



preliminary AGENDA

Fire Brigades Union

87th Conference, Blackpool

15th, 16th, and 17th May, 2013

FIRE BRIGADES UNION

Bradley House
68 Coombe Road
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preliminary agenda

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

NATIONAL JOINT COUNCIL AND TERMS AND CONDITIONS

1. ZERO HOURS SECONDARY CONTRACTS

Conference is concerned that a number of Fire & Rescue Services have introduced procedures to offer FBU members additional hours working at the basic rate of pay on what are effectively zero hours secondary contracts for duties within the Firefighters Rolemap.

These contracts undermine FBU members Grey Book employment rights and removes the protection provided by the Firefighters' Compensation Scheme.

Therefore, this Conference instructs the Executive Council (EC) to raise this matter with our employers at the National Joint Council (NJC) to seek agreement to ensure all proposals from our employers for FBU members to engage in additional hours working is under agreed NJC Grey Book conditions of service.

Conference recognises that this matter may be resolved by ensuring all FBU members refuse to agree to work under zero hours type secondary contracts and urges all Brigade Committees in relevant Brigades to highlight the issues associated with working under such contracts to members locally. Conference also instructs the EC to issue an All Members circular informing FBU Members of the dangers of agreeing to work under zero hours type secondary contracts and urging all FBU Members only to engage in additional hours working under NJC Grey Book conditions of service.

STRATHCLYDE

2. SECONDARY CONTRACTS

This Conference is alarmed at the rising number of Fire and Rescue Services throughout the UK who have introduced or who are attempting to introduce secondary contracts for Firefighters, Emergency Fire Control Staff and Officers. These secondary contracts are being used to cover shortfalls in staffing, detrimental to raising union membership and often fall outside the remit of Grey Book terms and conditions.

Therefore this Conference instructs the Executive Council to:

- Conduct a survey to find out which Fire and Rescue Services in the UK have introduced or are attempting to introduce secondary contracts, to what extent secondary contracts are being used and whether these contracts conform to Grey Book terms and conditions.
- Where it is identified that secondary contracts are in contravention to Grey Book terms and conditions, identify a means to challenge their use.
- Advise all FBU members via a circular and other media to the ramifications that working secondary contracts has and in particular to working a contract which is out with Grey Book terms and conditions.

This work to be completed by June 2014.

DURHAM

3. SHIFT ALLOWANCE

This Conference is increasingly alarmed that our members wages bear no resemblance to a skilled professional worker who works a 24/7 shift pattern. The vast majority of our members consistently work long anti social hours in stressful (both mentally and physically) conditions and our wages have fallen behind any credible comparator. Any shift allowance which was part of our wage was negotiated a long time ago and is hard to evidence.

This Conference instructs the Executive Council, during the next pay negotiations, to negotiate an up to date shift allowance which takes into account the anti social hours which our members work.

DURHAM

4. PAY

This Conference condemns the vicious attacks by the Government on Fire Service and other public sector budgets in the name of austerity.

This Conference also condemns the decision by our employers not to implement a pay increase in 2010 and 2011.

Conference also notes that the one per-cent pay increase awarded in 2012 was almost negated by the pension contribution increase.

This Conference is of the opinion that the pay increases received over the last seven years, when offset against inflation increases over the same period, leaves FBU members in a worse financial position and as such has worsened their living standards.

This being the case and with more pension contribution increases being proposed, this Conference demands that discussions on any proposed pay increase for 2013 take these issues into account when considering any offers put forward by the employers and ensures that FBU members gain a pay increase in real terms when offset by any pension increases implemented.

SOUTH YORKSHIRE

5. PAY AND CONDITIONS OF SERVICE

Conference notes the national employers 2012 pay offer and the intention to link pay with a review of Grey Book conditions of service. Conference deplores the opportunistic actions of the national employers who appear to be seeking to benefit from the public sector pay freeze by potentially eroding our national conditions of service; Conference rejects the employers' ambition to erode such conditions.

Conference therefore resolves that any such attempt to erode our national conditions of service is firmly rejected and that this position is made clear by the Executive Council at the next relevant meeting of the National Joint Council or Joint Secretariat. Failure to abide by Conferences resolve will be met by a ballot for national strike action.

MERSEYSIDE

6. SHIFT ALLOWANCE

Conference instructs the Executive Council to commence work on exploring options for a shift allowance payable to those personnel whose role includes working shifts. Final options to be agreed by the Executive Council and then raised at a future National Joint Council meeting.

NOTTINGHAMSHIRE

7. WORKING WEEK

Conference agreed in 2009 that the Executive Council (EC) would explore options to reduce the working week for those members who work the 42 hour week. This Conference re-affirms this Resolution and instructs the EC to commence work on this straight away with an interim report being provided to a future EC meeting during 2013.

