

Conference further calls upon the Executive Council to report back the progress on this issue no later than Annual Conference 2009.

DEVON & SOMERSET AS AMENDED BY STRATHCLYDE

Resolution 55 – HIV/AIDS POLICY

This Conference understands the importance of the health and safety and welfare of our members. A number of years have passed since the Union policy on HIV/AIDS was written. We therefore request that the Executive Council and Health and Safety Committee work in conjunction with the G & L committee to amend this policy and make it more comprehensive.

NG&LC

Resolution 56 – PRACTICAL ASSESSMENT

This Conference demands that the Executive Council, at the earliest available opportunity, campaigns for and seeks through consultation and negotiation with the appropriate bodies/organisations, the introduction of a form of practical promotion assessment, in relation to all roles other than firefighter and those roles designated as 'Control specific' within the United Kingdom fire service.

TYNE & WEAR

Resolution 57 – NATIONAL POSITIVE ACTION STRATEGY

This Conference calls upon the Fire Brigades Union to raise at the Practitioners Forum the establishment of a national positive action strategy. This would ensure best practice with the sharing of ideas, resources and more importantly personnel, especially where particular brigades have a low number of B&EM members. This strategy should allow B&EM members in a brigade to have paid time off in order to support positive action activities in another Brigade.

B&EMM AS AMENDED BY WEST MIDLANDS

TRADE UNION AND LABOUR MOVEMENT

Resolution 58 – SLAVE TRADE COMMEMORATION

A campaigning group called Memorial 07 have acquired a space for, and been granted permission in Hyde Park for a permanent memorial to the enslavement of African people. They need to raise a substantial amount of money to commission and maintain a suitable memorial.

The Brent MP, Dawn Butler, launched a campaign in April 2007 to acknowledge the bicentennial of the Slave Trade Abolition Act by having an official day in commemoration of the enslavement of African people.

This Conference calls upon the Executive Council to:

- Donate a sizeable donation to the permanent memorial in Hyde Park in consultation with the B&EMM National Committee.
- Research and distribute information about Memorial 07 and encourage regions to support plans for the permanent monument in commemoration of the slave trade abolition.
- Support and encourage regions to join the campaign for an official day to commemorate African enslavement.
- Continue FBU support for the Anti-Slavery movement that continues to campaign against modern slavery.

B&EMM

Resolution 59 – TRADES UNION FREEDOM BILL

The Trades Dispute Act 1906 introduced a system for immunities from tortious liability for unions when organising industrial action.

Conference recognises that these rights have been eroded over the last 30 years and, in addition to this, we now see union members, and officials, being disciplined and/or dismissed for carrying out legitimate Trades Union activities.

The proposed Trades Union Freedom Bill (TUFB) has five main principles, namely:

- (1) better protection for striking workers.
- (2) simpler and fairer industrial action balloting and notice procedure.
- (3) restricted use of injunctions by employers.
- (4) allowing solidarity action in certain circumstances.
- (5) preventing the use of replacement labour during strikes.

We believe these principles are basic human rights therefore Conference calls upon the Executive Council to join the campaign for the introduction of the TUFB by offering both financial and political support.

GREATER MANCHESTER

Resolution 60 – HUMAN RIGHTS ABUSES IN BURMA

Conference is appalled at the continued widespread oppression and grave human rights violations inflicted on the people of Burma by the military junta and undemocratic Government.

We continue to witness the development of a silent humanitarian crisis that leaves the general population and workers of Burma in extremely vulnerable conditions. Those at greatest risk are the ethnic nationality groups, for example the Karen people and also the members and activists of political groups and trade unions that speak out against the human and workers rights abuses perpetrated by this dictatorship.

We have widespread drug addiction and the increase of HIV/AIDS, that leaves the more vulnerable members of any society at even greater risk.

Members of free trade unions find themselves imprisoned, these individuals also facing an uncertain future as membership to such groups remains punishable by death. There continues to be forced labour, torture, ill treatment, sexual violence and child labour, together with starvation and forced migration.

This is totally unacceptable to us all living and working in a free and democratic society and we need to be acting now to prevent the continuation of such violations.

