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Circular: 2025HOC0073SW

Date: 19 February 2025

To: All Members

Dear Brother/Sister,

Strategic review to enhance union processes

I am pleased to be able to share a significant strategic update that has recently been endorsed by the Executive Council. Our goal is to bolster the effectiveness and responsiveness of our union, ensuring that we are better equipped to serve you, our members.

Background: This strategic review emerges from the priorities I outlined during the 2025 General Secretary election. These priorities were discussed and enhanced at our Executive Council meeting on January 20, 2025. The focus is to conduct a comprehensive evaluation of existing FBU strategies, communication methods, member engagement initiatives, and support services.

Our approach: To achieve this thorough and evidence-driven review, we have established dedicated task and finish groups. These groups comprise National Officers, Executive Council members, officials, and relevant staff. Their mission is to investigate specific areas of our operations, gather insights, and provide actionable recommendations for improvement. Most meetings will take place online to facilitate effective collaboration and maintain momentum.

Responding to recent developments: Recent rulings from the Certification Officer have pointed out critical areas requiring our attention, and we are committed to addressing these promptly. We are developing an action plan that prioritises transparency and accountability, ensuring our members can trust that we are responsive to your needs.

Timeline: The first interim report is set to be released on September 8, 2025, with a comprehensive final report following on January 26, 2026. The Executive Council will review these findings during its meeting in February 2026, guiding further actions leading up to our Annual Conference in 2026.

Focus areas for improvement: Our task and finish groups will concentrate on several key areas: enhancing communication strategies, ensuring transparency in decision-making, promoting democratic participation, evaluating regional and sectional structures, and optimising the operational effectiveness of the Executive Council.

This strategic initiative reflects my commitment to a proactive governance approach and reinforces our dedication to effectively representing our members. We will prioritise actions that can instigate immediate improvements in transparency and accountability.

Thank you for your ongoing support. Together, we will continue to strengthen our union for the benefit of all our members.

Yours in solidarity,

A handwritten signature in black ink, appearing to be 'Steve Wright', with a stylized, cursive script.

Steve Wright
General Secretary