



FINAL AGENDA

**Fire Brigades Union
95th Conference, Blackpool
22, 23 and 24 May 2024**



FINAL AGENDA

FIRE BRIGADES UNION

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

PAY AND CONDITIONS

1. PUBLIC HOLIDAY ENTITLEMENT FOR MEMBERS WORKING THE RETAINED DUTY SYSTEM

Conference is concerned that many members who are employed on the Retained Duty System (RDS) are not being allocated the same entitlement to eight days public holiday leave as is allocated to their full time counterparts as set out in Section 4, Part C, paragraph 12 of the National Joint Council for Local Authority Fire and Rescue Services Scheme of Conditions of Service (Grey Book).

Conference notes that the Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 requires that part time workers, which our RDS members are now categorised as, are not treated less favourably than our full time members who work for the same employer. Therefore, if the full time firefighters are allocated the eight public holiday days as additional paid days off work, which can be taken on alternative days to the public holiday, then our part time RDS firefighters must also be afforded this option and be allocated eight additional days of paid absence from their RDS duties.

Conference notes that the Working Time Regulations 1998 as amended by the Employment Rights (Amendment, Revocation and Transitional Provision) Regulations 2023, requires that the part time worker is paid an amount equal to their average earnings for each public holiday and that the pay is calculated based on their previous 52 weeks' earnings.

Conference instructs that the Executive Council (EC), as a matter of urgency, identify which fire and rescue services are not allocating and paying public holiday leave correctly to their RDS employees, and that the EC then assist the local officials in those services in securing the correct allocation of paid public holiday leave.

NATIONAL RETAINED COMMITTEE

AMENDMENT

1st paragraph, 4th line – **delete** “paragraph 12” and **replace** with “paragraphs 12 and 15”

SCOTLAND

2. PROTECTION FOR RETAINED DUTY SYSTEM MEMBERS WHO SUFFER AN INJURY WHILST RESPONDING TO AN EMERGENCY CALL

Conference notes that Section 4, Part A, paragraph 16 (2) of the National Joint Council for Local Authority Fire and Rescue Services Scheme of Conditions of Service (Grey Book), requires members working the Retained Duty System (RDS) to attend duty “promptly at the station to which the employee is attached in response to an emergency call”.

Conference believes there is no clarity as to when the employee is deemed to be “on duty” or from what point in time they are to commence being paid. This lack of clarity can have dire consequences should an employee suffer an injury or medical emergency whilst responding to the emergency call, as the employer could refuse to recognise this as an “on duty” injury or illness and reduce the entitlement to full pay from twelve months to just six months.

Conference believes that our RDS members cease to be “on call” at the time that they are alerted to respond to the emergency call, and that they therefore become “on duty” at the “time of call” and must be paid from that same time.

Conference instructs the Executive Council in order that our RDS members are protected whilst responding, to urgently secure confirmation from the employers through whatever means they deem suitable, that our RDS members are on duty and on pay from the moment that they are alerted to respond to an emergency call.

NATIONAL RETAINED COMMITTEE

3. RETAINING FEE

Conference recognises the level of commitment that is given by firefighters working the Retained Duty System (RDS).

Conference also notes that the retaining fee, which is set at 10% of a wholetime firefighter’s wage, does not adequately compensate RDS firefighters for the time and commitment they provide.

Conference instructs the Executive Council to negotiate through the National Joint Council a substantial rise in the retaining fee, by increasing the percentage of a wholetime firefighter’s wage on which it is currently calculated.

NORTHERN IRELAND

4. UNSOCIAL HOURS PAYMENT

Conference recognises the commitment of Fire Brigades Union members whose work is undertaken outside normal working hours, namely nights and weekends.

Conference also recognises that a disparity exists between UK Fire and Rescue Services' employees and other emergency services' workers, who also work unsocial hours. Many of these workers receive a payment for working unsocial hours in addition to normal pay.

Conference instructs the Executive Council to negotiate through the National Joint Council unsocial hours' payments in order that those working unsocial hours are remunerated appropriately.

NORTHERN IRELAND

5. NATIONAL FIRE CHIEFS COUNCIL GUIDANCE

Conference is concerned by the amount of guidance and policy being issued by the National Fire Chiefs Council (NFCC), which has the potential to be included in local service instructions, standard operating procedures and in some cases, the contractual terms of Fire Brigades Union (FBU) members.

Conference believes that as an unelected private company, funded by central government, the NFCC should not be allowed to dictate policy that directly affects the terms and conditions of FBU members.

Conference instructs the Executive Council (EC) to immediately commence discussions through the National Joint Council, to ensure that any guidance provided by the NFCC that has the potential to alter the terms and conditions of FBU members, is subject to negotiation and agreement with the FBU.

Conference further instructs the EC to report back on this matter to members within 6 months of this Conference.

MERSEYSIDE

6. MANDATORY EMPLOYEES' INTERESTS REGISTER

Conference notes following the publication of the Morris Review of South Wales Fire and Rescue Service it was identified that there is a perception of a high level of nepotism and cronyism existing within a boy's club culture that stems right to the very top level of management in the service.

Conference further notes that this could be a significant barrier to cultural change and equality of opportunity within all Fire and Rescue Services (FRSs).

Conference demands more accountability and transparency on the matter and notes that the Grey Book states;

"Fire and rescue authorities should introduce a voluntary register of employees' interests that invites employees to declare membership of any organisation that is not open to the public without formal membership and commitment of allegiance, and which has secrecy about rules or membership or conduct."

Conference instructs the Executive Council to negotiate through the National Joint Council for this to be made a mandatory register for all persons, at all levels, employed in FRSs across the UK.

SOUTH WALES

7. SUSPENSION FRAMEWORK

Conference is aware of the significant number of suspensions of our members across all fire and rescue services.

Conference believes that a culture seems to have developed of suspend first, investigate later.

Conference notes that while suspensions obviously have a role, they must only be used when it is the only reasonable way of dealing with a situation. Suspension must not be used automatically or as a knee-jerk reaction to a situation. Additionally, it must not be used arbitrarily as a tool to protect the service.

Conference believes that when used arbitrarily, the impact upon suspended members and their families can be catastrophic, and as a consequence serious mental health interventions are often required.

Conference instructs the Executive Council to initiate research in order to quantify the increasing number of suspensions that have taken place within the last 18 months across all brigades. Following this, a best practice framework must be sought and adopted at National Joint Council level at the earliest opportunity, alongside amendments to the Grey Book section 6, subsection 3.5.

GREATER MANCHESTER

AMENDMENT

Insert the following paragraph between the 4th and 5th paragraphs:

“Conference notes that Section 6, part B - Conduct, capability and discipline of the Scheme of Conditions of Service Sixth edition 2004 (updated 2009) covers Suspension. Under Section 2.5 Gross Misconduct, paragraph 53 it states that, “If a manager considers an employee guilty of gross misconduct, and thus potentially liable for summary dismissal, it is still important to establish the facts before taking any action. A short period of suspension with full pay may be helpful or necessary, although it should only be imposed after careful consideration and should be kept under review.” Conference believes the vague terminology, “short period” leaves members open to punitive action where a suspension can last for several months without a review taking place, further compounding the mental impact of a suspension.”

HEREFORD AND WORCESTER

8. DRIVING ON DUTY – LEGAL REPRESENTATION PROVIDED BY EMPLOYERS

Conference recognises the increased risk of driving emergency vehicles under blue light conditions to emergency incidents, and the skills and training required of our members who undertake these activities.

Conference also notes examples where Fire Brigades Union (FBU) members have incurred significant legal costs when involved in road traffic collisions, whilst driving Fire and Rescue Service (FRS) vehicles, where they have been found to be at no fault in both FRS and legal investigations.

Conference notes that the inclusion of the word ‘may’ within Section 4, Part E, of the Grey Book could allow employers a way to avoid providing legal cover for their employees under such circumstances.