We call on the Executive Council to lead a political campaign of FBU activists and members, together with TUC affiliates to lobby the British Government to apply by whatever means possible the political pressure to prevent the continued oppression of the Burmese people.

In particular, we call for

- All human rights abuses inflicted on the people of Burma by the military junta to end
- That the people inflicting such abuses should be held fully accountable for their actions
- Forced labour and migration should cease
- The immediate release of all political prisoners, including members of Trade unions
- The commencement of a political transition that will lead to a democratically elected government

In addition we ask that contacts and working relationships are developed between the FBU and Burmese Trade Unions to provide whatever assistance available that will better able them to continue with their very difficult and dangerous work.

TYNE & WEAR

Resolution 61 – PALESTINE

In this, the 60th anniversary of the 1948 'Nakba' when 800,000 Palestinians were forcibly expelled from their land and homes, this Conference deplores the ongoing subjugation of the Palestine people.

Palestinians today face not only the legacy of that injustice, but continue to suffer ongoing Israeli occupation, further illegal annexation of land and resources for Israeli settlements, strangulation of the economy, and the imposition of a system of colonial control reminiscent of apartheid.

This Conference therefore demands that the Executive Council launches a high profile campaign to support the struggle of the Palestinians in their right to an internationally recognised, viable and sovereign homeland of their wishes.

This campaign to include regular updates of the political, economic and welfare situation within Palestine, and promote links at all levels of the union with communities and projects working for Palestinian independence.

These updates to be published in the Firefighter journal at twice yearly intervals.

WEST MIDLANDS AS AMENDED BY DEVON & SOMERSET

Resolution 62 – GUANTÁNAMO BAY

This Conference applauds the release of the four British residents from the United States military prison at Guantánamo Bay in December 2007. However, Conference is concerned that it took several years and a change of leadership in the British Government before this was achieved.

It is noted that the United States Government has illegally detained over 700 individuals from across the world without allowing them access to a fair trial, and some of those who are still being held have now been detained for over six years.

It is also noted through Amnesty International reports that during this period, Donald Rumsfeld the US Secretary of Defence, approved the use of interrogation techniques that included; hooding, stripping, sensory deprivation, isolation, the use of the stress position, the use of dogs to 'induce stress', environmental manipulation and sleep deprivation.

This Conference condemns the US Government's disregard for international law and the basic human rights of those illegally detained. In particular, Conference condemns the US Government's use of torture during interrogation and is concerned at allegations that the British security services may have collaborated by accepting information known to have been gained under torture.

This Conference requires the Executive Council to raise with the relevant Government Minister the above concerns, and to urge the British Government to do all in its power to obtain open and fair trials for those still detained, or to secure their immediate safe release.

LANCASHIRE

Resolution 63 – LABOUR PARTY

Conference continues to oppose re-affiliation to the Labour Party and is further angered that the Labour Government continues to allow attacks on our conditions of service and health and safety. Conference therefore reaffirms the ability of the Union to support political bodies that maintain the aims and objectives of the FBU.

DERBYSHIRE AS AMENDED BY WEST MIDLANDS AND MERSEYSIDE

Resolution 64 – PRIVATISATION

This Conference welcomes the Government's decision to provide additional funding over and above the allocated Government grant in order to build several new fire stations across North West England. However, Conference condemns the fact that this much needed new money will only be released through private finance initiative funding (PFI).

Conference believes that this Government is continuing to pursue a policy of privatising many of the public sector services by the back door by the use of schemes such as PFIs, privately sponsored schools (academies), privately run clinical assessment treatment and support centres (CATS) and most recently, the setting up of Local Authority controlled private limited companies (LACCs) to run the proposed regional control centres (RCCs).

Conference re-affirms its opposition to the use of PFI within the Fire Service and reminds all officials, representatives and members of the Fire Brigades Union to continue to support national and/or local trade union campaigns that fight to protect the public services from these ongoing attacks.

