

EXECUTIVE COUNCIL'S REPORT 2019

92nd CONFERENCE

15 – 17 MAY 2019





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EXECUTIVE COUNCIL'S REPORT

TO THE

92nd CONFERENCE 2019

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PRESIDENT'S INTRODUCTION

Last year was an historic year for the FBU – our centenary as a union of firefighters, for firefighters and run by firefighters across the UK. I was proud to be the union's senior elected lay official in the year when we celebrated building this great union of ours, including our Southwark Cathedral event. It is an immense achievement to sustain our organisation, a union that has contributed so much to our industry and the labour movement.

Over the last year the FBU continued to campaign on pay in line with our conference policy of exploring broadening the role of firefighters in return for an appropriate pay rise. A significant amount of work was undertaken to put a value on these potential additions to the role map and this has now been put to the national employers.

The Grenfell Tower public inquiry was a major part of our union's work over the last year. Nearly 700 individual firefighter statements were submitted and nearly a 100 firefighters gave oral evidence. The FBU has made several submissions and we are determined to defend our members in London and across the country.

The FBU wants to ensure that firefighters are not scapegoated by industry profiteers and politicians wriggling to get themselves off the hook. The union is immensely proud of the work our members did that night, which went way above the call of duty. From the operational firefighters who went into that building to rescue scores of residents, to the control staff who spoke for hours to those in distress, as well as the inspectors who investigate these matters – all acquitted themselves with distinction. The appreciation we received from the community strengthens our resolve to get justice for the bereaved, survivors and residents.

Last year the FBU faced many battles on the industrial front. We've had to deal with police and crime commissioners taking over the running of some of our brigades. Chief fire officers all over the UK are attacking 24/7 cover to the public, including trying to impose ridiculous Victorian shift patterns on our members. They want to make our members ride small vans to emergencies, when only fully staffed and equipped fire engines are sufficient for many fires we attend.

Another significant victory for the union was our successful Judicial Review in the High Court that ruled that a duty system requiring firefighters to work 96-hour shifts was unlawful. The case centered on a duty system operated by South Yorkshire Fire and Rescue Service known as close proximity crewing, but the judgment affects dozens of fire and rescue services operating similar shift systems.

Our West Midlands members won a very important victory after returning a massive result in a ballot for industrial action: 90% voting in favour of strike action on an 82% turnout. This was our first ballot conducted under the new Trade Union Act and the undemocratic restrictions imposed on trade unions. Following the ballot result, West Midlands' management withdrew the contracts.

Next year the FBU will go into overdrive as we face battles on several fronts to defend our members and the fire and rescue service we work for. One thing is clear: firefighters will stand together and will stand up for the communities we serve.

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

Firefighters' pay increased during 2018, but by far less than the FBU had demanded from employers in recent years after years of austerity and the ever-increasing demands on firefighters in all roles.

During 2018 fire and rescue service employers offered a 2% uplift to basic pay and to Continual Professional Development (CPD) payments without strings, while negotiations continued on broadening the role of firefighters to extract a significant increase. After consultation with members through the union's committee structures, it was agreed that this uplift should be implemented. FBU members, like other workers across the public sector, have been subject to the Westminster government's 1% pay freeze, imposed from 2012.

The FBU negotiates on firefighters' pay and conditions through the National Joint Council (NJC) and the Middle Managers Negotiating Body (MMNB). The union continued to promote UK-wide pay and conditions bargaining and the 'Grey Book' as the best means to achieve improvements for all firefighters, regardless of role or duty system.

Linda Dickens, professor of industrial relations at Warwick University, chaired the NJC and MMNB for the final time during 2018 and her report is below. Professor Lynette Harris from Nottingham Trent University was appointed to replace her.

The FBU undertook negotiations on firefighters' conditions, particularly in Scotland, the West Midlands, South Yorkshire and Cumbria through the NJC and its offices. The union has also dealt with issues such as equalities, workforce agreements and role maps.

The FBU continued to argue the case for a modern, professional fire and rescue service, and for the appropriate pay and reward system to support it, underpinned by increased and appropriate funding from the governments across the UK.

A2 ANNUAL REPORT OF THE NJC INDEPENDENT CHAIR 2017-18

Background

The National Joint Council for Local Authority Fire and Rescue Services (NJC), including the Middle Managers Negotiating Body (MMNB), is the body responsible for the supervision, from a national point of view, of all questions affecting the conditions of service of employees (other than those in Brigade Management roles) of fire and rescue services established under the Fire and Rescue Services Act 2004 (for England and Wales), Fire (Scotland) Act 2005 and the Fire and Rescue Services (Northern Ireland) Order 2006.

The NJC handles issues that affect all employees from firefighter to area manager. The MMNB has plenary powers to deal with issues which affect employees solely in the roles of station manager to area manager.

The principal purpose is to reach agreement on a national framework of pay and conditions for local application throughout the fire and rescue service in the United Kingdom. The NJC and MMNB are committed to the local democratic control of fire and rescue services to the community.

The parties to the negotiation are the Employers' Side comprising representatives of the Local Government Association, Welsh Local Government Association, Scottish Fire and Rescue Service Board and the Northern Ireland Fire and Rescue Service Board. The Employees' Side comprises representatives of the Fire Brigades Union and, for the MMNB, the Fire Brigades Union and the Fire Officers Association.

An Independent Chair oversees the work of the National Joint Council and the Middle Managers Negotiating Body and is supported by two Vice-Chairs. Vice-Chair appointments alternate between the Sides on an annual basis.

For this year Cllr Nick Chard serves as Vice Chair of the NJC and Alan McLean as Vice Chair of the Middle Managers Negotiating Body before his retirement. Since then the role has been held by Ian Murray.

The Independent Chair works closely with the Joint Secretariat, which is currently provided by the Local Government Association and the Fire Brigades Union.

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2017/18 is attached to this report.

Introduction

In my fifth year as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. The main issues are outlined in this Annual Report, which covers the period from 1 October 2017 to 30 September 2018.

What do we do?

1. The National Joint Council provides:

- a) the national negotiating machinery for the pay and conditions of service of uniformed fire service employees in the United Kingdom.*
- b) the services of the respective side Secretariats in assisting parties at local level to resolve areas of disagreement.*
- c) the services of the respective side Secretariats in assisting parties at local level in the interpretation of the national scheme of conditions of employment and the flexibilities contained therein.*

Meeting dates in 2017-2018

- 2. The National Joint Council met on three occasions: 5 October 2017, 21 February and 13 June 2018. The Middle Managers Negotiating Body also met on those dates. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2018 was approved at the AGM meeting of 5 October 2017.*
- 3. Additionally, a successful Awayday event was held for NJC and MMNB members in February 2018. It covered two issues and provided an excellent opportunity for discussion in a less formal environment. Firstly, Alex Little and David Ottiwell from New Economy gave a presentation based on its cost benefit*

analysis, commissioned by the NJC, of Emergency Medical Response by fire and rescue services. Secondly, members received an insight into different approaches to inspection with presentations from Laura Gibb, Portfolio Director, HMICFRS, Des Tidbury, Chief Fire and Rescue Adviser and Inspector for Wales and Kerry Citric, Fire Services Branch, Education and Public Services, Welsh Government and Martyn Emberson, Her Majesty's Chief Inspector of the Fire Service (Scotland). A panel Q&A session involving all four was then held.