Grey Book – Section 4, Part E – Allowances and Reimbursements states;
“Where an employee is prosecuted for an offence under the Road Traffic Acts committed whilst on duty the fire and rescue authority, where it considers him or her to be personally blameless or where there are strong extenuating circumstances, may reimburse all or part of the costs awarded against the employee including the cost of any legal assistance, the amount of the fine and any additional costs charged by the court.”

Conference also notes the previous resolution brought by South Yorkshire, Resolution 26 – Fire Service Drivers Afforded Legal Representation Funded by Employers, passed at Conference 2009 and supported by the Executive Council (EC), which demanded “The Executive Council immediately seek the employers agreement via the National Joint Council that should any driver be involved in any road traffic accident and subsequently require legal representation, the respective FRS will be responsible for the provision and associated costs of any such legal representation.”

Conference instructs the EC to raise this issue at the National Joint Council, to reach an overarching agreement with the national employers that in the event of a member being subject to personal legal costs incurred when on-duty, and operating a FRS vehicle, that the respective FRS will provide and fully fund legal representation on the members behalf until such time as legal processes assign fault or blame to the member.

SCOTLAND

AMENDMENT

Delete the words “until such time as legal processes assign fault or blame to the member” from the end of the final paragraph.

HEREFORD AND WORCESTER

9. CONTROL AND STANDARDISE ADDITIONAL ROLES

Conference instructs the Executive Council (EC) to seek to ensure that additional operational roles undertaken across our fire and rescue services are quantified, weighted and standardised to ensure the necessary competency standards can be acquired and more importantly maintained.

Conference instructs the EC that a report should be commissioned into these additional operational roles, reporting back no later than Conference 2025. This proactive measure should assist in managing both the workload and work-related stress of our members.

OFFICERS NATIONAL COMMITTEE

AMENDMENT 1

1st paragraph, 1st line – after “that” **add** “properly negotiated”

SCOTLAND

AMENDMENT 2

2nd paragraph, 1st line – after “these” **add** “properly negotiated”

SCOTLAND

10. IMPROVED IVF PROVISION AND RIGHTS

Conference notes that there is no legal right to time off work or remuneration for time off work for In Vitro Fertilisation (IVF) treatment or for any related sickness.

Conference also notes that IVF can be a lengthy, costly and stressful process for those who undergo the procedure and that the added worry of taking time off work or the need to book sick for the process can lead to further stress and can have a detrimental effect on the individual's wellbeing.

Conference believes that the right to time off work and remuneration for that time off for those who undergo IVF treatment are wholly inadequate.

Conference instructs the Executive Council to immediately begin discussions through the National Joint Council for the implementation of the right to time off for fertility treatment and the right to remuneration for time off for fertility treatment and to report back before Conference 2025.

DURHAM

AMENDMENT 1

1st paragraph, second line **replace** "sickness" with "absence"

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 2

2nd paragraph second line after "taking" **insert** "unpaid"

NATIONAL WOMEN'S COMMITTEE

AMENDMENT 3

2nd paragraph third line **remove** "or the need to book sick"

NATIONAL WOMEN'S COMMITTEE

11. ROLEMAPS AND CONTRACTUAL OBLIGATIONS

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

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

Conference recognizes that FF9 of the firefighter rolemap covers driving, manoeuvring and re-deploying fire service vehicles.

Conference is aware that in order to be deemed competent in role there is no contractual obligation to complete FF9.

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

HEREFORD AND WORCESTER

AMENDMENT

Delete paragraphs three and four.

MERSEYSIDE

12. IVF TREATMENT

Conference recognises the impact that fertility difficulties can have on Fire Brigades Union members and their families. There are disparities in policies and procedures nationally, to offer members recognised support during In vitro Fertility (IVF) treatment.

Conference instructs the Executive Council to develop a campaign and raise this issue with fire and rescue service employers to have recognised time off work, with their families for IVF treatment for members.

WEST YORKSHIRE

13. NECESSITY FOR A RIGHT TO APPEAL INFORMAL DISCIPLINE

Conference notes the absence of a right to appeal for informal discipline in the Grey Book.

Conference notes that without this right, individuals are left vulnerable to the whims of those in authority, undermining the very foundation of due process. At informal discipline, where the stakes may not be as high as formal proceedings, the need for a right of appeal is no less important.

Conference instructs the Executive Council to raise this omission at the National Joint Council and enter negotiations with a view to an addition within the Grey Book, in time to report to Conference 2025.

SOUTH YORKSHIRE

PENSIONS

14. CLARITY FOR FIREFIGHTERS' PENSION SCHEME 2006 (FPS 2006) SCHEME MEMBERS

Conference applauds the hard work already undertaken with regard to injury to feelings claims for our members. Members of the FPS 2006 scheme however, are unsure of their ability to claim.

Conference calls for the Executive Council (EC) to clarify and communicate the legal status of FPS 2006 scheme members with regards to potential injury to feelings claims.

Conference also calls for clear guidance on identifying potential FPS 2006 scheme member claimants and actions required by those members.

Conference instructs the EC to carry out this work as soon as possible but no later than 3 months from the close of Conference 2024.

TYNE & WEAR

15. PENSION'S JUSTICE

Conference recognises, and commends, the work undertaken by Fire Brigades Union (FBU) officials and employees, who have contributed to consultation responses across all four Home Nations on behalf of the FBU regarding the application of the McCloud/Sargeant remedy.

Conference, however, remains frustrated that despite this work, many FBU members are now at risk of accruing interest costs on outstanding contribution payments.

Conference notes, this is a direct result of the actions of the then Conservative and Liberal Democrat coalition government's attacks on firefighters' pensions, which were subsequently found to constitute unlawful age discrimination.

Conference also recognises, that the financial consequences of this unlawful age discrimination were then passed on to firefighters by fire and rescue services across the United Kingdom.

Conference demands that all fire and rescue services put measures in place to ensure that no firefighter accrues interest costs on outstanding contribution payments as a consequence of the McCloud/Sargeant remedy application.

Conference therefore instructs the Executive Council to raise this matter with the employer's side of the National Joint Council, to reach a resolution which ensures no member has to absorb these costs.

SCOTLAND

16. PENSION AGGREGATION

Conference commends the achievements of the Executive Council (EC) for what has been achieved with regard to firefighters' pensions.

On the 9th of March 2020 the EC agreed to a memorandum of understanding (MOU) in relation to a legal judgement (O'Brien vs Ministry of Justice) that positively affected fire service pension rights for those on the Retained Duty System (RDS). This agreement set out terms for those affected to claim additional pension benefit further to the Fire Brigades Union's (FBU) successful case of Matthews vs Kent Medway Fire Authority.

An unresolved issue was identified within the MOU relating to the aggregation of pensionable service as an RDS firefighter with periods of service as a Wholetime (WT) firefighter. A commitment was therefore included to resolve this within an additional six months from the date of MOU signing (09/09/2022).

Conference is clear that resolving the issue of aggregation is imperative to ensure members are placed in the position that they would have been entitled to as a result of the legal judgement.

To date, no agreement has been reached and no formal response on the issue has been received from the Local Government Association (LGA) beyond a holding statement. After consultation in September 2023 legislation was passed in October 2023 without resolution to the aggregation issue.

Conference recognises the effort and commitment to resolving the issue by the EC and our legal team including the lodging of employment tribunals, however progress seems to be minimal and with no anticipated timeframe to remedy the issue.

Conference notes, RDS members who transferred into a WT role post 2006 may receive an arguably superior pension accrual rate and are not only able to aggregate time served but also take their benefits at 55, whereas those who transferred prior to this date are forced to defer taking any pension until age 60, despite both groups potentially having continuous service.

Conference also notes that in addition, when the RDS modified scheme was introduced, it was not expected that any individual could accrue more than 15 years' service on the scheme owing to the governments planned changes to the public service pension schemes. The age discrimination challenge has materially changed that, any member who has transferred from the RDS service to the WT service has the potential to accrue both RDS and WT pensionable benefits simultaneously. The ability to aggregate this service under one common set of pension terms to maximise the members pension benefits irrespective of which WT pension scheme (1992, 2006 or 2015), should be afforded to ensure no less favourable treatment to the member.