LANCASHIRE

PENSIONS

Resolution 70 – GUIDANCE FOR INDEPENDENT QUALIFIED MEDICAL PRACTITIONERS

Conference notes the guidance for IQMPs as contained in the CLG FPS circular 8/2007. The guidance sets out criteria within the pension scheme on permanent disability, fitness for regular work, qualifying injury and degree of disablement.

The IQMP guidance makes it clear that in order to satisfy the criteria for a pension, a member must be incapable of all duties of their role, not just those of firefighting, and disablement must be permanent.

Although the IQMP is there to provide FRAs with a medical opinion, the guidance also makes reference to the following non-medical areas:-

- Case Law
- Reasonable adjustments
- Managerial submissions, and
- That all appropriate treatment options have been exhausted.

This guidance is resulting in members who are unable to perform their duties due to ill health, with no other employment available within the FRA, being subject to having their employment terminated on medical capability.

This is totally unacceptable.

Conference instructs the Executive Council to urgently highlight and raise this matter with representatives of CLG and ministers to seek amendments to the current guidance agreed by all parties.

The Executive Council should also raise awareness with members and officials of the union with an industrial campaign aimed at bringing about changes to the guidance.

LINCOLNSHIRE

Resolution 71 – BOARD OF MEDICAL REFEREES

Following the quite appalling decision of the Board of Medical Referees (BMR) to declare 3 of our retired members not permanently unfit and for their fire authority to use this as justification of stopping our members' pensions – and the subsequent acceptance by the CLG that the BMR had acted unlawfully – this Conference urges the Executive Council to enter into talks with the CLG, through whatever channels available, to consider changing the make up of the BMR.

One requirement should be the chair of the BMR should be non medical but who has legal knowledge and that the expert witness (in the appellant's infirmity) should be agreed by both sides.

The position at the moment allows the same chair and witnesses attending nearly all the appeals causing a familiarity with the employer's side to the detriment of our member's appeal.

Finally Conference further applauds the efforts made on behalf of our 3 retired members by head office, Thompson's solicitors and the wider membership.

LONDON

INTERNAL

Resolution 73 – TRAVEL EXPENSES – INCREASE IN MILEAGE RATES

Due to the ever increasing cost of fuel, this Conference calls on the Executive Council to carry out a review of the current out of pocket mileage expenses incurred by lay officials, with a view to increasing them. As these rates have been unchanged for many years this review is to be carried out and its findings to be put before the Executive Council for approval without delay.

WEST YORKSHIRE

Resolution 77 – LGBT ANNUAL SCHOOL

This Conference instructs the Executive Council to enter into talks with other Fire & Rescue TUC recognised unions with a view to looking at an annual school in October to bring together views from all over the service and allow more networking of LGBT employees in the Fire & Rescue Service.

NG&LC

Resolution 78 – MEMBERSHIP MONITORING

Conference notes that the issue of sexuality monitoring is a sensitive subject that has been the centre of mixed debate.

It is broadly recognised that there are six main strands of equality. Conference calls on the Executive Council to develop and distribute an all members monitoring form, enabling members to detail which strands they identify with.

Conference further asks that all future membership application forms have included within them monitoring forms.

All information collated on monitoring forms must be treated with confidentiality with regard to the protection of individuals' identification.

NG&LC

EMERGENCY RESOLUTIONS CARRIED ...

Emergency Resolution No. 1

FIREFIGHTER FATALITIES

Conference notes the decision of the HSE in January 2008 to issue an Improvement Notice against Warwickshire Fire and Rescue Authority (Warwickshire County Council) and the subsequent decision of the County Council to appeal this Notice.

These events follow the tragic loss of life at the incident at Atherstone-on-Stour on 2nd November 2007. This incident saw the highest number of Firefighter fatalities at a single incident since 1972. Conference is deeply concerned that this incident, along with a number of other fatal incidents in recent years, indicates a rising trend in Firefighter fatalities at operational incidents.