NOTTINGHAMSHIRE

8. OVERTIME

Many FBU members will be extremely concerned at attempts by Fire and Rescue Services (F&RS's) to introduce Shift and Duty systems which do not form part of, or comply with, the Scheme of Conditions of Service (Grey Book).

Some F&RS's are contemplating duty systems which require heavy use of overtime in order to make them work. As the bait on the hook to tempt members into accepting these duty systems some F&RS's are even contemplating an offer of flat/plain rate overtime in order to achieve their ends.

In the current economic climate of rising living costs, slashed public services, pay freezes and pension attacks, F&RS management clearly believe now is the time to press home further attacks on our terms and conditions of employment and that the lure of hard cash will help them to do so.

If F&RS's are successful in enticing Firefighters onto duty systems/shifts which require overtime to prop them up, the clock will be turned back. Jobs in the Fire Service will be lost.

We call on Conference and the Executive Council to reaffirm it's commitment to National Joint Council pay and overtime rates and to condemn any F&RS which seeks to undermine those pay rates by the use of straightforward bribery.

WEST MIDLANDS

9. CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

The introduction of the Continuous Professional Development payment (CPD) in 2007 also came with some national guidance from the FBU. In the time since then considerable local variation in the interpretation of this guidance will have crept in, not least from unscrupulous Fire and Rescue Services seeking to cut their wages bill.

Conference calls upon the Executive Council to examine some means of providing and sharing information between FBU Officials in various Brigades, perhaps by the use of a central information point, electronic library or database available via the FBU website. This would assist local Officials and give them the information they need to help ensure that local variations do not depart too far from the national position. A similar facility on other national matters e.g. IRMP responses, which have local variations would also greatly assist FBU Officials.

WEST MIDLANDS

10. RETAINED DUTY SYSTEM PUBLIC HOLIDAYS ARRANGEMENTS

The Scheme of Conditions of Service, Part C – Leave, Paragraph 25 states;

“An employee in the role of Station Manager or below (but not on the flexible duty system) who is required to work on a public holiday shall be paid double the disturbance and activity payments at Part B paragraphs 10 to 13 of this Section (which shall not be pensionable).

In addition, the employee shall be granted a day's leave in lieu in respect of which the employee shall not be required for duty and shall receive 1/7th of their average weekly wage. Average weekly wage shall have the meaning given to it in Appendix C, paragraph C. A volunteer carrying out operational fire fighting duties shall be paid at double the appropriate hourly rate.”

Conference agrees that this wording means that all Retained Duty System members will receive a day's leave in lieu irrespective of if they have been required to work on a Public Holiday.

This matter is to be raised at the next National Joint Council (NJC) meeting and progressed until a NJC Joint Circular is produced confirming the above.

DEVON AND SOMERSET

11. PART TIME WORKERS SETTLEMENT – WHOLETIME

FIREFIGHTERS WHO HAVE LEFT THE RETAINED DUTY SYSTEM

Conference agrees that Firefighters who have left the Retained Duty System role but are still employed on the Wholetime Duty system are eligible for compensation as laid down in the Part Time Workers Settlement.

This matter is to be raised as a matter of urgency at the next National Joint Council (NJC) meeting and following this, progress on this matter is to be reported to every subsequent Executive Council meeting until agreement is reached and a joint NJC circular is circulated confirming agreement.

DEVON AND SOMERSET

12. UK FIRE & RESCUE SERVICE – ‘JOB MIGRATION’

The Government's austerity measures have led to massive budget cuts and job losses in the Fire Service. Most Brigades now have limited finances and are circumventing normal processes to achieve certain objectives especially in the recruitment of operational staff.

B&EMM fully support maximum establishment for all Brigades. In recent times many Brigades have been using the ‘migration’ policy of recruiting retained operational staff into full time posts. The overwhelming majority of these employees are white male – there are less than 1% BME in retained roles. The migration of retained into full time posts ensure even less opportunity for our BME communities to find employment in the Fire & Rescue Service (FRS), this despite the UK FRS calling itself an Equal Opportunities employer.

This Conference calls upon the FBU to reject job migration within the UK FRS as a means of recruiting for operational vacancies as it is unfair and discriminatory, and to publish guidance for FBU Officials in demanding proper processes for filling vacancies.

BLACK & ETHNIC MINORITY MEMBERS

13. RETENTION OF WOMEN FIREFIGHTERS

This Conference notes that the Government has removed its centrally driven equality and diversity strategy and as such has left the onus upon individual Fire and Rescue Services (FRS) to develop and implement equality policies locally. Conference notes that many FRS are not prioritising equality and often use austerity measures as an excuse.

Women have been firefighters in the UK for more than 30 years but still only make up 4% of all firefighters. Many women have joined the Service, but numbers of women are still very low due to the Fire and Rescue Service being unable to retain women.

We therefore demand that by 2014 the Executive Council, in conjunction with the NWC, negotiates within the National Joint Council an effective strategy for Brigades to create a workplace environment which women are happy to work and remain in.