Conference is concerned that whilst the number of affected members may be less than those for other pension issues, there are a considerable number nationally that stand to be financially disadvantaged by any failure to resolve the aggregation issue and other identified points, including;

- consequential loss
- aggregation of RDS and WT pension service
- those that transferred from RDS to WT prior to 2000 and therefore deemed out of scope under present terms
- relatives claim of a deceased claimant.

Conference instructs the EC to seek to expedite a remedy to the issues and obtain legislation change for any, or all aspects of agreement concerning the four points above with the LGA as a priority.

Conference also instructs that on the points where no such agreement can be made, that legal action via the employment tribunal process are submitted for hearings without further delay.

SUFFOLK

17. PENSIONS ADVICE

Conference notes the hard work that has been carried out by the National Officer and head office informing members of the work that has been done involving pensions.

Conference believes that members are relying upon individual Fire and Rescue Services (FRSs) for advice on how their pension scheme works when coming to retire. FRS's and local pension's administrators are not always helpful to our members and give incorrect advice and also the wrong pension forecast.

Conference instructs the Executive Council to support brigade officials in gaining a broader understanding of the fire services pension schemes in order to give better advice to our members, and design a course for brigade officials as part of the officials education pathway so that they understand the legislation and how each pension scheme works so that they assist our members in the future.

LANCASHIRE

18. PENSIONS ADVISOR

Conference instructs the Executive Council (EC) to assist Fire Brigades Union (FBU) members when asking Fire and Rescue Services (FRSs) for pension advice.

Conference is aware that FBU members and retired out of trade members are constantly contacting brigade officials for help when they receive their pension forecast, and also the tax implications involved in their pension. Brigade officials are not qualified to give any financial advice to members. Instead of this being a time for reflecting on their careers and looking forward to retirement, this has become a stressful time for all members and officials involved.

Conference notes there are a number of fire service pension schemes that are not the easiest to understand.

Conference instructs the EC to set up a registered advice line with a frequently asked questions list to be headed by Thompsons Solicitors (pension's team) to give pensions advice that could assist members when receiving their pension forecast.

LANCASHIRE

19. TACKLING THE DISCRIMINATORY FITNESS AND PENSION CHANGES

Conference notes the changes introduced to the firefighters and wider public sector pension schemes in 2015, and specifically how the fitness requirements for the occupation of fire fighters sits within the elements of the pension scheme.

"There is a requirement for firefighters to meet high fitness standards. There is a natural difference in maximal fitness levels between men and women, these levels decline naturally with age, particularly after aged 40, and it is particularly difficult for women to continue to meet the required standards unless they keep their weight down and continue to exercise regularly. Only one or two percent of women are able to meet the standards above the age of 55, although most also fail to meet the standards at any time, so of those who do meet the standards on entry, and who maintain their weight at healthy levels and continue to exercise regularly, most remain fit for firefighting to age 60."

Conference note the above assessment is not that of the Fire Brigades Union (FBU), it is a direct quote from Dr Tony Williams the principal author of the guidelines for recruitment and retention in the fire and rescue service in 2004 and again in 2012. Dr Williams also chaired the government review into the normal pension age for firefighters.

Conference is clear that the changes to the pension schemes and the link with operational fitness is failing our female members. The assessment above demonstrates that the changes manifestly and disproportionately impact on female firefighters. The fact that female firefighters are expected to maintain the same standards as their male colleagues when the science does not support that expectation, without even considering physiological and psychological changes that occur through, for example the menopause, demonstrate that the changes and current standards are flawed.

Conference instructs the Executive Council to bring forward a proposal on how it plans to address these discriminatory acts before the end of 2024.

CUMBRIA

AMENDMENT 1

Replace the words "fire fighters" in the 1st paragraph 3rd line with "firefighters"

HEREFORD AND WORCESTER

AMENDMENT 2

5th paragraph, 2nd line – **delete** "address" and **replace** with "challenge"

SCOTLAND

20. INJURY TO FEELINGS COMPENSATION FOR DISCRIMINATORY PENSION CHANGES

Conference notes and applauds the magnificent job that the Fire Brigades Union (FBU) has done in fighting against age discriminatory changes to pensions and welcomes the fact that those eligible will eventually receive seven years of additional membership of their legacy schemes should they wish to. But it must also note the unnecessarily long timescales those responsible have given itself to remedy the situation, mindful that as each month passes we may lose FBU members who pass away before benefiting from their rightful award.

Conference also notes that the union must not abandon those members who find themselves in the pensions trap, and efforts to minimise this trap must remain a priority for union negotiators.

Conference demands the Executive Council (EC) get a grip of the injury to feelings compensatory payments and report back to members within one calendar month with realistic timescales for the payment of all claimants, and further this resolution calls for payment of injury to feelings compensation to commence immediately and for this work to be completed within the smallest timeframe practical.

Conference finds any further delays to be entirely unacceptable, in providing the EC with the authority to publish this timeframe, we must acknowledge that the first police claimants were paid out in 2022.

CUMBRIA

AMENDMENT 1

2nd paragraph, after “Conference also notes”, **delete** “that the union must not abandon”

MERSEYSIDE

AMENDMENT 2

3rd paragraph, after “Conference demands the Executive Council (EC)” **delete** “get a grip of the injury to feelings compensatory payments” and **insert** “continue to apply pressure to the government legal department in relation to injury to feelings compensatory payments”

MERSEYSIDE

OPERATIONS, HEALTH AND SAFETY

21. ROUTINE MENTAL HEALTH CHECKS

Conference notes that there has been a huge rise in mental health conditions over the last few years. A number of institutions including the World Health Organisation, UK Parliament, Royal College of Psychiatry, the charity MIND and the National Health Service have reported its increased prevalence. Other reports have indicated that the cost of living crisis and the COVID-19 pandemic have exacerbated these. Our members are not immune.

The Fire Brigades Union's (FBU) own guidance acknowledges that mental health conditions disproportionately affect women. The FBU mental health training package notes the following statistics;

- women are twice as likely to experience anxiety disorders than men
- 60% of the people with phobias or obsessive compulsive disorder are women
- the risk of developing post-traumatic stress disorder after any traumatic event is 20% for women and 8% for men
- one in four women will require treatment for depression, compared with one in ten men.

This is obviously not just a women's issue. Studies show that Lesbian Gay Bisexual Trans plus (LGBT+) and Black & Ethnic Minority Members (B&EMM) are also disproportionately affected by mental health conditions and suicide is now the biggest killer of men under 40. We cannot forget that officers and firefighter control members experience stress in ways that are directly and specifically associated with their role.

Women's reps are often faced with harrowing cases with members that have been through a variety of traumatic incidents such as sexual violence, grooming, stalking and sexual harassment. With confidentiality, non-disclosure agreements and the general sensitivity of these types of cases reps are often unable to offload on anyone. This secondary stress can have a detrimental effect on women's reps and can often trigger emotion from their own lives.

The Grey Book agreements highlight the express contractual right for routine periodic physical medicals, however, health and safety legislation means that 'well-being' is a legal statutory duty of our employers.

Conference believes that fire and rescue services should be treating the mental health of our members with the same importance as their physical health.

Conference calls for the Executive Council to demand that fire and rescue services install, as a minimum, a session with a trained counsellor as often as members have a physical health check.

Conference calls for an update to be reported back no later than Conference 2025.

22. FIREGROUND WELFARE FACILITIES

Conference 2019 agreed the resolution brought by Greater Manchester which highlighted the issues of fireground welfare facilities for all. In 2022, firefighters across the country spent one of the hottest summers on record extinguishing wildfires. Much has been made of the need to hydrate and decontaminate, but Conference also needs to be talking about the need for mobile hygiene units and fireground toilets.