Conference instructs the Executive Council to fully re-examine all recent incidents in order to identify whether any trends appear from the investigations in each case. This inquiry should consider the impact on such incidents of:

- The introduction of IRMP and the removal of national standards of emergency cover;
- The policy vacuum in relation to the development of national guidance on operational matters;
- Current training regimes;
- The shift in emphasis towards preventative community safety measures often at the expense of planning, preparation and investment in intervention activity;
- Current policies in relation to weight and speed of attack at operational incidents;
- The introduction of the Regulatory Reform Order and current fire safety inspection regimes within the Service;
- Any other relevant matters.

Conference instructs the Executive Council to give urgent consideration to the findings of this report. Conference further instructs the Executive Council to develop a campaign around the issues identified including lobbying appropriate bodies. This campaign should focus around the need to invest in Firefighter safety and ensure that safe systems of work are put in place to protect our members.

EXECUTIVE COUNCIL

Emergency Resolution No. 2

REDUNDANCIES

Conference condemns the issuing of HR1 advanced notice of redundancy forms by six FRAs in the South West which were received on 31st March 2008.

Conference demands that any threat of compulsory redundancy is immediately removed by the FRAs in question.

Therefore Conference reaffirms and clarifies FBU policy to recall Conference with a recommendation for strike action in the event of any Wholetime FBU member facing redundancy. For the avoidance of doubt, this policy:

- shall apply where the redundancy is to be compulsory;
- shall be invoked at the point where any individual Wholetime FBU member (or group of Wholetime FBU members) are in receipt of formal notice of their individual selection and date for compulsory redundancy.

In the event of such notice of compulsory redundancy, the recommendation to Recall Conference shall be for national strike action.

This policy shall not apply in circumstances of voluntary severance or early retirement.

EXECUTIVE COUNCIL

Emergency Resolution No. 3

CONTROL REGIONALISATION

Conference remains implacably opposed to the CLGs FireControl regionalisation project for Emergency Fire Control Rooms in England. We believe that this project, which is being forced through at enormous expense in the face of widespread opposition, will:

- Not result in the savings being claimed;
- Result in reduced call-handling capacity and resilience;
- Impact upon the safe and efficient mobilisation and control of fire appliances, personnel and equipment;
- Lead to a worse service for the people of England;
- Lead to a loss of jobs for Firefighter (Control) FBU members;
- Still leave much work currently completed by Brigade Controls be carried out by individual Brigades.

We will continue to campaign against this project at every opportunity and to expose the misleading claims of the CLG. Conference applauds the decision of the Scottish Government not to centrally reduce the number of Emergency Fire Controls in Scotland. However, we note that the Westminster Government remains wholly committed both politically and financially to the FireControl Project and that the nine Regional Control Centre buildings are all either at an advanced stage of construction or have been completed. We also note that Directors and other staff have now been recruited for the new Local Authority Controlled Companies (LACCs) required to run the Regional Control Centres. Further, we note that Brigades in the South West region have now written (in March 2008) to the FBU giving advanced notification of consultation on proposed redundancies. We totally condemn the issue of these notices and the manner in which these letters were sent, without any forewarning or consultation with FBU Officials, either locally or nationally. That is not an acceptable

way to treat loyal, hard working and professional Emergency Fire Control Staff.

The primary objective of the FBU continues to be to defend the jobs, pay and working conditions of its members. That remains the case even if this misguided project proceeds. To that end, the Executive Council, in conjunction with the Control Regionalisation Advisory Group (CRAG) and the Control Staff National Committee (CSNC) have adopted a “twin-track” approach whereby, in addition to campaigning against the Regionalisation project, we have been taking the necessary steps to ensure that no FBU member is made compulsorily redundant and that staff in any Control Rooms are employed on Grey Book conditions, with FBU recognition.

In the event of the Westminster Government forcing the project through unabated then the minimum aims of the FBU must be to secure:

- Guarantees of no compulsory redundancy for any FBU member, to be achieved primarily through continued employment performing “out of scope” fire control functions or redeployment, supplemented by the use of voluntary severance or early retirement if this is necessary;
- NJC Grey Book conditions as a minimum including FBU recognition for all staff required to work in the proposed Regional Control Centres.

Therefore Conference instructs the Executive Council, Regional Committees and Brigade Committees to use all means available to pursue these aims, including such industrial action as may be appropriate.