Issues under consideration during 2017 – 2018

4. *Issues under consideration by the National Joint Council and, as appropriate, the Middle Managers Negotiating Body, on which there were written and oral reports from the Joint Secretaries, included:*

2017 and 2018 Pay

5. *While negotiations on broadening the role continued, the NJC agreed an across the board uplift of 1.0% in November 2017 on basic salaries and continual professional development payments with effect from 1 July 17.*
6. *In respect of 2018, due to the complexity of related discussion with governments on funding, those negotiations are still continuing. At the time of writing this report a suggestion from the Employers' Side to agree an across the board uplift of 2.0% on basic salaries and continual professional development payments with effect from 1 July 18 is under consideration by the Employees' Side.*

Broadening the role negotiation in general

7. *The NJC remains committed to working jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. It was agreed that it would include:*
 - *the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed rolemaps.*
 - *the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future taking into account matters of interest in England, Scotland, Wales and Northern Ireland.*
8. *The work has been informed by the deliberations of five workstream groups, each of which considered a broad category of fire service activity:*
 - *Environmental challenges*
 - *Emergency medical response*
 - *Multi agency emergency response*
 - *Youth and other social engagement work*
 - *Inspections and enforcement*
9. *The workstreams discussed a broad range of new potential activities which firefighters could carry out including detailed discussion on key areas such as co-responding and wider work to assist members of the local community, as well as deployment in incidents of marauding terrorist firearms attack (MTFA).*
10. *The negotiation on broadening the role continues to draw upon the outcomes of the workstreams.*
11. *A joint Scoping Group has been set up to develop the detail of any potential agreement. Discussion has been constructive and good progress made.*
12. *A substantial amount of time has also been spent in discussion with governments, meeting with Ministers and officials, to support the need for additional funding.*

NJC Trials

13. *As part of this work the NJC ran 38 trials within 36 services covering:*
 - *Slips, trips and falls assessments and offering preventative measures to reduce the risk of injury.*
 - *Winter warmth assessments including offering fire and flu advice to reduce the number of excess winter deaths.*
 - *Improving community response to cardiac arrest patients by offering Heartstart advice and allowing the British Heart Foundation the opportunity to use FRS premises to carry out courses for the general public.*

Offering assistance to health partners by supporting bariatric people in terms of lifting those that have fallen.

- *Training of staff in Dementia Awareness. Offering advice and referral opportunities to members of the community that it is felt would benefit from assistance.*
- *Offering alcohol harm and reduction advice as well as signposting individuals that it is felt would benefit from help in this area.*
- *Offering smoking cessation advice as well as signposting individuals it is felt would benefit from help in this area.*
- *Providing advice and promoting local activities to residents in order to reduce loneliness and isolation.*

14. Following the conclusion of the trials, the NJC commissioned New Economy to undertake a cost benefit analysis, building upon the previous work done by the University of Hertfordshire. The report, published in November 17, was well-received during the joint political lobbying events around funding aspirations which took place in Westminster and Cardiff. At the time of writing, the position in Scotland is positive and an event was not required. The report has however also informed discussion with relevant UK Government Ministers.

15. A joint Scoping Group was set up, and is making good progress in discussions regarding the detail within any agreement on broadening of the role of firefighters.

Inclusive Fire Service Group

16. The NJC has a continuing commitment to improvement of equality, diversity and cultural issues in the fire service.

17. The membership of this NJC-led group, which I chair, involves a number of other interested parties within the fire service including the National Fire Chiefs Council, Fire and Rescue Services Association and Fire Officers Association. It has also engaged with wider special interest groups.

18. The group identified a number of practical strategies designed to lead to improvements at local level. The strategies published in Summer 2017 were very well received. Responses from FRAs stating current and future actions were analysed and an overview report was provided to all interested parties. The group will now move to more of a monitoring role, recognising that it may be appropriate to amend or refresh some of the strategies as time passes. It is important to allow time for the strategies to become embedded in order to be able to measure outcomes therefore the expectation is that a survey will be issued in the Autumn of 2018.

19. This group has continued to contribute to the review of the Fire and Rescue Service Equality Framework.

20. The group has also worked with the Home Office as it develops its National Awareness Campaign.

Cars and taxation

21. Employees of fire and rescue services who are lease-car users have been informed by fire and rescue services of changes to the tax arrangements that will affect them. The fire sector appeared to have been unsighted on this issue. The NJC intends to write to HMRC in this regard.

Part-Time Workers (Prevention of Less Favourable Treatment) Regulations: progress regarding implementation of the Employment Tribunal settlement agreement

22. Settlement payments have all been actioned and where linked to Employment Tribunal cases such cases withdrawn.

23. In cases where an individual could not be found or has not responded to any communication, Tribunal is in the process of being advised that the union has withdrawn its support. Once that has concluded, the respective FRA will apply for the affected employment tribunal case/s to be struck out.

24. This long-running legal case has evidenced the ability of the National Joint Council to secure agreement and effectively administer the outcome including in a legal context.

General Joint Secretariat Activity

25. Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.

26. *On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings.*
27. *The Joint Secretariat normally meets formally every four to six weeks to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.*
28. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
29. *The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards and the joint Scoping Group in connection with the negotiation on broadening the role.*
30. *When jointly requested to do so, the Joint Secretariat also works with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement.*
31. *The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.*
32. *The Joint Secretariat has this year supported a service in resolving a broad range of harmonisation issues. It was also involved in early conciliation with another service to help resolve a Trade Dispute and at the time of drafting this report constructive discussions are continuing.*
33. *In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.*

Joint Secretariat – Local Conciliation

34. *In circumstances where discussion has been exhausted without agreement on an issue, or issues, at local level the Joint Secretariat when requested by both parties to do so can provide a confidential conciliation process in order to assist the parties in identifying a mutually agreeable outcome.*
35. *The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.*
36. *Over the past year conciliations covering 14 issues have been undertaken.*

Resolution Advisory Panel (RAP)

37. *The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement. The current Independent Chair of the RAP is Professor William Brown.*
38. *The NJC's Resolution Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, was not required to meet during 2017/18, at the time of writing.*

Technical Advisory Panel (TAP)

39. *The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level reflects the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement. The current Independent Chair of the TAP is Mr Steve Hodder.*

40. The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, was not required to meet during 2017/18, at the time of writing.

Circulars

41. A number of circulars have been issued since the last report of the Independent Chair:

NJC/10/17	NJC update
NJC/11/17	Independent Chair's Report 16/17
NJC/12/17	New Economy Report
NJC/13/17	Pay and broadening the role update
NJC/14/17	Revised pay rates
NJC/15/17	Revised Continual Professional Development rates
NJC/1/18	Inclusive Fire Service Group report
NJC/2/18	NJC Workforce Survey
NJC/3/18	IFSG – National Awareness Campaign

General and Conclusion

42. There are several aspects to the role of Independent Chair. This year it has involved:

- chairing of NJC and MMNB meetings
- consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings
- ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided.
- raising issues relating to how the formal business of NJC/MMNB meetings is handled with Joint Secretaries as appropriate
- chairing an Awayday
- provision of this annual report

Additionally I have acted as Independent Chair of the Inclusive Fire Service Group.