NATIONAL WOMEN'S COMMITTEE

14. PAY NEGOTIATIONS

Conference is aware of the pay settlement in 2012 and its inclusion of certain caveats affecting the Officers and Retained sections in particular.

Conference instructs the Executive Council to fully engage with affected groups prior to any discussions with the employers about specific terms and conditions of service.

Future discussions on pay must take into account any potential adverse effect on individual groups within the FBU.

OFFICERS' NATIONAL COMMITTEE

FIRE & RESCUE SERVICE POLICY

15. EQUALITY IMPACT ASSESSMENTS

This Conference condemns the statement made at the CBI Conference last year by the Prime Minister announcing their intention to scrap Equality Impact Assessments.

This announcement only serves to bring our ongoing fears to fruition and confirms the Government's lack of understating on equality and discrimination issues.

Unions, in particular their equality sections, have worked tirelessly to ensure employers have written policies in place on structures and procedures, but also to attain accountable, measurable and transparent tools to defend equality rights across the board. Also tools to ensure that they will defend these rights and progressive changes already in place.

This cynical move by the current Westminster Government is irresponsible and retrograde and takes the equality agenda back decades.

We call on the Executive Council, in consultation with the equality sections, to work within the national structures of the Fire and Rescue Service to ensure that Equality Impact Assessments are defended. Also that the Executive Council work with the TUC and other equality organisations to campaign, lobby and fight to defend not only these assessments but all positive equality legislation currently in situ. This to be done as a matter of urgency with reports issued to the membership on a regular basis.

LOTHIAN & BORDERS

16. FREEDOM OF MOVEMENT – FIRE CONTROL STAFF

This Conference is concerned at the potential for false barriers to be put in place in the uniformed Fire and Rescue Service restricting the freedom of movement of suitably qualified staff between roles, both current and as part of restructure.

For example, in the build up to the development of a Single Scottish Fire and Rescue Service, trials are being carried out by Lothian & Borders Fire & Rescue Service for the position of Local Senior Officer and the surrounding uniformed support staff required. However, these supporting roles, in some services, have all been given an operational Firefighting commitment, whether it is a requirement to carry out the core function of the post or not. These new posts, which are multifunctional i.e. training, staffing, equalities and human resources etc, will all be carried out by the individual posts as opposed to previous single function posts. These unjustified commitments have therefore debarred all suitably qualified Fire Control Staff, who are mainly women, from even applying.

At a time where there is a potential for Fire Control mergers and staff reductions or redeployments, this practice, if developed and utilised, can only serve to further restrict the ability of the service to retain experienced and highly trained staff.

We call upon the Executive Council to conduct a review in all Regions and Brigades to identify any areas where this practice exists or is developing with a view to eradicating any discriminatory practices. In doing this, checking whether suitable Equality Impact Assessments have been conducted on such changes. This review is to form a report which should be published no later than May 2014.

We further call upon the Executive Council to ensure no such false barriers are agreed to, in any restructure or change to current or new posts, no matter where or in which constituent Government or Assembly the changes are taking place.

LOTHIAN & BORDERS

17. FUTURE OF SCOTTISH EMERGENCY FIRE CONTROL ROOMS

This Conference notes the creation of the new Scottish Fire and Rescue Service, which replaces the eight previous Fire and Rescue Services in Scotland.

Conference is concerned over the maintenance of the existing eight Emergency Fire Control Rooms and also the maintenance of the current number of Firefighter Control posts in the new service.

Conference is opposed to the loss of any Emergency Firefighter Control posts and should the commitments given by the Scottish Government and the Fire and Rescue Board to protect the front line service during the transition and also their commitment to no compulsory redundancies not be upheld, through the transition period and beyond that the FBU will campaign against any proposed reduction in Firefighter Control Posts using all means necessary, up to and including strike action.

STRATHCLYDE

18. PRIMARY RESCUE SERVICE

Conference recognises the public expectation of the Fire & Rescue Service as the “can do” primary rescue service for emergency incidents related to rescue.

Conference recognises that the appropriate training, resources, funding, remuneration and safe systems of work need to be provided by our employers and the UK Government and devolved administrations to fully meet this public expectation and to permit the UK Fire & Rescue Service to become the world class primary rescue service our communities expect and deserve.

Conference therefore instructs the Executive Council (EC) to identify the range of emergency rescue functions in addition to core functions currently being carried out within the UK Fire & Rescue Service. Conference further instructs the EC to consider any additional functions that may also be required to support the development of the UK Fire & Rescue Service as the primary rescue service and to set up a working group to produce an EC policy statement outlining:

- Any required and/or recommended legislative changes.
- Any required adaptations to the agreed role maps.
- Any potential for encroaching on the work activities of other trade union members involved in the provision of rescues.
- Recommended PPE, training and qualifications requirements for each identified and any new recommended specialist skills required to perform additional functions as appropriate.
- The impact of any new recommended additional functions (if any) on existing FBU policies.
- Consideration of Funding/Resource requirements of introducing any additional recommended functions or recommending the appropriate development of existing functions.
- To also consider and recommend where the UK Fire and Rescue Service may be best placed to act as the coordinating service rather than the primary rescue service for specialist rescues for any existing or additional functions.
- Appropriate remuneration for each of the range of additional specialist skills currently performed and any further additional specialist skills required to perform additional functions.

