

THE FIRE BRIGADES UNION



**PROPOSED AMENDMENTS TO THE
EXECUTIVE COUNCIL POLICY STATEMENT**

ON

REORGANISATION

**MOVED BY
BRIGADE/SECTIONAL COMMITTEES**

SPECIAL CONFERENCE 2012

REORGANISATION

1. Amendment

Page 5, **2.2 Full Time Officials**

Delete paragraph 5.

MERSEYSIDE

2. Amendment

Page 6, delete **2.3 Recommendations Regarding Full Time Officials**

MERSEYSIDE

3. Amendment

Page 9, **4.1.1 Recommendations on Trade Sections**

In line 1, after the word "Council" insert the words ", including at least one member from each trade section,"

NRC

4. Amendment

Page 10, delete **4.2.3 The Arrangements in Other Unions** up to and including the last bullet point on Page 13 and insert:

4.2.3 Recommendations on Equality Sections

It is recommended that a task and finish group be established by the Executive Council to examine the operation and functioning of our equality structures and how these structures could operate into the future. The task and finish group to report back to the Executive Council in time for a report or policy statement to be put to Conference 2013 with recommendations as appropriate.

SHROPSHIRE

5. Amendment

Page 12, delete **4.2.5 Recommendations on Equality Sections** (and all after)

Replace with the following:

4.2.5 Recommendations on Equality Sections

1. It is recommended that a task and finish group be established by the Executive Council in order to examine the issues and challenges raised in this paper (specifically and with some urgency, the issues of “reserved seats” and “voting rights” as laid down and interpreted from the Rule Book) and identify the organisational structures and practices best placed to reflect the future efficient and effective running of the Equalities Sections within this Union. This Group will include the Equality Sections Executive Council Officials. This task and finish group to report back to the Executive Council in time for a report or policy statement to be put before Conference 2013 with recommendations as appropriate.
2. The Executive Council should, in full consultation with the Equality Sections, produce guidance and education (as the task and finish group deem fit) to Branch, Brigade and Regional Committees to assist positive engagement in this consultation and to ensure that no recommendations to Conference 2013 result in any serious detriment or fragmentation of this Unions proud Equality history.
3. The Executive Council must ensure that the National Sectional Committees continue to meet and provide specialist advice and valued recommendations to the Executive Council on the issues identified under the Union’s Rules – this to be coordinated by the appropriate National Officers.

The Executive Council believe the recommendations listed above will bring about much needed clarity to the role of the Equality Sections and will also provide a platform upon which the Equality Sections may flourish.

The Executive Council may choose to further consider the operation and functioning of our Equality structures as appropriate. They will do so in a transparent and democratic manner and in full consultation with the individuals and Sections that any further recommendations and/or Rule changes would most affect. Any future recommendation will be mindful of the continued need to:

- encourage the involvement, engagement and support of the Equality Sections and under-represented Members to play a full and active part in the FBU and wider society.
- provide an invaluable support and advice network for Members from under represented groups experiencing prejudice, bullying, harassment and/or discrimination.
- raise awareness of the issues and experiences of our Sectional Members within the UK Fire and Rescue Service and the Union.

The Executive Council would like to thank in advance all those who are due to participate in the discussions around these challenging issues and in this difficult process.

DUMFRIES & GALLOWAY