EXECUTIVE COUNCIL

Emergency Resolution No. 4

PAY

Conference congratulates those public sector workers who took strike action in a number of sectors on April 24th. Conference condemns the attempt by Central Government to restrict the pay rises of public sector workers in response to fears about inflation. Conference does not accept that there is any proven link between public sector pay settlements and movements in inflation. Indeed the pay of public sector workers has often tended to lag behind inflation leading to cuts in real pay for public servants.

Conference pledges full support to any group of public sector trade unionists forced to take industrial action as a result of these policies. Conference urges all members to attend picket lines, rallies and demonstrations in support of such campaigns and calls on Brigade and Regional Committees to coordinate such support. Conference pledges support for the TUC lobby on the issue of public services on Monday 9th June. Conference urges all Regions to arrange a delegation to attend this event.

Conference instructs the Executive Council to continue current pay negotiations in pursuit of the continuation of the Pay Formula linking increases within the Fire and Rescue Service to movements in the average pay of APT employees. This formula was agreed for 2005 and 2006 and the percentage pay rise resulting from this formula was successfully achieved in 2007. Conference believes that the operation of a formula is the best way to address the issue of pay within the Fire and Rescue Service for the benefit of all. Should the employers not agree to the pay rise due as a result of the operation of the APT formula then the Executive Council are instructed to initiate consultation with members with a recommendation for national strike action.

EXECUTIVE COUNCIL

Emergency Resolution No. 5

ILL-HEALTH PENSIONS

Conference notes with disappointment the outcome of the Judicial Review over Ill-health Pensions on 15th May 2008. Conference cannot and will not accept that firefighters who are injured at work or who are otherwise unable to continue with their employment due to health problems could be left in a position without a job or a pension. Conference instructs the Executive Council to discuss with our legal advisors the possibility of an appeal against this decision with a view to launching such an appeal.

Conference notes that this situation – of firefighters facing the prospects of no job and no pension simply as a result of ill-health or injury – was a direct result of actions by Government. This matter could have been resolved months ago if Government had immediately responded to the concerns of Firefighters. Once again, it has been clearly demonstrated that only the Fire Brigades Union is in a position to defend the interests of Firefighters and their families.

Conference congratulates all members who have participated over the past ten months in the FBU campaign – Justice for Firefighter Pensions. Through this campaign the Fire Brigades Union has highlighted the disgraceful treatment of the three retired members whose pensions were stopped and the threat to thousands of Firefighters and their families. Ill-health and injury protection are essential in the Fire and Rescue Service and Conference is determined to defend ill-health and injury provision by whatever means may be necessary.

Conference welcomes the revised guidance on ill-health matters issued by the Scottish Government for implementation on 1st May 2008 and the revised draft guidance issued by CLG on 15th May 2008 for consultation. Conference instructs the Executive Council to continue to discuss this matter with CLG and with Fire and Rescue Service employers in order to ensure the continuation of ill-health and injury protection for Firefighters throughout the UK.

Conference is not prepared to tolerate such treatment of Firefighters in the future. Should any member be placed in a similar position either:

- (a) as a direct result of central Government guidance or policy or,
- (b) as a result of the actions of an individual authority

and further,

- (c) should the revised CLG guidance not materialise, or
- (d) should any of the guidance be detrimentally changed

the Executive Council are instructed to initiate an immediate campaign of opposition. This shall include consultation with members with a recommendation for strike action.

EXECUTIVE COUNCIL

Emergency Resolution No. 7

ILL-HEALTH PENSIONS IN SCOTLAND

This conference welcomes the new guidance governing ill-health retirement pensions, issued by the Scottish Government on 1st May 2008, for Firefighters in Scotland, which repeals the DCLG 2006 guidance.

Conference urges the Executive Council to use this success as a platform for resolving the matter in the rest of the UK.

STRATHCLYDE

Emergency Resolution No. 9

UNITE AGAINST FASCISM

This Conference notes the election of 10 more BNP councillors and a BNP London Assembly member in the recent local elections.