This EC policy statement to be submitted for the consideration of the next FBU Conference.

STRATHCLYDE

19. IRMP ACCOUNTABILITY

This Conference calls upon the Executive Council to pursue through the legal system, any Fire Authority or Chief Fire Officer within a Fire and Rescue Service, where an act or omission following the implementation of an Integrated Risk Management Plan can be shown to have contributed to the death or injury (physical or psychological) of a Fire Brigades Union Member.

CLEVELAND

20. INCREASED RESPONSIBILITIES

The Fire Service nationally is under the largest scale attacks in a generation and as a result the battles faced by FBU Members across the UK are numerous and not without casualties.

We fully accept that a Public Sector Service should be efficient and meet the needs of the public and communities it serves. However FBU Members are being asked to take on more and more responsibilities, quite often for no reward and we are in danger of allowing non-FBU Stakeholders to take the lead on these matters.

We feel the time is right for national discussions to take place between the employers and the FBU to find a way forward for areas of activity that currently lie outside of the role map.

We can no longer resist the changing face of the UKF&RS but that does not mean we shouldn't be taking the lead. Failure to be part of the discussion, risks both the future of the UKF&RS and in turn the FBU.

CHESHIRE

21. FIREFIGHTER PENSION AGE

Conference reiterates its support for the FBU's ongoing campaign to ensure that Firefighter pension schemes are fit for purpose.

Despite the Government claims that there would be redeployment opportunities when they increased the normal retirement age to 60 in the 2006 scheme, redeployment opportunities have never been available in the numbers necessary, and are unlikely to be created in the foreseeable future due to the current attack on the Fire Service budget.

Due to the physical demands faced by operational Firefighters, and with the information available at this time, Conference believes that a normal pension age of 60 will be unachievable for a high percentage of our members.

The Executive Council is therefore instructed to maintain the position that all Firefighter pension schemes should have a normal pension age of 55, which allows all scheme members to retire without suffering the excessive penalties currently proposed.

LANCASHIRE

22. PENSIONABILITY

Following the High Court Judgment into the pensionability of the Cheshire Day Crewing Allowance; Conference instructs the Executive Council to review and take legal advice into the pensionability of all fire service payments. A report should be produced within 6 months of Conference 2013 giving guidance to Officials involved in local negotiations.

CHESHIRE

23. PENSIONS

Conference condemns the policies of the Coalition Government and the attack on Fire Service pensions.

Conference believes that Government proposals for Fire Service Pension schemes are unworkable and will ultimately destroy these schemes.

Conference notes that the first year contribution increases were lower than Government first announced but views this as merely a reversing of contribution increases with the 0.6% contribution increase moved from the year 3 increase to a year 1 increase. Conference believes the Government now consider themselves 'back on track' by announcing a 1.2% contribution increase for April 2013. Conference believes that a further 1.2% increase will follow in April 2014 thus achieving Government's original, average, 3% contribution increase.

Conference further condemns Government's proposal for a Normal Pension Age (NPA) of 60 years old, a proposal that will, in Conference's view, lead to the dismissals of dedicated, hard working professionals after a lifetime of service to the public. Conference also rejects Government's proposal that firefighters can retire earlier than 60 years old by taking a greatly reduced pension.

Conference therefore calls for an immediate ballot for national strike action in opposition to these relentless attacks on Fire Service Pensions.

MERSEYSIDE

24. PENSIONS

This Conference is disgusted at the Coalition Government's proposed further increases to the pension contributions for firefighters on the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme.

We are also deeply concerned about the proposed Normal Pension Age (NPA) of 60 for all firefighters which is being pursued by the Government.

Conference calls upon the Executive Council to mount a campaign for Industrial Action up to and including Strike Action, with a view to achieving an NPA of 55 for all firefighters and the maintenance of contribution rates as of December 2012.

CAMBRIDGESHIRE

25. PENSIONS

Conference demands that all existing members of the Firefighters Pension Scheme (FPS) and the New Firefighters Pension Scheme (NFPS) remain members of their respective schemes until they either retire from the Fire Service or choose to leave their respective scheme.

This demand must be agreed with the relevant Government no later than the 16th February 2015.

If this demand is not met then the Executive Council will immediately commence a ballot for industrial action.