Significant numbers of firefighters will experience bladder issues at some point in their lives. Holding urine for extended durations may cause lifelong pelvic floor issues for firefighters. This can also lead to urinary tract infections, cystitis, bladder pain and kidney stones. Toilets are a necessity for anyone suffering from irritable bowel syndrome or any other bowel disease.

Firefighters are relying on the good nature of local businesses and residents, where firefighters are then taking contaminants into those homes and places of work. This is not professional, appropriate or safe.

Addressing the challenges related to toilet access is not only a matter of convenience but also a critical aspect of safeguarding the health and wellbeing of firefighters.

Conference calls on the Executive Council (EC) to work with the national women's committee to campaign for and negotiate a national minimum standard for welfare facilities. This must be in addition to the need for appropriate facilities for firefighters who experience periods and/or menopause.

Conference calls upon the EC to provide an update for this no later than Conference 2025.

NATIONAL WOMEN'S COMMITTEE

23. GUIDANCE ON DECONTAMINATION AND WELFARE FACILITIES IN THE WORKPLACE

Conference applauds the excellent work carried out so far with the decontamination campaign in raising awareness of the dangers faced by our members.

Conference notes that resolution 36 “Inadequate Decontamination and Welfare Facilities in the Workplace” from Conference 2023, raised the concerns of members who have reported a lack of adequate facilities in their workplaces, and instructed the Executive Council (EC) to commission a review of all decontamination and welfare facilities at all of our members’ workplaces.

Conference awaits the publication of this review, local officials are working hard to improve the decontamination and welfare facilities available in our workplaces.

Conference is concerned that there is little formal guidance available to our officials and members which outlines the level and type of decontamination and welfare facilities that our local officials and members should be requesting from their respective brigade managements.

Conference instructs the EC to produce a guidance document that will aid our local officials and members in their efforts to secure a safe and healthy working environment at all of our workplaces.

NATIONAL RETAINED COMMITTEE

24. MANDATORY CANCER SCREENING

Conference notes that there is still no mandatory cancer screening within UK Fire and Rescue Services.

Conference instructs the Executive Council (EC) to negotiate through the National Joint Council, mandatory regular cancer screening, for all firefighters regardless of their age.

Conference also instructs the EC to negotiate that any agreed cancer screening must take place at intervals of not more than 12 months, and at more frequent intervals for firefighters identified as being at greater risk due to their role.

NORTHERN IRELAND

AMENDMENT

Insert “serving and retired” before “firefighters” in the 2nd paragraph.

HEREFORD AND WORCESTER

25. POST-TRAUMATIC STRESS DISORDER SCREENING IN THE FIRE SERVICE

Conference notes that there are significant mental health challenges faced by firefighters, including the risk of exposure to traumatic events and the prevalence of Post-Traumatic Stress Disorder (PTSD).

Conference instructs the Executive Council (EC) to;

- explore the establishment of PTSD screening programs within UK Fire and Rescue Services (UKFRSs)
- call upon the government to allocate dedicated funding for the development, implementation and maintenance of such programs
- call upon all UKFRSs to collaborate with mental health professionals that specialise in trauma, to help develop evidence based screening protocols that are tailored to the unique needs and experiences of firefighters.

Conference instructs the EC to report its findings to brigade secretaries to allow meaningful talks to begin at local levels.

LINCOLNSHIRE

26. RETIRED OUT OF TRADE MEMBER CANCER SCREENING

Conference notes the magnificent work of the Fire Brigades Union (FBU) Decon project in highlighting the risks to firefighters from contaminants and toxins in our workplaces.

Conference acknowledges that the firefighters who have had least benefit from modern advances in personal protective equipment are retired firefighters.

Conference instructs the Executive Council by all means possible, to ensure that the first recipients of mass cancer screening via FBU testing be retired out of trade members.

CLEVELAND

27. WORK RELATED SUICIDES

Conference notes the increasing number of firefighters experiencing poor mental health related to workplace stress and the increased exposure to traumatic events which can be attributed in part to the huge reductions in firefighter numbers since 2010. Unfortunately, the consequences of this are that the prevalence of firefighters taking their own lives is becoming all too common.

Conference also notes that in the UK no data is collected on suicides that occur in the workplace, or that are identified as work-related. There is currently no regulation or oversight of work-related suicides. Suicide is excluded from the health and safety framework that applies to all other work-related deaths and there is no Health & Safety Executive (HSE) inspection of a workplace following a suicide by an employee.

Conference instructs the Executive Council to instigate research within the fire and rescue sector focusing specifically on work related suicide which will seek to change legislation and place a statutory duty on the HSE to investigate all work-related suicides.

GREATER MANCHESTER

28. INVESTIGATE FUNDING FOR A ROLE SPECIFIC STUDY FOR BREATHING APPARATUS INSTRUCTORS AND THOSE DELIVERING TRAINING IN HOT ENVIRONMENTS

Conference applauds the work done by Professor Anna Stec and the University of Central Lancashire (UCLan). The data collected from the study participants will undoubtedly shape improved protection measures for firefighters from the carcinogenic effects of fire effluents. Findings will also undoubtedly affect the working practices of UK Fire and Rescue Services.

Conference believes that Breathing Apparatus Instructors (BAIs), and others providing training and assessments in hot environments, are at the heart of training departments and potentially put themselves at greater risk from the effects of fire effluents, which may require additional protective measures and health monitoring than for firefighters exposed during the normal course of their role.

Conference calls on the Executive Council (EC) to investigate the potential for funding a role specific study for any fire service employee that carries out a BAI role or regularly delivers training and assessments in hot environments currently, and those that have previously carried out these roles during the course of their employment.

Conference instructs the EC to produce the result of the funding investigation within six months from the date of Conference 2024.

WEST MIDLANDS

29. TARGETED TRAINING IN DECON FOR BRIGADE BREATHING APPARATUS INSTRUCTORS AND THOSE DELIVERING TRAINING IN HOT ENVIRONMENTS

Conference supports the creation of a targeted training and educational package, for use by brigade health and safety representatives, or brigade officials, to deliver directly to Breathing Apparatus Instructors (BAIs), fire behaviour instructors and any other person delivering training in hot environments, regarding the Fire Brigades Union (FBU) national campaign on DECON.

Conference notes that BAIs and those working or delivering training in hot environments can often find themselves working under pressure from brigades to complete training and assessments, without the right level of resources and equipment to do so. Education specifically targeted and delivered in the workplace by FBU officials, will ensure they understand the increased level of risk they face.

Conference believes that education similar to the highly successful PowerPoint presentation developed for recruiting new members to the FBU will assist. This package will include relevant and specific information relating to those roles that deliver training in hot environments, and the health concerns due to the requirement of the increased wearing of breathing apparatus in those conditions. This package will also provide information in relation to the main DECON campaign that will aid the cascading of knowledge from those that deliver training in hot environments to those that they are instructing.

Conference instructs the Executive Council to produce an effective training package, specifically targeted to those regularly delivering training and assessments in hot environments, around the DECON national campaign, to include specific references to the increased risk to BAIs in the delivery of their role, within six months of Conference 2024.

WEST MIDLANDS

30. BREATHING APPARATUS INSTRUCTOR HEALTH MONITORING

Conference notes that Breathing Apparatus (BA) instructors in the UK are faced with varying standards when it comes to health monitoring.

Conference therefore instructs the Executive Council to research and then provide guidance on best practice with regards to specific health monitoring for BA instructors, particularly those involved in fire behaviour or compartment fire training. Guidance should be produced as soon as possible and progress should be reported back to Conference 2025.

TYNE & WEAR

31. MENTAL HEALTH ASSESSMENTS FOR FIREFIGHTERS

Conference agrees that fire and rescue services have a duty of care to protect the health, safety and welfare of our members at work.

Conference recognises that our members can be subject to psychologically distressing situations when carrying out the functions of their role, contributing to negative impacts on their mental health.