43. As noted in my earlier reports, the NJC and MMNB meetings which I chair constitute a formal and more visible part of considerable and varied activity undertaken by the Joint Secretaries, the various parties, working groups and joint working parties.

44. My report indicates the valuable 'behind the scenes' work undertaken by the NJC Joint Secretaries in assisting services during this reporting year. I also wish to note the considerable effort being expended in relation to broadening the role of the firefighter, pay negotiation and seeking to secure funding from governments.

45. I have discussed with the Joint Secretaries ways of improving some practical matters relating to NJC/MMNB meetings and relayed to them concerns raised with me which relate to the employees' side.

46. A development during my period of office designed to allow wider engagement and broader discussion than is practical at the formal meetings has been the holding of occasional 'awaydays'. This year's event focused on two important issues, namely cost benefit analysis of EMR by fire and rescue services and inspection regimes. Valuable feedback was received from those attending, including how even greater 'cross-party' engagement might be facilitated at future events.

47. This is my final report as Independent Chair. The NJC deserves be congratulated on its work during the five years I have held this post, not least given the often difficult and uncertain economic and broader political context. I wish to express thanks to all those who have been involved during my time. It has been a privilege for me to be involved with the fire and rescue services in this way.

A3 PAY RATES AND CPD PAYMENTS

New pay rates were published in the FBU's all members circular (2018HOC0497MW) and are included in this report for the record (circular NJC/4/18).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2018

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	22,908	10.46	15.69
Development	23,862	10.90	16.35
Competent	30,533	13.94	20.91
Crew Manager			
Development	32,452	14.82	22.23
Competent	33,851	15.46	23.19
Watch Manager			
Development	34,583	15.79	23.69
Competent A	35,544	16.23	24.35
Competent B	37,854	17.29	25.94
Station Manager			
Development	39,374	17.98	26.97
Competent A	40,556	18.52	27.78
Competent B	43,428	19.83	29.75
Group Manager			
Development	45,347	20.71	Not applicable
Competent A	46,707	21.33	Not applicable
Competent B	50,270	22.95	Not applicable
Area Manager			
Development	53,238	24.31	Not applicable
Competent A	54,833	25.04	Not applicable
Competent B	58,397	26.67	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2018 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,291	1,145	10.46	4.02
Development	2,386	1,193	10.90	4.02
Competent	3,053	1,527	13.94	4.02
Crew Manager				
Development	3,245	1,623	14.82	4.02
Competent	3,385	1,693	15.46	4.02
Watch Manager				
Development	3,458	1,729	15.79	4.02
Competent A	3,554	1,777	16.23	4.02
Competent B	3,785	1,893	17.29	4.02
Station Manager				
Development	3,937	1,969	17.98	4.02
Competent A	4,056	2,028	18.52	4.02
Competent B	4,343	2,171	19.83	4.02
Group Manager				
Development	4,535	2,267	20.71	4.02
Competent A	4,671	2,355	21.33	4.02
Competent B	5,027	2,514	22.95	4.02
Area Manager				
Development	5,324	2,662	24.31	4.02
Competent A	5,483	2,742	25.04	4.02
Competent B	5,840	2,920	26.67	4.02

Column 1 shows the full annual retainer (10% of the full-time basic annual salary, as set out in Appendix A).

Column 2 shows the retainer for employees on the day crewing duty system (5% of the full-time. basic annual salary, as set out in Appendix A).

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2018

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	21,763	9.94	14.91
Development	22,669	10.35	15.53
Competent	29,006	13.25	19.88
Crew Manager (Control)			
Development	30,829	14.08	21.12
Competent	32,158	14.68	22.02
Watch Manager (Control)			
Development	32,854	15.00	22.50
Competent A	33,767	15.42	23.13
Competent B	35,961	16.42	24.63
Station Manager (Control)			
Development	37,405	17.08	25.62
Competent A	38,528	17.59	26.39
Competent B	41,257	18.84	28.26
Group Manager (Control)			
Development	43,080	19.67	Not applicable
Competent A	44,372	20.26	Not applicable
Competent B	47,757	21.81	Not applicable

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2018

	£ per annum
Fire Control Operator equivalent	
During first six months	19,511
After six months and during 2nd year	20,375
During 3rd year	21,342
During 4th year	22,392
During 5th year	24,388
Leading Fire Control Operator equivalent	26,118
Senior Fire Control Operator equivalent	
During 1st year in rank	26,787
During 2nd year in rank	27,803

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2018

	£ per annum
Aged 16	10,598
Aged 17	11,387
Aged 18	22,908

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2018

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	747	London	927
Bedfordshire	658	Merseyside	707
Buckinghamshire	569	Mid and West Wales	622
Cambridgeshire	582	Norfolk	613
Cheshire	753	Northern Ireland	636
Cleveland	960	Northamptonshire	667
Cornwall	303	Northumberland	814
Cumbria	523	North Wales	628
Derbyshire	777	North Yorkshire	464
Devon and Somerset	554	Nottinghamshire	930
Dorset and Wiltshire	700	Oxfordshire	692
Durham and Darlington	849	Royal Berkshire	695
East Sussex	549	Scotland	810
Essex	599	Shropshire	684
Gloucestershire	377	South Wales	653
Greater Manchester	911	South Yorkshire	1019
Hampshire	649	Staffordshire	701
Hereford and Worcester	682	Suffolk	399
Hertfordshire	726	Surrey	718
Humberside	711	Tyne and Wear	981
Isle of Wight	323	Warwickshire	587
Kent	639	West Midlands	947
Lancashire	712	West Sussex	518
Leicestershire	664	West Yorkshire	865
Lincolnshire	389		

CPD payments were published in circular NJC/5/18 and in the FBU's all members circular (2018HOC0497MW), after negotiations at the NJC.

A4 PAY: MEMBERS' CONSULTATION

In July 2018 the executive council received a proposal from the fire and rescue service employers for pay and CPD to be "uplifted by 2.0% with effect from 1 July 2018 while negotiations continue to put in place a longer term deal". The proposal was discussed in depth and a consultation with members initiated (2018HOC0382MW).

On 20 September the executive council heard report-backs following the consultation with members. Taking account of the members' consultation, the executive council agreed that this "uplift" should be applied. The employers were informed and the new rates produced (2018HOC0417MW).

A5 FURTHER PAY NEGOTIATIONS

In October the executive council sent the following statement to fire and rescue service employers for consideration by the NJC (2018HOC0511MW):

The pay of firefighters, including those working in emergency fire controls, has suffered as a result of years of austerity. This has caused, and continues to cause, hardship and demoralisation and is undermining the fire and rescue service.

The FBU notes that the work of the fire and rescue service and of firefighters has expanded significantly over recent years. Some additional roles have been introduced by agreement and with some form of pay, others have been introduced without agreement and without pay. In relation to some activities, there are cases of different payments (or no payment) being made in different services. This is unfair and unacceptable.

The FBU has also been engaged in discussions with the fire service employers about these matters and about other potential areas of new work such as emergency medical response (co-responding) and MTFA. The FBU is clear that the introduction of any such new work must involve clear agreements regarding training, equipment, procedures and standards.