DEVON AND SOMERSET

26. PART-TIME WORKERS RETAINED DUTY SYSTEM PENSIONS CASE

This Conference recognises the anger, frustration and disgust felt by our Retained Duty System members at the lack of progress by this Government in implementing the Modified Pension Scheme as part of the Part-Time Workers Settlement. We instruct the Executive Council to use all means at its disposal to ensure this matter is addressed and any progress or lack of progress be reported back to the members in the form of Head Office Circulars.

NATIONAL RETAINED COMMITTEE

TRADE UNION, LABOUR MOVEMENT AND INTERNATIONAL ISSUES

27. SCOTTISH INDEPENDENCE REFERENDUM

This Conference notes the agreement reached by the United Kingdom and Scottish Governments to hold a Scottish Independence Referendum in 2014.

Conference is aware that the Scottish independence issue is emotive and politically divisive and therefore considers that for the Fire Brigades Union to express support for or against Scottish independence would be inappropriate, as this could alienate a significant number of our members and also be potentially damaging to the relationships our Union has with parties and individuals from across the whole political spectrum.

Conference therefore concludes that the Fire Brigades Union will remain neutral on this issue and not indicate support for or against Scottish independence.

CENTRAL

28. PALESTINE

This Conference recognises the suffering of the people of Gaza following the ongoing blockade and the continued occupation of the Palestine territory against them by the Israeli Government. We also condemn the recent and ongoing military assaults, which started on the 14th November 2012, which follows many years of oppression.

On June 14th 2012, 50 international charities and United Nations Agencies called for an immediate end to the blockade as well as recognising the violations of International laws affecting over 1.6 million people, over half of whom are children.

We further recognise the statement made by Valerie Amos, UN Under-Secretary for Humanitarian Affairs, who pointed out that more than 80% of families in Gaza are dependent upon humanitarian aid. She stated "This amounts to collective punishment of all those living in Gaza, and is a denial of basic human rights in contravention of International law."

We therefore:

Condemn and call for an immediate and sustainable end to the air, any ground attacks and killings of the people of Gaza.

Call for a halt to the Israeli blockade of Gaza.

Condemn and call for an immediate end to the siege on Gaza.

Given the current escalations of attacks on the people and workers of Gaza this Conference recognises, in particular the constant dangers and difficulties faced by Palestinian Emergency Service Workers on a daily basis as they attempt to rescue sick and dying casualties whilst under attack from the Israeli Occupation Forces. In doing so, we call upon the Executive Council to formulate an ongoing support strategy in conjunction with Palestine Solidarity Campaign and the Palestinian General Federation of Trade Unions, to practically and financially support our sister trade unions in these services. This support strategy is to be reported to the membership immediately.

Support the motion on Palestine carried at Congress 2012, in particular a call for a delegation to visit Palestine. We would urge that the FBU does all it can to participate in this delegation as well as publishing a report on any trip to the wider membership.

LOTHIAN & BORDERS

29. RE-AFFILIATION TO THE LABOUR PARTY

This Conference calls upon the Executive Council to re-affiliate The Fire Brigades Union to the Labour Party at the earliest opportunity following the close of the Fire Brigades Union 2013 Conference.

CLEVELAND

30. POLITICAL ENGAGEMENT

Conference applauds the previous work carried out by Members and Officials of this Union in engaging with Councillors and Politicians at a local and national level.

However, over the years both local and national disputes have shown that sometimes the political work we do has on a number of occasions proved ineffective in achieving a satisfactory outcome when campaigning to defend our service, protect our conditions or safeguard the public.

Conference therefore instructs the Executive Council to carry out an immediate review of the political activity at every level in this Union with a view to making recommendations on the most effective and efficient method of lobbying MP's and Councillors in every UK Fire and Rescue Service, in order to resist further cuts to our already beleaguered service.

Conference demands that this review commences immediately with a report and strategy being made available to Brigade Officials before the end of 2013.

NORTHUMBERLAND

31. GUANTANAMO – SAVE SHAKER AAMER

British resident Shaker Aamer has now been incarcerated in the United States detainment and interrogation prison camp at Guantanamo Bay for over 11 years and is the last UK resident still held; this is despite Shaker being cleared for release by the Bush administration in 2007.

Since his initial arrest, Shaker has not been charged with any offence, he has not received a trial and his British lawyer says he is totally innocent. During this time he has faced brutal treatment on an almost daily basis, which has affected both his physical and mental health.

This Conference reiterates its opposition to the US Government's illegal detention of all the prisoners at the Guantanamo military prison, and in the case of Shaker Aamer, calls on the Executive Council to:

- Support organisations such as Reprieve and Amnesty International who are fighting to secure the immediate release of Shaker so he can return to his wife and children in London.
- Encourage FBU members to support the 'Save Shaker Aamer' Campaign.