This Conference condemns the BNP as a racist and fascist organisation and recognises that it poses a direct threat to the interest of trade unionists and working class people.

This Conference applauds anti fascist initiatives like the 100,000 strong carnival organised by Love Music Hate Racism which took place in London on the 27th April 2008.

This Conference calls on all Regions, Brigades and rank and file members to support campaign activities by anti fascist organisations such as Unite Against Fascism and Love Music Hate Racism.

To this end Conference agrees to:

- (a) Support the national demonstration against the BNP called by Love Music Hate Racism on 21st June 2008 in London by mobilising members with the national banner to attend;
- (b) Help fund the demonstration by making a donation of £5000;
- (c) Circulate anti fascist material to all branches.

LONDON

Emergency Resolution No. 10

LOCAL ELECTIONS

Conference views with great concern the results of the local elections in May 2008 and expresses further alarm at the continued growing threat from far right organisations such as the BNP.

Conference therefore calls upon every committee of the Fire Brigades Union to use its best efforts to challenge and oppose every BNP or similar political candidate that may stand in an election in their area.

WEST MIDLANDS

Emergency Resolution No. 11

DUTY SYSTEMS

This Conference notes with concern the findings of the recent Audit Commission study with regard to duty systems.

Proposed changes to duty systems, particularly the 5 watch system, are mechanisms to reduce establishment levels and achieve financial savings.

They do not represent any improvement to our members conditions and furthermore compromise current conditions of service.

Conference calls on the Executive Council to initiate a national strategy, which will be underpinned by education, information sharing and campaigning in order to coordinate a consistent approach and achieve this unions aim of a reduction of the current working week.

We ask Conference to support all members who are under threat of these detrimental changes.

STRATHCLYDE

Emergency Resolution No. 12

ABORTION RIGHTS

Conference applauds the FBU stance in supporting a woman's right to choose and thanks those Regions who have affiliated to Abortion Rights in line with past conference resolutions. However, Conference notes that the right wing anti-choice movement is still vigorous in its campaign to ensure that they control working class women. This is being done by tabling amendments to reduce abortion time limits via the Human Fertilisation and Embryology Bill which had its first debate in parliament on the 12th May 2008. Over the past few weeks, MPs have been bombarded with propaganda from the anti-choice movement which is drumming up support for an attack on the 24 week Abortion time limit.

Due to a change in the timetable for when amendments will be debated, Abortion Rights have had to organise an emergency demonstration outside parliament on the evening of Tuesday 20th May 2008.

To assist Abortion Rights in its campaign against this underhanded attack on a woman's right to choose, Conference calls upon the Executive Council to:

- Re-affirm Conference Policy by producing an article for Firefighter regarding this fresh round of attacks on a woman's right to choose;
- Encourage regions and individuals to affiliate to Abortion Rights by filling in an affiliation form today;
- Encourage Regions to make a one off donation to boost the current funds of Abortion Rights.

STAFFORDSHIRE

Emergency Resolution No. 13

FIREFIGHTER DEATHS

Conference is appalled at the recent tragic deaths of Firefighters in Warwickshire, East Sussex, Hertfordshire, Central Scotland and London. Conference also commends all the work that has been carried out by Fire Brigades Union Officials in the accident investigation process; however Conference is also aware of the burden this places on the individual Brigade Officials.

Therefore Conference calls upon the Executive Council to;

- Work with all interested parties to create a protocol for fatal/serious accident investigations;
- Create a team within the Fire Brigades Union that can be called upon to implement the agreed Fire Brigades Union process for fatal/serious accident investigations to support those local Officials during the initial stages of the investigation;
- To instruct the Regional Health and Safety Sub-Committee to create a report with recommendations to the Executive Council. This will be brought to Conference no later than 2009.

STAFFORDSHIRE

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL ...

Resolution 6 – BOUNTY SCHEME

This Conference demands that the Executive Council pursue the retention of the bounty scheme for Retained Firefighters who choose not to opt into the New Firefighters Pension Scheme.