Conference believes mental and physical health should be viewed equally. Mandatory workplace mental health assessments carried out by a qualified, registered mental health professional must be adopted into practice, alongside regular physical and medical assessments.

Conference instructs the Executive Council to begin negotiations through the National Joint Council with the intention of ensuring that employers establish regular, mandatory workplace mental health assessments.

SCOTLAND

32. HEALTH & SAFETY FORMS

Conference recognises the vital role that Fire Brigades Union (FBU) health & safety representatives undertake whilst carrying out their functions, which include inspecting workplaces, raising health and safety concerns with employers and investigating accidents, they contribute to making our workplaces safer and healthier.

Conference notes recent campaigns have highlighted the dangers of carcinogenic fire effluents to our members and employers. Promoting the principles of DECON is a clear example of the hard work carried out by those representatives.

Conference calls on the FBU health & safety subcommittee to update the FBU health & safety inspection checklist form to include additional DECON references and best practice.

Conference also calls on the health & safety subcommittee to develop a wider range of forms and pro forma letters that FBU health & safety representatives can access easily. This will assist them in carrying out their functions and raising issues with employers in a professional and efficient manner.

Conference instructs that the health & safety subcommittee should consult with FBU health & safety representatives no later than September 2024 to ascertain what forms and pro forma letters would assist them in fulfilling the functions of a health & safety representative.

Conference also instructs that the health & safety subcommittee should set up a working group with regional health & safety representatives to produce the requested documents by Conference 2025 and that the documents produced, are made accessible via an online platform and developed so they can be completed electronically.

SHROPSHIRE

AMENDMENT

1st paragraph, 4th line – **delete** “comma” and **replace** with “full stop”. After full stop **insert** “In doing so”

SCOTLAND

33. PTS(D)

Conference believes that there needs to be a change in all Fire Brigade Union (FBU) and UK Fire and Rescue Services (UKFRSs) literature that currently refers only to the diagnosable medical condition Post-Traumatic Stress Disorder (PTSD), to also include the new term Post-Traumatic Stress (PTS).

Conference agrees PTS would work alongside PTSD for those with undiagnosed, acute symptoms of PTS, and those who do not wish to be labelled with a disorder to allow our members and colleagues to have a choice and ownership of their mental health.

Conference instructs the Executive Council (EC) to ensure PTS is included alongside Post-Traumatic Stress Disorder (PTSD) in all literature produced by the FBU.

Conference also instructs the EC to negotiate this issue at the National Joint Council (NJC) at the earliest opportunity with a view to urgently address the inclusion of PTS in all relevant literature. Progress of the NJC negotiations are to be reported through brigade secretary circulars.

WARWICKSHIRE

AMENDMENT

3rd paragraph, 2nd line – after “all” **add** “future”

SCOTLAND

34. NO TO LONE WORKING AT NIGHT

Conference demands that brigade officials should not permit lone working at night in unstaffed fire stations and should take necessary measures to ensure the safety of firefighters.

Conference notes with concern the increasing number of reported thefts of fire service equipment, such as road traffic collision cutting and spreading equipment, from unstaffed fire stations. The practice by fire and rescue service managers placing whole-time firefighters at otherwise unstaffed fire stations is putting our members in a vulnerable position. They are at risk of incidents occurring as they lack the protection of intruder alarms, the backup of others and no assistance in the event of a medical emergency. These fire stations are often not designed or equipped for extended rest periods and pose additional risks to staff members placed at such premises.

Conference instructs the Executive Council (EC) to commission a survey to identify how many brigades currently operate this policy. The EC is to explore all options available to challenge this policy. A report on the finding should be shared with brigade officials to enable a robust challenge of this dangerous practice.

LEICESTERSHIRE

AMENDMENT

2nd paragraph, 4th Line, after “managers placing” **delete** “whole-time”

NATIONAL RETAINED COMMITTEE

35. OPPOSING THE USE OF UNSUITABLE WATER RESCUE TRAINING VENUES

Conference notes that water rescue and flood response remains outside of the agreed rolemap of a firefighter.

Conference also notes the damage to our rivers and waterways caused by privatisation of water utilities, and budget cuts to the Environment Agency and the Canal and River trust, is in little doubt. This has resulted in a continued degradation of our waterways and has even made many safe swimming areas completely unsuitable to enter.

Conference demands that the Executive Council instructs Fire Brigades Union brigade officials to vehemently challenge the suitability of water training venues used by fire and rescue services where poor water quality poses a risk to the health and safety of our members. Brigade and regional officials should collate and share sickness levels at facilities used to ensure unsuitable venues are challenged appropriately at brigade level.

LEICESTERSHIRE

AMENDMENT

Delete 1st paragraph and **replace** with “Conference notes that water rescue and flood response remains outside of all agreed rolemaps.”

HEREFORD AND WORCESTER

36. DRIVER TRAINING

Conference believes that adequate training must be provided in order for members to be safe whilst conducting their duties.

Conference is concerned by the level of training provided in many critical areas, including driving. Drivers of blue light vehicles are not only responsible for the safe transport of a crew to the scene of an incident, they also carry out many of the key roles on the fireground. Drivers have to pre-empt and react to other driver's often unpredictable manoeuvres and if anything goes wrong then it is their license on the line. Drivers must be trained to deal with all foreseeable eventualities and conditions, such as ice, snow and flood water.

Conference is aware that not only are drivers at risk but the Officer in Charge (OIC) is also vulnerable if issues arise. Some OICs have no driving experience or knowledge of a vehicle's capabilities and limitations yet they risk being subjected to formal disciplinary action if an error occurs. Drivers rely on a banksperson to safely reverse or to help manoeuvre a vehicle through narrow gaps, yet often there is no formal practical training provided. This puts all members of the crew at risk, plus the safety of the public and anyone in the vicinity.

Conference instructs the Executive Council to form a task and finish group that will examine driver training to formulate guidance for brigade officials concerning the levels of training required for drivers. Factors including, but not limited to, duration of courses, frequency of refresher courses, types of terrain and conditions, plus training for OICs and bankspersons should also be analysed and reported on. This guidance should be shared with all brigade officials by the end of January 2025.

HEREFORD & WORCESTER

FIRE AND RESCUE SERVICE POLICY

37. RESIST MULTI-TIER ENTRY

Conference notes resolution 39/2022, opposing the National Fire Chiefs Council Direct Entry scheme.

Conference is concerned that new entrants are joining our service at senior levels on the understanding that they will reach a competent level in three years. It has been reported that a number of these new recruits have never reached a competent standard and either retire or move on before the competency deadline is reached. Multi-tier entry increases cost, reduces opportunities, and is open to abuse, it is an insult to our members.

Conference instructs the Executive Council to campaign to resist multi-tier entry.

OFFICERS NATIONAL COMMITTEE

GOVERNMENT POLICY AND LEGISLATION

38. FIREWORKS LEGISLATION

Conference is appalled by the rise in attacks on firefighters and other emergency service workers during the pursuance of their duties, with home office statistics showing that around 20 percent of all attacks on firefighters take place around the periods before and after November 5th.

Firefighters and other emergency service workers are routinely subjected to attacks with projectiles and fireworks.

Conference believes it is now essential that legislation governing the sale of fireworks is amended to prevent explosive devices coming into the hands of members of the public.

Conference instructs the Executive Council (EC) to lobby the government to enact legislation to ensure that fireworks are sold only to licensed organisations for display purposes and not to the general public.

Conference demands an update on the work carried out by the EC on this matter by November 2024.

MERSEYSIDE

39. PROPOSED INTRODUCTION OF EMPLOYMENT TRIBUNAL FEES

Conference is appalled by this government's proposal to reintroduce Employment Tribunal (ET) fees after the previous fees were defeated in the Supreme Court six and a half years ago for being unlawful.

Conference notes the government is proposing just one option, a one-off fee of £55 to be paid when lodging a single or multiple claim in the ET and £55 for an appeal in the employment appeal tribunal. With workers having to make tough choices in this cost-of-living crisis, it will undoubtedly have an adverse impact.