In relation to the new activities already undertaken and to other potential areas of activity, it is clear that there have been, and could be further, very significant contributions to public safety but this has meant and will mean increases in the skills of, and workload undertaken by, the workforce.

Both sides of the NJC have been engaged in dialogue with governments across the UK about these issues and have made the case for additional funding for our service, including for pay. We are aware that employers have previously mentioned making increases in phases. In the event of an agreement, we seek increases to be paid as quickly as possible. The FBU has concluded that it is reasonable that Grey Book rates of pay should be increased by 17%. We consider such an increase in pay to reflect the value of today's firefighters.

If such an agreement can be reached, firefighters' pay must not be allowed to fall behind due to rapid increases in inflation or other squeezes on living standards. Therefore, for the FBU, any such settlement would need to be maintained and protected against such threats.

A6 NJC TECHNICAL WORKING GROUPS

During 2018 NJC technical working groups (TWGs) convened to draw up documents explaining the principles required for implementation for broadening the role, which would form part of any package regarding pay.

The work has been divided into two streams: TWG emergency medical response (TWG EMR) and TWG health and community work (TWG H&C). The groups are composing documents on:

- Mental Health and well-being
- PPE and equipment
- Training
- Data collection
- Immunisation
- Local technical working groups

A7 SCOTTISH FIRE AND RESCUE SERVICE STANDARDISATION

When the Scottish Fire and Rescue Service (SFRS) was formed on 1 April 2013, uniformed employees of the eight previous fire and rescue services were matched into the new service under their existing terms and conditions. In many cases, these terms and conditions had been developed through either local interpretation of the Grey Book or through local agreements with the FBU. This meant some variation, which required standardisation in the new single service.

After five years of protracted negotiations, an agreement was reached on 19 February 2018. The final phase of the negotiations were facilitated by the NJC's assistant joint secretaries. After further deliberation, the FBU's Scottish regional committee voted to recommend acceptance to members on 19 March. In April, Scottish FBU members voted two to one in a consultative ballot to accept the proposals.

A8 TECHNICAL ADVISORY PANEL

The NJC's Technical Advisory Panel (TAP) can consider whether or not a new duty system proposed at local level reflects the principles contained in Section 4 of the Scheme of Conditions of Service (*Grey Book*). It is a mechanism for resolving disputes when local agreement cannot be reached between the fire and rescue authority and the recognised trade union. Steve Hodder, who is assisted by the joint secretaries, is currently chair of the panel.

TAP met on 11 October 2018 to consider a referral from Cumbria Fire and Rescue Service and FBU. The outcome was reported in FBU all members circular 2018HOC0537AD and in NJC/7/18.

The panel also met on 12 December 2018 to consider a referral from Hereford and Worcester Fire and Rescue Service and FBU to consider a 10 hour day duty shift system.

A9 NJC WORKFORCE SURVEY 2018

In February 2018 the NJC launched a workforce survey to be completed by fire services (NJC/2/18). Its last survey, the *Firefighters Earnings Survey* was completed in 2015. As with previous surveys, the results will be provided to both sides of the NJC and is not for wider distribution. A separate but mirrored survey is likely to be conducted in respect of the North West Fire Control Centre (2018HOC0109AD).

A10 NJC INDEPENDENT CHAIR

Professor Linda Dickens stood down as independent chair of the NJC and MMNB at the end of September 2018. Both sides of the NJC thanked her for her service. She will continue her role as independent chair of the NJC-led Inclusive Fire Service Group (see Section H).

Professor Lynette Harris was appointed the new independent chair of both the NJC and the MMNB after an open recruitment process. The three-year appointment took effect from 1 October 2018. Professor Harris' experience includes:

- Emeritus professor of human resources management, Nottingham Business School, Nottingham Trent University
- ACAS – arbitrator/mediator for trades disputes (collective and individual), arbitrator for unfair dismissal claims and independent expert on equal pay
- Central Arbitration Committee – deputy chair
- Scottish Pay Board – independent chair

- Ministry of Justice – independent member pay appeals panel
- West Midlands Police – external adjudicator disputes procedure
- United Nations Panel of Mediators – third party mediator for staff/management committee
- Parades Commission Northern Ireland – mediator, mediation panel
- Royal Mail – Independent third-party mediator, one of a small panel of mediators appointed as part of a legally binding collective agreement
- Chair for national quality management panel whose role is to approve the provision and delivery of the CIPD's professional standards by Universities and other providers.

A11 NJC – FBU AND EMPLOYERS' REPS

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Simon Amos	Chris McGlone	Keith Aspden	Rebecca Knox
Phil Coates (from 21/2)	Alan McLean (to 3/12)	Nick Chard	Roger Phillips
Andy Dark	Ian Murray	John Edwards	Ian Stephens
Paul Embery	Andy Noble	Mark Healey	Sian Timoney
Brian Hooper (from 13/6)	Peter Preston	Judith Hughes	Fiona Twycross
Richard Jones	Jim Quinn		
Grant Mayos	Lynda Rowan-O'Neill	<i>Scottish FRS</i>	<i>Welsh LGA</i>
Tam McFarlane (to 12/6)	Matt Wrack	Kirsty Darwent	David Poole
		Bill McQueen	
		<i>Northern Ireland FRS</i>	
		Carmel McKinney	

A12 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Mark Ames	Chris McGlone	Keith Aspden	Rebecca Knox
Simon Amos	Alan McLean (from 3/12)	Nick Chard	Roger Phillips
Phil Coates (from 21/2)	Ian Murray	John Edwards	Ian Stephens
Andy Dark	Andy Noble	Mark Healey	Sian Timoney
Craig Drinkald (to 26/2)	Jim Quinn	Judith Hughes	Fiona Twycross
Richard Jones	Lynda Rowan-O'Neill		
Grant Mayos	Mark Watson	<i>Scottish FRS</i>	<i>Welsh LGA</i>
Phil McDonald (from 12/6)	Matt Wrack	Kirsty Darwent	David Poole
		Bill McQueen	
<i>Fire Officers Association</i>		<i>Northern Ireland FRS</i>	
Ade Robinson		Carmel McKinney	

SECTION B

PENSIONS

B1 INTRODUCTION

Firefighters' pensions were a key part of the FBU's work during 2018, with significant legal developments with implications for members.

Many of the issues arose from the Westminster government decision to close the 1992 Firefighters' Pension Scheme (FPS) and the 2006 New Firefighters' Pension Scheme (NFPS), and to impose the 2015 Firefighters' Pension Scheme. Similarly, the Local Government Pension Scheme (LGPS), the pension scheme for control staff, has also been affected.

At the Court of Appeal, the FBU won our legal challenge to the government regarding transition protection offered to firefighters previously in the 1992 scheme based on age discrimination. On a completely separate issue the union also won improvements for retained members through an appeal to the Pensions Ombudsman regarding pensionable pay.

B2 BACKGROUND TO THE TRANSITIONAL PROTECTION CASE

During 2016 the FBU made a legal challenge on pensions on the grounds of age discrimination and other areas of discrimination. The FBU's case is that since 1 April 2015 the claimants have been paid less than their older colleagues based solely on grounds of age. They are currently receiving less favourable pension rights than their protected colleagues irrespective of when they were appointed.