NRC

Resolution 18 – LEAVE

With the impending increase to statutory leave entitlement, this Conference instructs the Executive Council to secure agreement with the employers to maintain the current leave differential between that which is laid out in the Grey book and the statutory leave entitlement.

SHROPSHIRE

Resolution 37 – RECRUITMENT

Conference demands that all entrants joining the Fire Service on the Wholetime Duty System should undertake the same recruitment, training and development process. This would ensure standardisation of the procedure for all employees on this duty system.

DERBYSHIRE

Resolution 38 – PROMOTION EXAMINATIONS

Conference demands that the Executive Council engage with the appropriate body to bring about the re-instatement of an examination based process for promotion within the UK Fire & Rescue Service.

SOUTH YORKSHIRE

Resolution 48 – OFFSHORE FIREFIGHTING

This Conference demands that the Executive Council urgently revise the FBU Offshore Firefighting policy. The introduction of the Maritime Incident Response Group, MIRG, has changed the way the British Fire Service responds to incidents at sea and the FBU must be fully involved in future development of Offshore Firefighting policy. In order to do so our policy needs to respond to the new national arrangements, developments in training and the issues of adequate and achievable insurance cover. The revised document to be presented to Conference 2009.

CORNWALL

Resolution 50 – APPLIANCE CCTV CAMERAS

This Conference condemns the use of appliance CCTV cameras by Cheshire Fire & Rescue Service for the purpose of initiating disciplinary proceedings against our members. This purpose is contrary to their own policy and any understanding with the Fire Brigades Union. The cameras were installed with the clear intention of providing firefighter protection, i.e. attacks on firefighters. This misuse will have a negative impact with regard to any potential benefits to firefighter protection and has led to a loss of confidence and trust with CF&RS management. This Conference calls on the Fire Brigades Union to commence a campaign for the removal of appliance CCTV cameras.

CHESHIRE

Resolution 74 – ACCIDENT INJURY AND DEATH BENEFIT FUND

Following the tragic incident at Atherstone-on-Stour, Warwickshire and the terrible effects it has on our members families, this Conference demands that all members must automatically be included into the Accident Injury and Death Benefit Fund.

Therefore Conference demands that the Executive Council makes the appropriate rule changes required to enact this decision and bring them before Conference no later than 2009.

WARWICKSHIRE

MOTIONS DEFEATED ...

Resolution 8	– INTER AGENCY WORK	WEST MIDLANDS
Resolution 9	– CIVILIANISATION OF POSTS	ONC
Resolution 16	– ANNUAL LEAVE	MERSEYSIDE
Resolution 23	– REST FACILITIES	GREATER MANCHESTER
Resolution 32	– FOUR RIDERS HEALTH & SAFETY	HAMPSHIRE
Resolution 66	– ADDITIONAL RESPONSIBILITY ALLOWANCES	DEVON & SOMERSET
Resolution 75	– VOLUNTARY CONTRIBUTIONS FOR DEATH IN SERVICE	ESSEX
Resolution 76	– CONTROL FBU MEMBERSHIP	NOTTINGHAMSHIRE
Resolution 80	– ELECTIONS	NWC
Resolution 82	– EMPLOYMENT TRIBUNALS REPRESENTATION	HAMPSHIRE
Emergency Resolution 6	– ILL HEALTH PENSIONS	LONDON
Emergency Resolution 8	– PENSIONS	ESSEX

EXECUTIVE COUNCIL PROPOSED ALTERATIONS TO THE RULES OF THE UNION

<i>RULE 3 (1)</i>	OBJECTS OF THE UNION	CARRIED
<i>RULE 3 (4)</i>	OBJECTS OF THE UNION	CARRIED
<i>RULE 3 (8)</i>	OBJECTS OF THE UNION	CARRIED
<i>RULE 4 (a)</i>	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
<i>RULE 5 (2) (b)</i>	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
<i>RULE 7 (7)</i>	ANNUAL CONFERENCE	CARRIED
<i>RULE 8 (6)</i>	CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL	CARRIED
<i>RULE 20 (5)</i>	REGIONAL COMMITTEES	CARRIED
<i>RULE 35</i>	ALTERATION OF RULES	CARRIED