LANCASHIRE

32. COUNCIL TAX FREEZE GRANTS

Conference notes with concern that since the election in 2010, the Coalition Government has used Freeze Grants as a means of keeping down Council Tax. These are one-off Government payments to those Fire Authorities that do not raise their Council Tax, and will result in a year on year budget shortfall in future years when the grants stop.

Some Fire Authorities have accepted the freeze grant each year and plan to continue to hold the Council Tax levy at the 2010 rate for the remainder of this Parliament. In these cases, funding raised through the Council Tax could be left with a 'real term' shortfall running into millions of pounds when the freeze grants cease, this is on top of the 25% cut to the Government Grant Settlements that is already being imposed.

The Government is not being honest with the electorate and is playing short term politics. This will have long term repercussions to Fire Service funding, and lead to the loss of more Firefighter posts, appliances and stations.

As part of the FBU's ongoing campaign against cuts to Fire Service funding, this Conference instructs the Executive Council to bring this issue to the attention of our political supporters in Parliament and to the National Employers, with a view to demanding that this funding time bomb is defused, and that at the very least, locally raised funding keeps pace with inflation.

LANCASHIRE

33. EXTREMIST ORGANISATIONS

The publication in 2008, of a British National Party (BNP) membership list highlighted that some Fire & Rescue Service (FRS) employees were fee paying members of that fascist organisation. In recent times FBU Members, Reps and Officials have been targeted by the BNP for their opposition to, and campaigning against, the politics of hate and division.

We commend the Fire Services that have made clear statements stating that BNP members/supporters are not welcome in the 21st century UK FRS. We believe that the rest of the Fire Service should also condemn members and supporters of all extremist, hate mongering organisations and refuse them employment.

This Conference reiterates our abhorrence of hate politics and fully supports the Race Relations Amendment Act 2000 and its general statutory duty to promote good race relations in the public sector and our communities. We condemn the Government's attempts to repeal some of the statutory duties of this Act and current Equality Legislation.

We call upon the FBU to:

- Clarify what action will be taken if any member is found to be a member/supporter of the BNP or any other extremist organisation.
- Ensure that all FBU educational events continue to educate members in highlighting the dangers posed by the BNP and other extremist organisations.
- Continue to pressure the UK FRS to make clear its opposition to the politics of hate and extremism by excluding those who support that ideology.
- Demand that the Department of Communities and Local Government give the UK FRS the same provision as the Police and Prison services to dismiss employees who are members of the BNP.

BLACK & ETHNIC MINORITY MEMBERS

34. STONEWALL: SUPPORTING THE POLITICAL LOBBY FOR LGBT EQUALITY

LGBT Members remind Conference of the advances made with the introduction of legislative change to afford equal protection to people who are LGBT.

Stonewall have been a leading figure in the political lobbying to bring about the necessary changes. Stonewall are currently engaged in the fight to achieve recognition of same sex marriage as well as campaigning to combat homophobic bullying in both sport and schools.

Over the years more and more Fire and Rescue Services (FRS) have joined the Stonewall Equality Index and membership costs of the scheme have gone towards the financing of these ongoing campaigns. Currently the FRS is one of the largest contributors to Stonewall but with financial constraints being applied to our service many FRS are withdrawing from the scheme.

LGBT Members call on all Officials engaging in Fairness at Work consultation to encourage Fire and Rescue Services to rejoin or continue to be members of the index to ensure this important work continues.

LESBIAN, GAY, BI-SEXUAL AND TRANS COMMITTEE

HEALTH, SAFETY AND WELFARE

35. TOXINS

Conference recognises previous research undertaken on behalf of the FBU with regard to the potential effects of exposure of toxins to Firefighters. Despite this research, there remains no accredited report in the UK to support a possible link between that exposure and work related cancers.

Conference demands that the Executive Council instigates further research into toxins with a view to establishing any possible link to work related cancers arising from firefighting duties and a subsequent report to be circulated to Brigade Officials within 12 months after the close of Conference 2013.

NORTHUMBERLAND

36. OVERTIME

Conference is extremely concerned with the increased use of overtime within the Fire & Rescue Service. Recruitment freezes have led to shortfalls in establishments and overtime is being used to cover these deficiencies on a daily basis. Local Officials are relying on overtime restrictions within the Grey Book and Working Time regulations to control the hours individuals are being permitted to work. Fire & Rescue Services are attempting to ignore the Grey Book restrictions on overtime and looking to negotiate duty systems that are reliant on pre-arranged overtime as part of their cuts agenda.

Therefore Conference demands the FBU stands firm on the matter of overtime and any attempts by the Employers, either locally or nationally to change or undermine the Rules, must be resisted. The FBU must continue to protect the health & safety of members as well as protecting jobs by ensuring the use of overtime and the hours worked by firefighters are controlled.

CHESHIRE

37. BRIGADE HEALTH AND SAFETY REPRESENTATIVES

This Conference believes that Brigade Health and Safety Representatives have insufficient means of contact, which is having a detrimental effect on the ability of the Union to deal with Health and Safety issues.