Conference demands the Executive Council commits to opposing this proposal, working together with the Trade Union Congress, using any legal and political means necessary.

WEST MIDLANDS

40. RESCUE BOAT CODE FOR THE FIRE AND RESCUE SERVICE

Conference notes that in 2021 the National Fire Chiefs Council (NFCC) implemented the Rescue Boat Code for Fire and Rescue Services (FRSs), stating the reasons for its creation as “...the existing need for boat coding and the finding of the Marine Accident Investigation Branch (MAIB) fatal accident investigation report 17/2020”. Contained within Part 4 of the document is a section relating to minimum staffing levels, which is being used by fire and rescue services to force cuts to crewing levels and lower training requirements for staff. The result of this is a reduction in operational availability as well as reduced safety for members, partner agencies and members of the public.

Conference instructs the Executive Council to investigate, through the appropriate channels, the now commonplace diminishment of safety standards in and around watercraft operations, and should it deem it necessary, demand that the boat code document is rewritten in a way which increases safe working practices rather than lowering them, then report back to members with an update, in a timely manner, no later than Conference 2025.

DURHAM

41. INDEPENDENT INQUIRY INTO POLICE FIRE AND CRIME COMMISSIONERS

Conference notes the Fire Brigades Union (FBU) position on the Police Fire and Crime Commissioner (PFCC) governance model, in which the union opposes Police and Crime Commissioner's taking over fire and rescue services.

Conference notes that during 2023 and 2024 a spotlight was put on the PFCC governance model owing to the failings of the Northamptonshire PFCC, failings which were reported by national media outlets.

Conference believes firefighters and firefighters control expect to work with democratic, accountable and honest governance of their fire and rescue services.

Conference demands the Executive Council make the case with the new government after the expected general election in 2024 for an urgent independent public inquiry in to the PFCC governance model, ensuring the inquiry is;

- fully independent of government
- accountable
- fully engaged with the FBU
- has the authority to make recommendations it deems necessary.

NORTHAMPTONSHIRE

42. MEDICAL AND OCCUPATIONAL EVIDENCE FOR RECRUITMENT AND RETENTION REGULAR UPDATES

Conference notes that in 2004, the Office of the Deputy Prime Minister published a document titled 'Medical and Occupational Evidence for Recruitment and Retention', primarily as a resource guide for use by medical advisers and occupational health staff within fire and rescue services.

Conference also notes that with the passage of time, some of the evidence within the original document has been superseded and republished in 2011. The current version is some 13 years out of date, with some services still referring to the 2004 document.

Conference instructs the Executive Council to explore all options to ensure that this document is regularly updated.

SOUTH YORKSHIRE

TRADE UNION AND LABOUR MOVEMENT

43. IMMEDIATE CEASE FIRE IN PALESTINE AND ISRAEL

Conference is horrified by recent events in Israel and Palestine, by the escalating violence and by the appalling loss of civilian life.

Conference instructs the Executive Council to immediately lobby all political parties to push for an immediate and unequivocal cease fire.

MERSEYSIDE

44. STRIKES (MINIMUM SERVICE LEVELS) ACT 2023

Conference believes that the Strikes (Minimum Service Levels) Act 2023 is frankly ridiculous and an all out attack on our union and class. The potential that some brigades may find themselves in, is the absurd position of finding a greater number of workers in work during industrial action than is normally available to them on a day-to-day basis, which shows this act for the preposterous piece of legislation it is.

Conference notes that UN Special Rapporteur, Maina Kiai said;

"The right to strike is a fundamental one enshrined in international human rights and labour Law and its protection is necessary in ensuring just, stable and democratic societies."

Conference instructs the Executive Council (EC) to prioritise a national campaign against this draconian legislation amongst the membership of the Fire Brigades Union (FBU). This campaign will involve the FBU membership at every level, including education resources to ensure every member understands the legislation, with the aim to build resistance to the Act.

Conference instructs the General Secretary through the Trade Union Congress (TUC) to bring together the 48 member unions of the TUC to join the FBU in a coordinated act of non-compliance towards this oppressive legislation.

Conference also demands that the EC ensure that any Labour government holds true to its promise of repealing this act.

Conference is clear, the FBU will not comply with the Minimun Service Levels Act.

WARWICKSHIRE

AMENDMENT

Final paragraph after "Conference is clear, the FBU will not comply with the" **replace** "Minimun" with "Minimum"

MERSEYSIDE

45. REMOVAL OF SUPPORT FROM PROSPECTIVE PARLIAMENTARY CANDIDATE WHO HAVE NOT SUPPORTED THE CALL FOR A CEASEFIRE IN GAZA

Conference instructs the Executive Council to withdraw support from any prospective parliamentary candidate who has not supported the call for a ceasefire in Gaza.

DEVON & SOMERSET

46. PHYSICIAN ASSOCIATES & ANAESTHESIA ASSOCIATES

Conference is concerned with the use of Physician Associates and Anaesthesia Associates (PAs and AAs) within the National Health Service.

PAs and AAs are not always qualified doctors or anaesthetists and yet may have made decisions that have affected the health of patients.

Conference calls on the Executive Council (EC) to use its influence within the political movement to oppose this dangerous practice.

Conference also instructs the EC to encourage all Fire Brigades Union members to oppose the use of PAs and AAs through the use of lobbies, letters to Members of Parliament, petitions and any further action that may be appropriate.

LANCASHIRE

EDUCATION

47. MENTAL HEALTH INFORMATION PACKS

Conference notes the lack of appropriate mental health resources and support available within the structures of the Fire Brigades Union (FBU) for representatives and officials of all levels.

Conference calls upon the Executive Council, to better support all representatives and officials in their roles, to produce a FBU mental health information pack to be made available to all representatives and officials by Conference 2025.

CLEVELAND

48. NEURO-INCLUSIVE TEXT BASED COMMUNICATIONS

Conference notes the positive steps that have been made regarding the education and implementation of neuro-divergence inclusivity within the union.

Conference also notes, however, that there is still progress that can and must be made.

Conference calls on the Executive Council to make the necessary changes to all text based communications so that they are neuro-inclusive, allowing those who are neuro-divergent to be able to understand and interpret text based information. Where possible, text based communications should be jargon free or written in the simplest terms to increase comprehension and the ability to adapt and change font size and colour should be included on all electronic text documents.

Conference instructs that this work should be undertaken and implemented as a priority through consultation with the education department and should be completed as soon as possible, but no later than within six months starting from the close of Conference 2024.

TYNE & WEAR

49. ACTIVISM FIT FOR THE FUTURE

Conference recognises the distinct lack of political representation of the working class. It has therefore never been more urgent for trade unions to engage, inspire and mobilise.

Conference accepts that although the strike waves of the past two years has arguably made up positive ground, there has been a multi-generational trend of trade union membership decline. This is in no small part due to an array of anti-trade union legislation, implemented by a succession of restrictive governments. With this in mind, it is unsurprising that this, amongst other factors, is symptomatic of a mass consensus of political disengagement and apathy within the wider working class, and therefore the trade union movement within it. This lack of engagement amongst members is of immediate concern to the Fire Brigades Union (FBU).

Conference instructs the Executive Council to conduct a research study into how this has impacted the FBU membership and how it could be rectified. The production of a pragmatic plan to combat this by improving engagement levels within the membership, is to be completed and delivered to Conference 2025.

CUMBRIA

50. LIFELONG LEARNING

Conference notes the removal of government funding to the union learning fund, which resulted in the closure of lifelong learning centres and courses.

Conference notes the purpose of the union learning fund was to assist trade unions in the creation of a learning society, developing the capacity of trade unions and union learning representatives to work with employers, employees and learning providers to encourage greater uptake of learning in the workplace. Unionlearn was established by the Trade Union Congress (TUC) who administered the union learning fund. They estimate that for every £1 invested into the union learning fund, it generated an economic return of £12.30 - made up of £7.60 to the individual and £4.70 to the employer. Clearly this was money well spent.