BRIGADE COMMITTEES PROPOSED ALTERATIONS TO THE RULES OF THE UNION

RULE 5 (1) (f)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	TAYSIDE CARRIED
RULE 5 (2) (b)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	LONDON LOST
RULE 5 (2) (b)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	GREATER MANCHESTER LOST
RULE 5 (8)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CLEVELAND CARRIED
RULE 6 (1)	CONSTITUTION AND GOVERNMENT OF THE UNION	ESSEX CARRIED
RULE 8 (5)	CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL	LOTHIAN & BORDERS CARRIED
RULE 21 (2) (f)	BRIGADE COMMITTEES	SOUTH YORKSHIRE CARRIED
RULE 26 (1) (g)	INTERNAL UNION DISCIPLINE	MERSEYSIDE LOST
RULE 26 (4) (c) (vi)	INTERNAL UNION DISCIPLINE	LONDON CARRIED
RULE 30 (a) (ii)	ACCIDENT INJURY AND DEATH BENEFIT FUND	STRATHCLYDE REMITTED

EXECUTIVE COUNCIL PROPOSED ALTERATIONS TO THE STANDING ORDERS OF ANNUAL CONFERENCE

Standing Order 3

CARRIED

Standing Order 3

The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade/National Sectional Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Annual Conference.

Standing Order 5

CARRIED

Standing Order 5

Resolutions, amendments, amendments to rules and other business for Annual Conference must be returned electronically by the Chair or Secretary of the Brigade/National Sectional Committee by whom they are submitted. Resolutions must deal with one subject only and not be of omnibus nature.

Standing Order 7

CARRIED

Standing Order 7

Brigade/National Sectional Committees shall not be allowed to submit more than three resolutions. Similarly the Executive Council shall not be allowed to submit more than three resolutions.

Standing Order 8

CARRIED

Standing Order 8

DELETION

Standing Order 9**CARRIED****Standing Order 8 (renumbered)**

Notwithstanding the provision of the above rule, the Executive Council or any Brigade/National Sectional Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.

Standing Order 29**CARRIED****Standing Order 28 (renumbered)**

In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade/National Sectional Committees. Neither the Executive Council by decision or the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.

Standing Order 31**CARRIED****Standing Order 30 (renumbered)**

Alterations to the Standing Orders of Annual Conference may be submitted by Brigade/National Sectional Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Annual Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Annual Conference.

Standing Order 32**CARRIED****Standing Order 32**

DELETION

**BRIGADE COMMITTEE PROPOSED ALTERATIONS TO THE STANDING
ORDERS OF ANNUAL CONFERENCE**

Standing Order 28 (old) Strathclyde

LOST

Final Appeals Committee

REGION/SECTION	NAME
Region 1	Gavin Barrie
Region 2	Stephen Boyd
Region 3	Peter Wilcox
Region 4	Ian Murray
Region 5	Neil Thompson
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Chris Howells
Region 9	Adrian Clarke
Region 10	Joe MacVeigh
Region 11	Mark Simmons
Region 12	Julie Barton
Region 13	Phil Jordan
NWC	Kerry Baigent
NG&LC	Pat Carberry
NRC	Harry Cotter
B&EMM	Samantha Samuels
ONC	Allan Guest
CSNC	Sue Offland

Firefighter Representatives

REGION/SECTION	NAME
Region 1	Ken Ross
Region 2	Dermot Rooney
Region 3	David Turner
Region 4	Sean Cahill
Region 5	Steve Harman
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Roger Perry
Region 9	Kevin Napier
Region 10	Paul Embery
Region 11	Danni Jones
Region 12	Eduardo Cardosa
Region 13	Val Hampshire
NWC	Sam Rye
NG&LC	Lisa Slevin
NRC	Harry Cotter
B&EMM	Dalton Powell
ONC	Dave Beverley
CSNC	Sharon Thorndyke

Election of Standing Orders Committee

Re-elected

Brother Phil Jordan (Gloucestershire) for 4 Annual Conferences

Elected

Brother Paul Reames (Cleveland) for 1 Annual Conference