In order to be able to deal with Health and Safety issues more effectively, this Conference demands that Brigade Health and Safety Representatives be issued with mobile phones which have e-mail facility.

SHROPSHIRE

38. WOMEN AND CANCER

Conference is growing increasingly alarmed at the high rates of cancer cases relating to FBU Members, current and retired, being reported.

Although Conference recognises that cancer is affecting all members there appears to have been high numbers of women contracting women specific cancers.

In order to evaluate the current picture regarding cancer of FBU Members, Conference calls upon the Executive Council to carry out an investigation with immediate effect. This investigation must take into consideration, gender, ethnicity, age and where possible include Retired Members.

The findings from the investigation should establish whether there are any trends within specific workplaces, geographical areas or related to the nature of work being carried out e.g. hot fire training and report back to the Executive Council by 2014.

NATIONAL WOMEN'S COMMITTEE

39. RAPE AWARENESS CAMPAIGN

Conference is appalled to learn that the conviction rates for rape in England and Wales is only six percent, as reported by Yvette Cooper to the 2012 Labour Party Conference.

Conference is aware of the many campaigns being organised across the UK that deal with attitudes towards rape, such as the campaign "this is not an invitation to rape me" organised by Scottish Rape Crisis.

Over a number of years, various pieces of research have been carried out which have looked into professional and public attitudes towards rape. The results show that a significant amount of people surveyed have little sympathy for the survivors of rape and in fact often blame them for the rape taking place.

Conference therefore calls upon the Executive Council to organise a workplace campaign in 2013 that directly tackles and challenges the common myths and perceptions of the reasons why women get raped.

NATIONAL WOMEN'S COMMITTEE

40. EFFECT ON HEALTH AND SAFETY OF FIRE FIGHTERS DUE TO CUTS IN OFFICER/MIDDLE MANAGER POSTS

Conference condemns the loss of any Grey Book posts. Day and Flexi-duty posts are being particularly targeted, disproportionately affecting Officer Members. The loss of such posts severely impacts upon the safety of operational crews, through reduced support services and limitations on the availability of tactical incident command skills. It also places unacceptable workloads/stress upon the remaining Officer posts.

Conference calls upon the Executive Council to carry out urgent surveys of the present Officer establishments and any reductions within the last 3 years, including any reductions already planned.

It is vital that future campaigns against Fire & Rescue Service cuts specifically include arguments to support the maintenance of adequate officer posts, for the safety and benefit of all operational personnel and the communities we serve.

Conference requests that this work be carried out within the next 12 months.

OFFICERS' NATIONAL COMMITTEE

FAIRNESS AT WORK

41. UK FIRE & RESCUE SERVICE EQUALITY MONITORING

This Conference condemns the coalition Government's removal of centrally set employment targets and other equality monitoring in UK Fire & Rescue Service (FRS). It has been shown historically that if Government does not equality audit the Fire Service the likelihood of progress is diminished. The removal of employment targets has also given the UK FRS a green light to reject the principle of making our Fire Services more reflective of the communities it serves.

Since Government policy on equality monitoring has changed there has been a steady decline in the employment of the BME community into the Fire Service. Any percentage rise is due to job cuts and the retirement of white male employees.

This Conference demands that Head Office request a meeting with the Fire Minister to raise the issue of equality monitoring and diversity in the UK FRS. Any subsequent meeting to include representatives of the FBU Equality Sections.

BLACK & ETHNIC MINORITY MEMBERS

42. EQUALITY, VALUING DIFFERENCE

LGBT Members were alarmed and frustrated by the decision made at the Special Conference 2012 in relation to reorganisation and the impact on equality sections.

LGBT Members believe the campaigning and lobbying to gain support for a vote to support the reorganisation proposals for Special Conference 2012 has served to significantly undermine confidence amongst minority members in our Union's commitment to representation of their needs.

LGBT Members believe we need to begin to rebuild the confidence lost with the Union's commitment to equality and would ask that the Executive Council review the decision relating to the removal of voting rights to Regional LGBT Representatives with a view to consideration of reinstating those rights in order that those seeking to represent minority members can do so on an equal level to the other Officials on Regional and Brigade Committees.

LESBIAN, GAY, BI-SEXUAL AND TRANS COMMITTEE

INTERNAL

43. RETIRED AND OUT OF TRADE MEMBERS

This Conference notes that time off for trade union duties is getting harder in Brigades as staffing figures fall and austerity kicks in. Conference applauds Officials and Members who toiled tirelessly for the Union in previous years and who have subsequently retired.

It is apparent by the numbers of Retired and Out Of Trade Members that there is still that massive strength of feeling for the Fire Brigades Union. Therefore this Conference calls upon the Executive Council to carry out a feasibility study into having a retired and out of trade network. This study should take no longer than 12 months and reported back to Brigade Committees for them to consider what to do next.