Conference instructs the Executive Council to demand that should Labour form a government they should re-establish the union learning fund. This would provide a benefit to Fire Brigades Union (FBU) members and allow the FBU to restart its lifelong learning program. The importance of trade union education cannot be overemphasised.

STAFFORDSHIRE

51. GREEN BOOK EDUCATION FOR REPRESENTATIVES

Conference notes the excellent education program that the Fire Brigades Union (FBU) provides for officials and members.

Conference believes education specifically related to green book terms and conditions should be provided following higher numbers of green book staff within our services joining the FBU.

Conference recognises this education will not only benefit our officials and representatives in their roles, but also our green book members, having the assurance of receiving the best quality representation.

Conference instructs the Executive Council to explore the options of providing a standalone course in understanding the green book and report back no later than Conference 2025.

SOUTH YORKSHIRE

EQUALITY AND FAIRNESS AT WORK

52. CULTURAL CHANGE

Conference welcomes the opportunities presented by the Independent Cultural Reviews in South Wales Fire and Rescue Service and London Fire Brigade for real and lasting change.

Conference commends Fenella Morris KC and Nazir Afzal OBE, and their teams, for their work, their impartiality, and the thoroughness with which they undertook these significant tasks.

Conference believes that these independent reviews offer an opportunity; an opportunity to change, to grow and to lead.

Conference must grasp this opportunity with both hands and must do this so that the brave and hardworking employees of the Fire and Rescue Services (FRSs), throughout the UK, can work in an environment free from bullying, harassment and discrimination, an environment which will allow them to reach their full potential.

Conference demands that this must be a turning point.

Conference calls for central and devolved governments to conduct independent reviews into culture across all FRSs in the UK and gives an unwavering commitment that the Fire Brigades Union will play an active role in achieving meaningful cultural change.

SOUTH WALES

AMENDMENT

2nd paragraph after “Conference” **delete** “commends” **insert** “recognises the work undertaken by”

MERSEYSIDE

53. THE INEFFECTIVENESS OF WORD CLOUDS IN STAFF SURVEYS AND CULTURAL REPORTS

Conference is against using word clouds to represent members' experiences in staff surveys and cultural reports. Word clouds oversimplify language use and fail to capture the complexities and nuances of experiences and perspectives, particularly in underrepresented groups. Additionally, low numbers of participants from a given group can compromise the confidentiality of responses, leading to a distorted view of the issues and challenges faced.

Conference demands that the Executive council produce a best practice guidance document to identify alternative approaches that account for contextual and cultural factors, and researching alternative data representation methods that better capture the experiences and perspectives of all members. The best practice guidance is to be shared with brigade officials and equality sections, to enable a challenge within brigade equality and diversity forums.

LEICESTERSHIRE

54. ESTABLISHING A WORKING GROUP FOR COMMISSIONING NEW RESEARCH ON FIRE FITNESS BEST PRACTICES

Conference notes UK Fire and Rescue Services (UKFRSs) utilised a fitness research document, 'Fire Fitness Best Practice Guide', from the Home Office published by Stevenson, R (ed 2016). The data of this research document informed that only 50 males and 12 females were invited as participants. This report doesn't indicate the diversity within this pool of people, as 62 people is insufficient for a true reflection or representation of the Fire and Rescue Services (FRSs).

Conference instructs the Executive Council that a working group be established to identify appropriate parameters and consider commissioning new research on fire fitness best practices for FRSs. The working group should include representation of all sections and ensure adequate representation of members concerning gender, gender identity, gender reassignment, and black and ethnic minorities. The group should also ensure that the new research has a diverse pool of participants that reflects and represents FRSs.

LGBT+

55. HOLDING A FULL DRIVING LICENSE RECRUITMENT REQUIREMENT

Conference believes both the LGBT+ and Black and Ethnic Minority communities tend to reside predominantly in inner city areas. Inner cities have better public transport networks and are often subject to additional charges for use of a private motor vehicle. This means that people who live in inner cities are less likely to own a motor vehicle or hold a driver's license.

Conference notes that some UK fire and rescue services require applicants to hold a full driving license and this could indirectly discriminate against members of communities with protected characteristics which creates a further barrier to recruiting employees who reflect the community they serve.

Conference believes that if driving is an occupational requirement, then it should be for the employer to provide the necessary training and to cover such cost.

Conference calls on the Executive Council to raise the matter through the National Joint Council with a view to removing the requirement at recruitment to hold a full driving license and to place the responsibility for cost and training, to acquire a license, on the employer.

LGBT+

ORGANISING AND MEMBERSHIP

56. RETIRED OUT OF TRADE MEMBERSHIP NETWORK

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

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

Conference instructs the Executive Council to support and encourage, via a social media campaign, brigade committees across the United Kingdom to engage ROOT members to establish a network of ROOT members to assist with the business of brigade committees.

CLEVELAND

57. CONTINUATION OF MEMBERSHIP AFTER RETIREMENT

Conference believes that it is more important than ever that members remain in the union after they retire.

Conference notes that Retired and Out of Trade (ROOT) membership currently requires a member to fill in an application form and send it to head office during a time of massive change in their lives and is often overlooked. It would be simpler if membership automatically continued after retirement and all that changed would be the type of membership and contribution rates, until such times that a member decides to leave.

Conference instructs the Executive Council to commission a report into the possibility of making ROOT membership automatic, including any necessary rule changes to be brought to conference next year.

DEVON & SOMERSET

58. RETIRED AND OUT OF TRADE (ROOT) MEMBER BADGES

Conference recognises the incredible contribution Retired and Out of Trade (ROOT) members make to the Fire Brigades Union.

Conference believes that this contribution should be recognised by allowing ROOT members to accrue years towards the milestone badges and certificates, so that 25 year and 40 year badges will then be presented to ROOT members when they reach these prestigious milestones.

Conference instructs the Executive Council to allow years obtained as a ROOT member to count towards these milestone badges.

BEDFORDSHIRE

AMENDMENT

Insert “and certificates” after “40 year badges” in the 2nd paragraph.

HEREFORD AND WORCESTER

59. RETIRED AND OUT OF TRADE (ROOT) MEMBER'S INFORMATION STUDY

Conference recognises and applauds the large amount of research that has been carried out in the DECON project. This work has highlighted to our members the contaminants that firefighters regularly encounter through their daily work which cause cancer.

The Fire Brigades Union currently stay in contact with Retired and Out of Trade (ROOT) members through Firefighter Magazine and other avenues. These members could provide real time evidence of medical conditions that retired firefighters are being diagnosed with. This data could be used to identify trends and provide evidence for presumptive legislation.

Conference instructs the Executive Council to contact ROOT members and create a database to identify any trends of medical conditions that retired firefighters are being diagnosed with and use this data to inform the campaign for presumptive legislation.

BEDFORDSHIRE

INTERNAL ADMINISTRATION

60. CHILDCARE SUBSISTENCE

Conference notes that childcare is one of the main barriers for women to be involved in the Fire Brigades Union (FBU). Officials with children are often faced with financial shortfalls when undertaking union duties. Many parents do not have registered childcare in the early years, nor do they have childcare providers that provide cover outside of their usual hours or on an ad-hoc basis. Women often rely on the goodwill of family and friends to assist with childcare and it is our officials that are left paying for any additional costs incurred as a result of this.

Conference notes that Unison have a section in their childcare policy to include the provision of childcare that is provided by a family member or friend (not including a parent) providing a one off subsistence amount at a day or night rate.

Conference believes committees of the union should seek to be more representative of women and to overcome the childcare obstacle which often prevents the full involvement of women members.

Conference therefore calls on the Executive Council (EC) to explore options for providing fit for purpose subsistence to support the type of childcare needed so that women can attend FBU business and education. It is apparent we need to move with the times and update our childcare policy.