The case also looks at areas of age discrimination including, in some cases, breaches of equal pay, sex or race discrimination. Government lawyers attempted to argue that the FBU's case was out of time and that the legislation compelled authorities to discriminate. This was the subject of an employment tribunal hearing in May 2016, which ruled in the FBU's favour.

The FBU filed a Notice of Appeal on 17 March 2017, seeking to set aside the decision made by the employment tribunal in the age discrimination claims made by more than 6,000 firefighters regarding the introduction of the 2015 Firefighters' Pension Scheme. The legal argument is that the transitional provisions, which permit older firefighters to remain in the older, and significantly better, 1992 Firefighters' Pension Scheme, discriminate on the grounds of age and cannot be justified. Younger firefighters who were members of the 1992 Scheme had just as good a case as their older colleagues in retaining the former, better pension arrangements.

The FBU argues that protecting someone who is nearer to retirement from the pension changes is just another way of saying that the government wants to protect older workers, and that is exactly what the age discrimination legislation prohibits. In fact, it can be argued that the older workers have less need of protection because they will suffer from the new pension arrangements for a shorter period of time and have already built up a larger pension under the old terms. The FBU's Notice of Appeal listed 21 separate errors of law in the employment tribunal's decision.

In May 2017 the FBU's appeal passed the 'sifting process' and so was able to progress. The employment appeal tribunal made an order consolidating the appeals made by the government against the judges, together with the FBU's case against the government. There are clear and obvious overlapping issues in both cases and that this consolidation was to the advantage of the FBU's case.

The employment appeal tribunal heard the appeals between 11 December and 14 December 2017. Daily summaries of the proceedings were provided to members via brigade secretary circulars.

On 29 January 2018 the employment appeal tribunal partially overturned the original judgment and found in favour of the FBU's case, referring the issue of proportionality back to the employment tribunal (2018HOC0103SS). The case was returned or 'remitted' to the employment tribunal to weigh up properly the government's alleged need to implement the 2015 transitional arrangements against the damage that they did to firefighters, who missed out on protection just because of their age. The employment appeal tribunal agreed with the FBU's argument that the employment tribunal had to conduct this balancing exercise and failed to do so. In a parallel decision, the employment appeal tribunal dealt with the new pension scheme for judges created in 2015. The government then appealed both cases.

Although these claims are primarily about age discrimination, the FBU also made three 'other' claims for equal pay, sex discrimination and race discrimination.

B3 LEGAL VICTORY ON TRANSITIONAL PROTECTION

In December 2018 the FBU succeeded in the latest stage of our legal case against the government concerning transitional pension protection and age discrimination (2018HOC0632MW). The decision vindicates FBU members' decision to refuse to accept the government's imposed pension scheme or imposed transitional protection arrangements. The FBU is currently the only trade union to have taken up this case through the courts.

The case relates to the transitional protection arrangements introduced following the imposition of the new 2015 firefighters' pension schemes. It does not address the introduction of that scheme itself. The launch of the case followed extensive research and considerable legal advice and discussion.

For government to prove its case – namely to justify the transitional protection arrangements – it had to overcome two hurdles:

- Did it have a 'legitimate aim' in introducing the transitional protection as it did?
- Were the means to achieve this appropriate and reasonably necessary?

During the relevant legal hearings in November 2018, FBU members received daily summaries setting out the arguments presented in relation to age discrimination and other issues (2018HOC0538SS, 2018HOC0540SS, 2018HOC0544SS and 2018HOC0558SS). The court determined that there is only one possible answer to the question as to whether the government was pursuing a 'legitimate aim' when it introduced the transitional protections. On the evidence produced by the government, the answer is, "No".

Because the FBU won on this first question, the court determined it did not need to go into the second question. The Court of Appeal has remitted the race discrimination and equal pay cases to the Employment Tribunal to consider those factual issues, but in the expectation that it will never need to be argued because the union has won on the principal age discrimination case.

The government has asked for permission to appeal to the Supreme Court. This is not an automatic right and they would need permission either from the Court of Appeal or from the Supreme Court to do so. To get permission they would need to show that there is an arguable point of law of general public importance. The court also ruled that the other side (government) should pay the FBU's legal costs, which is an additional victory.

If the application to appeal is successful the legal battle continues. If the application is unsuccessful the case will return to the employment tribunal to consider only the question of remedy. The FBU believes that the only plausible remedy is to extend protection to all affected members of the 1992 FPS, and that should come down to negotiations with the Home Office. The negotiations should be about *how* not *whether* to achieve this.

How this is achieved and administered would be subject to further discussions. Nevertheless, the FBU still faces opposition from central government, who are likely to be examining ways to undermine the successes we have achieved. They have huge resources at their disposal, funded by the taxpayer. Inevitably, legal processes move slowly and can be complex.

B4 FBU PENSION OMBUDSMAN CHALLENGE FOR RETAINED MEMBERS

Last year in a very significant case, the FBU successfully challenged Warwickshire Fire Authority's interpretation of the firefighters' pension scheme rules for members working the retained duty system, in a determination from the Pension Ombudsman (2018HOC0222SS).

This case related to a complaint against a fire authority, which was not treating certain elements of a firefighters' pay as pensionable and claimed that this action was contrary to the scheme rules.

The fire authority had previously ruled that only the annual retainer allowance should be included as pensionable pay and not the disturbance fee, the payment for work activity or payment for training. The fire authority claimed that these elements were not permanent as they were intermittent and therefore temporary.

The FBU successfully argued that these payments were pensionable as they were undertaken in the performance of the duties of the role and are not temporary.

On 22 February 2018 the Pension Ombudsman passed down a determination that upheld the FBU complaint and found that the pay elements outlined were related to the duties of the role and were not temporary. Therefore they ought to be pensionable.

The ruling also identified that this could have repercussions that need to be addressed for other scheme members and how contribution arrears would be repaid. The authority has not appealed this determination and work continues around putting contribution arrears arrangements in place.

This ruling is very important for all retained members who are members of the firefighters' pension scheme. If the fire authority had not been overturned on this issue there could have been a huge detrimental impact on all retained firefighters who are members of the firefighters' schemes.

It is also another clear example of where the FBU is the only organisation fighting to protect the rights of retained firefighters.

B5 REVIEW OF COMMUTATION FACTORS FOR THE 1992 SCHEME

In November 2018, the FBU published a brigade secretaries' circular regarding the review of commutation factors for the 1992 firefighters' pension scheme in England, Scotland, Wales and 2007 Northern Ireland (2018HOC0539SS).

The information explained the new improved commutation factors, listed in tables for commutation of pension to lump sum in the Firefighters' Pension Scheme (1992) in England and Wales, and the Firefighters' Pension Scheme 2007 Northern Ireland. The Scottish Public Pensions Agency (SPPA) issued a separate note relating to the factors to be used in Scotland, which the FBU also circulated.

These tables supersede the commutation guidance issued by the Government Actuary's Department (GAD) dated 18 March 2016, and any previous guidance or advice issued by GAD in connection with firefighters' pension commutation with immediate effect from 31 October 2018.

B6 ELIGIBILITY TO JOIN THE FIREFIGHTERS' PENSION SCHEMES

The FBU raised concerns regarding potential breaches around eligibility of membership of the firefighters' pension scheme. This issue relates to a situation whereby an individual or individuals may have been granted membership of the firefighters' pension scheme in breach of the scheme rules on eligibility. This situation is being investigated further and the FBU will be writing to the local pension board involved to follow this up.