WEST YORKSHIRE

44. INCREASING THE FBU MEMBERSHIP

Conference notes that the issue of access to the Fire Brigades Union to all employees of UK Fire and Rescue Services has previously been debated by Conference. Conference further notes that with a dwindling Grey Book establishment due to the cuts agenda pursued by Government, and others, that FBU membership may be decreasing pro rata.

Conference therefore agrees that from this point that access to membership of the Fire Brigades Union for all employees of UK Fire and Rescue Services be permitted and until such necessary rule changes are put in place that those employees, such as those conditioned to the Green Book etc, be considered by Conference as 'such other categories of employees' in line with the FBU Rulebook.

MERSEYSIDE

45. SOCIAL MEDIA GUIDANCE

This Conference notes the Executive Council meeting paper No. 180/10MW 'Social Networking, Internet Discussion and other Electronic communication.' Conference asks that the guiding principles are reviewed and updated and an all members social media awareness campaign is carried out.

NORTHAMPTONSHIRE

46. CO-RESPONDING

Following Resolution 34 Co-responding, which was remitted to the Executive Council (EC) in 2011.

Conference recognises it is now more than 10 years on from our 2001 Policy Statement on Co-responding. Conference also recognises the political, industrial and public emergency service landscape has changed and continues to change.

Against this changing landscape, Conference instructs the EC to immediately set up a Working Party, to review the policy statement of 2001, taking account of the views of all Brigades and reporting back within 12 months of this Conference to the EC.

LINCOLNSHIRE

47. CANVASSING

Resolution 72 passed at Annual Conference 2011, instructed the Executive Council to set up a Working Party to look at the possibility of introducing a form of regulated canvassing. Furthermore, the Executive Council were called upon to make recommendations with any possible rule changes, based on the content of the report, to the next Conference. This work has yet to be carried out.

Therefore, this Conference instructs the Executive Council to set up a Task and Finish Group to review the application of Rule 19A and bring any rule changes necessary to the next rule change Conference.

DERBYSHIRE

48. FBU MEMBERSHIP

In these days of dwindling resources and falling Union membership it is necessary to look to new and innovative ways of sustaining a robust and independent, fighting Union with a whole Fire Service approach.

The benefits of FBU membership extended to ALL Fire Service staff would strengthen our hand in negotiations with Employers as we could represent an absolute majority of the workforce, not just uniformed staff.

Notwithstanding the difficulties envisaged in attempting to achieve this goal, whether separate sections and representation would be required, possible differing levels of contributions, to name but two, Conference demands that the Executive Council undertake a study into the feasibility of allowing Fire Service workers not conditioned to the Grey Book, to join the FBU. The findings of this study should be reported back to Conference at the earliest opportunity and not later than 2015.

STAFFORDSHIRE

49. NATIONAL OFFICERS

This Conference recognises the need for the Union to adapt to the changing financial situation that it faces. This Conference also recognises the need to continue to reorganise its structures and how it operates.

To this end, Conference instructs the Executive Council to implement changes to National Officer employment contracts so that future National Officers are seconded from their Service, rather than directly employed by the FBU. In so doing the Executive Council will identify and bring forward the necessary changes to the Union Rules to implement such a change.

SHROPSHIRE

50. ELECTRONIC VOTING

Conference demands that there will be no further extensions on the use of electronic voting, furthermore Conference demands that any future decisions to be made on the formal introduction in the use of electronic voting, is ratified by Conference delegates at the next full Conference.

BEDFORDSHIRE

51. SUSTAINING A UNION FOR THE FUTURE

Conference notes the frustration felt by our membership at the outcome of the pension campaign thus far; working longer, paying more and getting less. These changes we are told are because our current pension schemes are no longer affordable.

Those primarily charged with negotiations on our behalf have not yet been subject to the same financial scrutiny of their own pension provision as the wider membership.

We call on the Executive Council to review the future financial feasibility of maintaining the current pension provision for National Officers, the General Secretary and Assistant General Secretary and to report back by the next full Conference.

BEDFORDSHIRE

52. INQUEST SUPPORT

Conference demands that, in the event of a Coroners Court inquest to determine cause of death of any FBU member whilst carrying out their operational duties, a National Officer must be appointed to oversee FBU interests and involvement. Furthermore the appointed National Officer will be present for the duration of the court proceedings and will be available to assist Local and Regional Officials as required.

HAMPSHIRE

53. NATIONAL MEDIA CAMPAIGN, SOCIAL ENTERPRISE MUTUALISATION

This Conference calls upon the Executive Council to launch a National Media Campaign following the close of The Fire Brigades Union 2013 Conference in opposition to the transformation of any United Kingdom Fire and Rescue Service into a Social Enterprise Mutual.

CLEVELAND

Conference Standing Orders

CONFERENCE STANDING ORDERS

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 7 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.
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.