Conference calls on the EC for an update to be reported back, no later than Conference 2025.

NATIONAL WOMEN'S COMMITTEE

AMENDMENT

4th paragraph, 3rd line – **delete** “women” and replace with “parents and guardians”

SCOTLAND

61. STRIKE FUND

Conference is all too aware of the numerous cases of industrial action taken by sister unions and while some fights go on, successful action which was supported by their unions' general strike fund, has resulted in victories.

Conference instructs the Executive Council (EC) to commence the preparatory work to create a Fire Brigades Union (FBU) strike fund, to be funded through a voluntary increase in monthly contributions to support FBU members engaged in strike action. The preparatory work should include;

- a survey of all members to gauge support for a strike fund
- the establishment of a working group to assess the feasibility of a strike fund and to agree the parameters of any such scheme.

Conference instructs the EC to report back to members on this work no later than six months from the close of Conference 2024.

CONTROL STAFF NATIONAL COMMITTEE

AMENDMENT

2nd paragraph, 2nd line – After “fund,” **add** “with consideration given for it”

SCOTLAND

62. NATIONAL JOINT COUNCIL CIRCULAR ELECTRONIC LIBRARY

Conference notes the difficulty in locating National Joint Council (NJC) circulars especially historical ones, which are usually titled ‘Circular NJC/1/16’ where 1 denotes that it is the first circular of that year, and the year is denoted by 16. Circular NJC/1/16 is simply the first NJC circular in 2016. This naming convention can make it difficult to locate specific circulars, which in turn can make it difficult for officials to remind fire service management of the contents of those circulars.

Conference instructs the Executive Council to investigate and implement an electronic library of NJC circulars. This library should have topics or key words. For example, pay, leave, fitness etc. This will enable circulars relating to that topic to be easily located. This library should then be accessible to all Fire Brigades Union officials. This will enable brigade officials to conduct business with brigade management easily armed with any NJC circulars.

STAFFORDSHIRE

63. SERIOUS ACCIDENT INVESTIGATION ELECTRONIC LIBRARY

Conference notes the outstanding work carried out by health and safety representatives across the union representing members in all health and safety matters whilst also conducting investigations into accidents at work and where warranted, Serious Accident Investigations (SAIs).

Conference notes the outcomes and recommendations of SAIs are vitally important to the work our officials do, these reports can not only help us to learn lessons but can have an impact on the health and safety of our members nationally. All officials should have easy access to all accident investigation reports.

Conference instructs the Executive Council to investigate and implement an electronic library, where all SAI reports can be accessed by brigade officials.

Conference also demands that upon completion all SAIs should be electronically emailed to all brigade officials, this will enable officials to keep track of any recommendations and ensure services implement those recommendations where necessary.

STAFFORDSHIRE

64. TAX RELIEF

Conference instructs the Executive Council to engage with His Majesty's Revenue and Customs and apply to be included on the list of professional bodies and learned societies approved for tax relief.

GLOUCESTERSHIRE

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2	Protection for Retained Duty System Members Who Suffer an Injury Whilst Responding to an Emergency Call	NATIONAL RETAINED COMMITTEE
3	Retaining Fee	NORTHERN IRELAND
4	Unsocial Hours Payment	NORTHERN IRELAND
5	National Fire Chiefs Council Guidance	MERSEYSIDE
6	Mandatory Employees' Interests Register	SOUTH WALES
7	Suspension Framework	GREATER MANCHESTER
8	Driving on Duty – Legal Representation Provided by Employers	SCOTLAND
9	Control and Standardise Additional Roles	OFFICERS NATIONAL COMMITTEE
10	Improved IVF Provision and Rights	DURHAM
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14	Clarity for Firefighters' Pension Scheme 2006 (FPS 2006) Scheme Members	TYNE & WEAR
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18	Pensions Advisor	LANCASHIRE
19	Tackling the Discriminatory Fitness and Pension Changes	CUMBRIA
20	Injury to Feelings Compensation for Discriminatory Pension Changes	CUMBRIA

NO.	RESOLUTION NAME	BRIGADE OR SECTION
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21	Routine Mental Health Checks	NATIONAL WOMEN'S COMMITTEE
22	Fireground Welfare Facilities	NATIONAL WOMEN'S COMMITTEE
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24	Mandatory Cancer Screening	NORTHERN IRELAND
25	Post-Traumatic Stress Disorder Screening in the Fire Service	LINCOLNSHIRE
26	Retired out of Trade Member Cancer Screening	CLEVELAND
27	Work Related Suicides	GREATER MANCHESTER
28	Investigate Funding for a Role Specific Study for Breathing Apparatus Instructors and those Delivering Training in Hot Environments	WEST MIDLANDS
29	Targeted Training in DECON for Brigade Breathing Apparatus Instructors and those Delivering Training in Hot Environments	WEST MIDLANDS
30	Breathing Apparatus Instructor Health Monitoring	TYNE & WEAR
31	Mental Health Assessments for Firefighters	SCOTLAND
32	Health & Safety Forms	SHROPSHIRE
33	PTS(D)	WARWICKSHIRE
34	No to Lone Working at Night	LEICESTERSHIRE
35	Opposing the Use of Unsuitable Water Rescue Training Venues	LEICESTERSHIRE
36	Driver Training	HEREFORD & WORCESTER

FIRE AND RESCUE SERVICE POLICY		
37	Resist Multi-Tier Entry	OFFICERS NATIONAL COMMITTEE

GOVERNMENT POLICY AND LEGISLATION		
38	Fireworks Legislation	MERSEYSIDE
39	Proposed Introduction of Employment Tribunal Fees	WEST MIDLANDS
40	Rescue Boat Code for the Fire and Rescue Service	DURHAM
41	Independent Inquiry into Police Fire and Crime Commissioners	NORTHAMPTONSHIRE
42	Medical and Occupational Evidence for Recruitment and Retention Regular Updates	SOUTH YORKSHIRE

NO.	RESOLUTION NAME	BRIGADE OR SECTION
TRADE UNION AND LABOUR MOVEMENT		
43	Immediate Cease Fire in Palestine and Israel	MERSEYSIDE
44	Strikes (Minimum service Levels) Act 2023	WARWICKSHIRE
45	Removal of Support from Prospective Parliamentary Candidate who have not Supported the call for a Ceasefire in Gaza	DEVON & SOMERSET
46	Physician Associates & Anaesthesia Associates	LANCASHIRE

EDUCATION		
47	Mental Health Information Packs	CLEVELAND
48	Neuro-Inclusive Text Based Communications	TYNE & WEAR
49	Activism Fit for the Future	CUMBRIA
50	Lifelong Learning	STAFFORDSHIRE
51	Green Book Education for Representatives	SOUTH YORKSHIRE

EQUALITY AND FAIRNESS AT WORK		
52	Cultural Change	SOUTH WALES
53	The Ineffectiveness of Word Clouds in Staff Surveys and Cultural Reports	LEICESTERSHIRE
54	Establishing a Working Group for Commissioning New Research on Fire Fitness Best Practices	LGBT+
55	Holding a Full Driving License Recruitment Requirement	LGBT+

ORGANISING AND MEMBERSHIP		
56	Retired Out of Trade Membership Network	CLEVELAND
57	Continuation of Membership after Retirement	DEVON & SOMERSET
58	Retired and Out of Trade (ROOT) Member Badges	BEDFORDSHIRE
59	Retired and Out of Trade (ROOT) Member's Information Study	BEDFORDSHIRE

INTERNAL ADMINISTRATION		
60	Childcare Subsistence	NATIONAL WOMEN'S COMMITTEE
61	Strike Fund	CONTROL STAFF NATIONAL COMMITTEE
62	National Joint Council Circular Electronic Library	STAFFORDSHIRE
63	Serious Accident Investigation Electronic Library	STAFFORDSHIRE
64	Tax Relief	GLOUCESTERSHIRE

CONFERENCE STANDING ORDERS

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

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

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