In August 2018 the FBU circulated a new factsheet prepared by the Scheme Advisory Board (England) in response to the union's concerns (2018HOC0385SS). The factsheet was sent to a significant distribution list including chief fire officers and local pension board chairs and advisors in England, with a clear request for an assurance that the rules on eligibility outlined are being applied correctly.

Previously, guidance included in Firefighters Pension Scheme Circular 2007 was clear that membership of the firefighters' pension scheme was restricted to those whose role on joining the fire and rescue service is that of firefighter, crew manager or watch manager, but it is essential that the person's duties include attendance at incident in a firefighting role. Any person who joins the service in any more senior role is not eligible to join the NFPS. The LGPS would be the appropriate pension scheme for them to join.

The factsheet provides a supporting note of eligibility to the firefighters' pension schemes, it does not consider which scheme a person may be entitled to join, i.e. whether they have full protection or tapered protection.

B7 UPDATED FBU GUIDANCE FOR ILL HEALTH RETIREMENTS

During 2018 the FBU circulated updated FBU guidance for dealing with ill health retirements (2018HOC0224SS). This guidance reiterates many of the points made in the earlier circular (2010HOC0527SS), reissues the current forms, outlines the full process to follow and outlines the two stage process the FBU has been trying to instil.

B8 FIREFIGHTERS' PENSION SCHEME VALUATION DISCUSSIONS

The FBU is engaged in discussions with pension scheme advisory boards in England, Northern Ireland, Scotland and Wales after the latest valuations in all four schemes revealed that the cost floor has been breached below the 2% allowed under the legislation. The key reasons for this are an overestimation around mortality figures and salary increases, both of which have a significant impact on pension costs.

The scheme advisory boards have to improve the benefits for members as a result of a cost floor breach of this nature. The rules say if there is a breach, then the remedy must address the issue in full. Boards will advise ministers on the options. The default position for these improvements is through the accrual rate, but the FBU is attempting to negotiate other options in an attempt to get more flexibility for scheme members.

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

Health and safety was a high priority for the FBU during 2018. FBU conference carried a wide range of resolutions, including those on contaminants, rehydration, mental health, infectious diseases, fitness, women's personal protective equipment (PPE) and work wear, line rescue, BA guidelines and welfare provision.

Conference resolutions and other ongoing priorities were discussed at the union's health and safety committee. The impact of health and safety risks on the trade and equality sections of the membership was raised. The union also sought to revitalise our safety reps network and promote intervention into joint safety committees, which are crucial for tackling matters at local level.

C2 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

The FBU health and safety committee held three meetings during 2018, all at head office:

- 21-22 March
- 27 September
- 20 November.

The meetings were attended by senior officials from regions, as well as executive council members, sectional reps and national officers. It established working groups to oversee the implementation of particular conference resolutions.

The committee heard regional reports, serious accident investigations and other safety concerns. It discussed developments with the FBU's contaminants and rehydration work, firefighters and cancer, event management guidance, radiant heat in hot fire training containers, the Grenfell Tower fire and shift system changes threatening health, safety and welfare.

C3 FIREFIGHTERS MEMORIAL DAY

Firefighters Memorial Day was marked across the UK on Friday 4 May 2018, the second year of this campaign instigated by the FBU (2018HOC0186MW). FBU members at fire stations and other fire service workplaces hosted a remembrance occasion in honour of the bravery and sacrifice of fallen comrades.

Observance of a minute's silence commenced at midday with a brief sounding of sirens, the strike of a bell or blow of a whistle at fire stations throughout the UK. In addition to all on-duty crews parading on station forecourts, off-duty firefighters, former firefighters and the wider community were invited to attend. The Firefighters Memorial Trust and Firefighters 100 Lottery supported these events.

C4 RESEARCH INTO CONTAMINANTS

Recent FBU conferences have supported several resolutions relating to the exposure of firefighters to various contaminants and the probable links to cancers in firefighters. Last year, head office officials carried out an extensive global literature review on the exposure of firefighters to contaminants.

In February 2018, Professor Anna Stec and colleagues published *Occupational exposure to polycyclic aromatic hydrocarbons and elevated cancer incidence in firefighters* in *Nature* journal, based on two stations in Hampshire Fire and Rescue Service. Researchers examined firefighter exposure to polycyclic aromatic hydrocarbons (PAHs), finding evidence not just on PPE and BA but on firefighters' necks, arms and legs, with skin absorption considered the major route ahead of inhalation.

PAH concentrations in skin wipe samples of an instructor and three trainees were found. Concentrations of PAHs were found in helmets, gloves and jackets. Storing gloves in helmets may lead to transfer of contaminants from the gloves to the inside of the helmet. Other contaminants were identified on fire appliances, offices and the appliance bay.

C5 FBU CONTAMINANTS PROJECT

In 2018 the FBU commissioned Professor Stec to conduct further detailed research into the exposure of firefighters to contaminants. FBU officials contacted every fire and rescue service in the UK to seek support for the project. Professor Stec and national officer Sean Starbuck made presentations to principal managers and fire authority members to enlist support. The FBU also spoke at the Firefit conference on 27-28 November 2018.

The FBU project aims to:

- Identify potentially harmful components within fire effluents
- Evaluate decontamination methods
- Evaluate different potential exposure routes.

A key outcome of the research will be a best practice guidance designed to minimise risks from fire effluent contamination.

The study will gather evidence and samples from firefighters, looking at inhalation, ingestion and dermal absorption through blood, urine, saliva, hair, and wipe samples from skin. It will incorporate and record any variability in firefighters' age, sex, role and activities (operational and non-operational, wholetime and retained, office-based and training). As well as taking samples from personnel, samples will be taken from other areas such as stations, appliances, offices and brigade vehicles. The project has received initial funding from the Firefighters 100 Lottery. It is expected to begin in 2019.

C6 FIREFIGHTERS AND CANCER

In parallel to the work on contaminants, the FBU is also investigating what more can be done on firefighters and cancer (2018HOC0192SS).

Global academic literature reviews (such as LeMasters 2006) show that firefighters are exposed to many toxic combustion products, including many known, probable or possible carcinogens. Since 2007, occupational exposure as a firefighter has been recognised by the IARC as “possibly carcinogenic to humans”.

More recently, new studies have been carried out, including the National Institute for Occupational Safety and Health (NIOSH, Daniels 2014), Californian firefighters (Tsai 2015), the Nordic countries (Pakkula 2014) and Monash University (Glass 2014).

C7 PRESUMPTIVE LEGISLATION IN THE UK

The Industrial Injuries Advisory Council (IIAC) is the government body that certifies occupational diseases for compensation in the UK. It would have to prescribe certain cancers as a specific risk for firefighters in order for presumptive legislation to be enacted across the UK. IIAC consists of around 17 members, including three union representatives, as well as independent experts and employers’ representatives.

To qualify for compensation, each cancer or other disease must meet the burden of proof ‘more likely than not’ (risk of 2.0 or greater) required by IIAC. Previously, at the FBU’s request IIAC has published two reports about firefighters and cancer:

- IIAC, *Testicular cancer in fire fighters, IIAC position paper 21*, (20 June 2008)
- Richard Graveling and Joanna Crawford, *Occupational health risks in firefighters*, (1 November 2010).

Graveling and Crawford concluded that “from the perspective of the industrial injuries scheme and the evidence before the council at the present time, the case for prescription is not supported”. In September 2017, a further report by Crawford and colleagues, *Firefighters and cancer: the epidemiological evidence* confirmed the earlier findings of elevated risks, but none that were double. This means that at present IIAC would not support presumptive legislation. The executive council is examining how the union can produce the evidence necessary to overcome these barriers (2018HOC0374SS).

C8 ICELAND FIREFIGHTER CANCER CONFERENCE

Around 100 firefighters and their union representatives from a number of countries met in Reykjavik, Iceland on 15-16 March 2018 to discuss action on firefighters and cancer. Jim Quinn, Sean Starbuck and Paul Hampton attended for the FBU. The conference heard presentations about recent research on the contaminants firefighters are exposed to at work, including Jefferey Burgess from the University of Arizona and Juha Laitinen from the Finnish Institute of Occupational Safety and Health. The conference also examined the Skellefteå model developed in Sweden by firefighters to better protect themselves.

The conference held very valuable discussions about presumptive legislation for firefighters who get cancer. Alex Forrest from the International Association of Fire Fighters (IAFF), explained that although 40 of 50 states in the United States have some kind of presumptive legislation, the firefighters covered, the cancers specified and the benefits received vary enormously from place to place. The thresholds in Canada, the US and Australia are significant elevated risk, such as 1.3 or 1.5, and vary by place and cancer type. Peter Marshall, national secretary of the United Firefighters Union of Australia (UFUA) explained their successful campaign for presumptive legislation. At present no European firefighters are covered by presumptive legislation of this kind.

C9 THE FIREFIGHTER CANCER SUPPORT NETWORK

The Firefighter Cancer Support Network and other organisations have made many specific suggestions for reducing exposure to contaminants. They recommend firefighters:

- Wear BA through all stages of the fire, including overhaul
- Remove as much of the bulk contamination as possible while still at the fire scene by performing gross contamination
- Wipe soot from your head, neck, jaw, throat, underarms and hands using wet wipes immediately after the fire
- Change and wash station, work and other clothing right after returning to the station or leaving the fireground
- Shower thoroughly after a fire
- Ensure that all PPE, gloves, hood and helmet are properly cleaned right after the fire
- Do not transport or take contaminated clothing home or store in a vehicle
- Keep all PPE out of living and sleeping areas
- Stop using tobacco products
- Use sunscreen or sun block.

The FBU has previously sent out similar initial advice to members.

C10 BRITISH STANDARD FOR FIREFIGHTERS' PPE

Last year the union was invited to contribute to the British Standards Institution (BSI) project on the cleaning, maintenance and repair of firefighters' PPE. BSI produces technical standards on a wide range of products and services, and also supplies certification and standards-related services to businesses.

The meetings are attended by representatives from BSI, PPE manufacturers, fire services, standards advisors and is chaired by an NFCC representative. This working group is developing a standard for the cleaning, maintenance and repair of firefighter protective ensembles to reduce the risks associated with poorly maintained, contaminated, or damaged PPE. Panel members are currently working on a draft paper.

C11 FIREFIGHTER MENTAL HEALTH LITERATURE REVIEW

During 2018 the union began an extensive global literature review of research on firefighters' mental health, with nearly 100 academic papers identified. The work so far has found increased rates of prevalence of stress for firefighters, but inconsistent metrics are utilised to convey this. More robust research on post-traumatic stress disorder (PTSD) has been carried out and much of the available literature supports a link between fire service work and increased post-traumatic symptoms compared with the general population. Furthermore, the lack of research conducted in a UK context is prevalent, with most studies originating from North America. More internal work needs to be done to assess best practice of treatment of stress and PTSD for firefighters and its tangible implications for sick leave within the fire and rescue service.

C12 REVISED TUC WORKBOOK ON MENTAL HEALTH

In September 2018 the union circulated the revised TUC workbook on mental health in the workplace (2018HOC0430SS). The new guide has more emphasis on the importance of prevention and includes material on mental health first aid. The workbook is intended to be used actively – in courses, at branch meetings and in informal discussions. Reps were asked to use it to give advice to members for:

- Helping to prevent stress-related mental illness

- Developing an understanding of mental health and common mental health problems
- Awareness of diversity issues impacting on members with mental health problems
- Developing an understanding of the law and mental health in the workplace
- Identifying good practice around workplace policies on mental health
- Exploring the role of union reps in supporting and representing members with mental health problems
- Identifying organising and campaigning opportunities for trade unions around mental health.

C13 WESTMINSTER DEBATE ON FIREFIGHTERS' MENTAL HEALTH

Emma Dent Coad, the MP for North Kensington and a member of the FBU's parliamentary group secured a Westminster Hall debate on firefighters' mental health, which took place on 19 December 2018.

Dent Coad outlined the traumatic effects of the Grenfell disaster on victims and castigated the government for not providing sufficient mental health services and overall funding for firefighters.

A number of MPs contributed to the debate, including Janet Daby, David Drew and Lloyd Russell Moyle (Labour), Bill Grant, John Howell and David Amess (Conservative), Jim Shannon (DUP) and Lisa Cameron (SNP). Labour shadow fire minister Karen Lee spoke for the opposition front bench, while Nick Hurd, minister of state for policing and the fire service responded for the Westminster government.

C14 REHYDRATION PROJECT

During the year the union worked with Alan Richardson, principal lecturer at the University of Brighton on a rehydration project. Richardson has spent a number of years working with the fire and rescue service to find ways of reducing core body temperatures of firefighters to reduce the risk of heat stroke, which can cause disorientation, fainting, organ failure and in extreme cases, death.

Researchers investigated cooling strategies and found that ingesting an ice slurry solution was the most successful way to lower body temperatures before exposure to great heat. Due to the expense of running a large amount of ice slurry machines, the fire and rescue service use very small ice cubes that can be eaten, rather than the formula favoured by the university.

The research has already led to a course funded through the Union Learning Fund (ULF). It is likely to produce best practice guidance, which FBU reps can use for negotiations at health and safety committees.

C15 HSE INTERVENTION MEETINGS

In 2018 the Health and Safety Executive (HSE) informed the FBU that its inspectors had scheduled intervention meetings with six fire and rescue services in the remainder of the year: West Midlands, Greater Manchester, Devon and Somerset, West Yorkshire, North Wales and Scotland.

The inspections focused on three topics: training and competence, identification and communication of operational risks (including the management of PPE) and dissemination of lessons learned from national incidents. They were expected to follow up recommendations from 2010 interventions, provide assurance that recommendations made following firefighter fatalities have been addressed and explore awareness of NFCC document *Embedding lessons learned*.

In preparation, head office alerted affected brigade officials with a view to meeting inspectors during the process.

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

This year fire and rescue service policy saw a number of developments with regard to building regulations, driven by responses to the Grenfell Tower fire. The first reports by the new fire inspectorate for England were published.

After terror attacks including Manchester Arena, there were developments on marauding terrorist firearms attack (MTFA), notably the Kerslake report. The FBU participated in some projects with the National Fire Chiefs Council (NFCC).

FBU conference resolutions on recruitment and promotion, worst case scenario planning and appliances were progressed during the year. Contractual matters were dealt with through the NJC (discussed in Section A).

D2 FIRE INSPECTORATE IN ENGLAND

In December 2018 Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published the first tranche of inspection reports on 14 fire and rescue services in England. HMICFRS also produced an aggregate summary report (2018HOC0631AD).

The FBU long supported the re-creation of an inspectorate for the fire and rescue service in England, during the many years where there had been no external scrutiny in England since the abolition of the original HMCIFS in 2004. The HMICFRS identified a number of failings brought about by central government, including a reduction in fire safety enforcement, the fragmentation of standards (including response times) and the lack of provision for women firefighters on stations.

D3 FIRE AND RESCUE NATIONAL FRAMEWORK FOR ENGLAND

In May 2018 the Home Office published its revised *Fire and Rescue National Framework for England* after carrying out a consultation. The FBU submission criticised the new framework for:

- Failure to tackle problems with the IRMP process, including fragmentation of standards
- Value of the statements of assurance
- The notion that the fire and rescue plan and the police and crime plan could be combined

- The Home Office surrendering its responsibilities to the NFCC, which is not a cross-stakeholder body
- Failure to provide protection in line with the government guarantee made to firefighters in relation to fitness and capability in December 2014
- The false assertion that firefighters are contractually obliged to provide MTFA response
- The absence of direct reference to measures that will ensure firefighter safety.

D4 REVIEW OF THE BUILDING REGULATIONS

In October 2018 the union made a submission to the Ministry of Housing, Communities and Local Government (MHCLG) consultation on the proposed clarification of building regulations guidance on fire safety (Approved Document B).

The FBU criticised the Westminster government for the limited scope of this consultation, which was confined mostly to cosmetic changes to the Approved Document B guidance, rather than examining in depth the failings of the fire safety regulation that led to the Grenfell Tower fire. The FBU believes this consultation is a missed opportunity for the wholesale re-examination of the Building Regulations and Approved Document B. The union argued that in light of the Grenfell Tower fire, the laissez faire approach to building regulation must end.

The Building Regulations 1985 and the introduction of Approved Document B were the beginning of a move away from tighter regulation of building work towards a more stripped down, bare bones arrangement, which gave the construction industry much greater power to determine how dwellings, including high rise residential flats, were built and altered. This was a deregulatory step, weakening the law applied to construction work and allowing industry greater latitude. There needs to be a shift towards more prescription, particularly for high life-risk buildings.

D5 CLADDING BAN

In August 2018 the union made a submission to the MHCLG consultation on banning the use of combustible materials in the external walls of high-rise residential buildings.

The FBU concluded that combustible materials (all but the A1 classification) should be prohibited on the exterior of all buildings, residential and business, at any height. The union believes the most consistent and coherent solution, based on the risks assessed, the precautionary principle, the bitter experience of the Grenfell Tower fire and on other similar cladding fires internationally is to impose a universal ban on these combustible materials on external walls of all structures of whatever type or height, irrespective of when they were constructed.

The FBU argued that it was incoherent to ban cladding from new buildings but not apply to existing buildings, where people currently live and work. The union believes that it is inconsistent to conclude that such cladding is unsafe for new high rise buildings going forward, but not other new buildings yet to be built. Therefore, such cladding should be removed from buildings where currently in place. The continued presence of this dangerous cladding on buildings is a major concern for residents and firefighters alike. MHCLG figures showed more than 400 tower blocks in England had dangerous cladding.

In October the Westminster government announced it would ban materials on external walls other than A1 and A2 classifications, and only on certain new buildings above 18 metres high.

D6 HACKITT REVIEW

In July 2017 the Westminster government established an *Independent Review of Building Regulations and Fire Safety*, following the Grenfell fire. Judith Hackitt, former chair of the Health and Safety Executive and of EEF, the manufacturing employers' federation, was appointed to lead the review. The FBU made a submission to the review.

In December 2017 Hackitt published her interim findings, with her final report published in May 2018. The FBU described her decision not to recommend an outright ban on flammable cladding as "perverse". Hackitt argued that simply banning something is no guarantee of compliance. But this misses the point: a ban gives clarity to businesses producing these materials, to architects and contractors, to landlords responsible for high rise and other properties and to the people who live in them. A ban also establishes clearer liability in cases of breach.

In December the Westminster government announced it would implement Hackitt's recommendations.

D7 MARAUDING TERRORIST FIREARMS ATTACK (MTFA)

Westminster government intransigence over marauding terrorist firearms attack (MTFA) continued during the year, despite the best efforts of the union.

The FBU's position on MTFA is:

- to support in principle a fire and rescue service role in MTFA response
- such support being dependent upon safe systems of work; sufficient pay, compensation and pension arrangements
- existing engagement by members being undertaken on a voluntary basis only
- members not committing to contractual arrangements via the primary or a secondary contract outside a national agreement.

Most fire and rescue authorities in England, and services in Scotland, Wales and Northern Ireland acknowledge that MTFA response is not a contractual requirement. However the Westminster government maintains that it is a contractual requirement. Despite this, government officials have also taken steps to secure secondary contracts (often called resilience contracts).

The issue is clouded by the government refusing to acknowledge the issue of non-specialist teams i.e. the involvement of crews on standard appliances. Similarly, the concept of the fire and rescue service role has itself become widened.

The requirement to address the issue of procedures, training and equipment for crew members on standard appliances in respect of terrorist attacks has been borne out by the experience of fire and rescue service mobilisation to incidents at Westminster Bridge and Manchester Arena.

The union continued to advise members not to make any contractual arrangements in respect of MTFA response and asked brigade officials to discuss union policy with members. The FBU has also sought meetings with the relevant ministers at Westminster and in the devolved administrations.

D8 KERSLAKE REPORT

In March 2018, the Kerslake review team published its report into the detonation of a bomb at Manchester Arena on 22 May 2017. The review was commissioned by Andy Burnham, mayor of Greater Manchester.

The FBU provided a detailed summary of the report, with commentary on the main issues raised (2018HOC0204AD). The inquests into the deaths of the 22 people killed are yet to take place.

The report identifies that the bomb, packed with almost 2,000 nuts, was detonated at 22.31. There was no fire and rescue service attendance at the incident until 00.37.

It made a damning comment with respect to the fire service response:

"The Greater Manchester Fire and Rescue Service (GMFRS) did not arrive at the scene and therefore played no meaningful role in the response to the attack for nearly two hours. This compares with an average response time for the Service of less than six minutes. The effect of this was that a valuable resource was not available to assist on the scene, particularly when the movement of those who were injured from the foyer to the Casualty Clearing Station. The Fire Service was effectively 'out of the loop', having no presence at the rendezvous point established by the Police, little awareness of what was happening at the Arena and only a very limited and belated presence at Strategic Gold Command."

However, the review team made clear:

"There is not one single reason nor one individual that caused this failure. Rather, it was a combination of poor communication and poor procedures. GMFRS will need to reflect on the wider issues it raises for their operational culture and approach to multi-agency working."

The FBU met members of the review team and the Kerslake report identifies the FBU as the sole trade union body to do so. The union welcomed the publication of the report and advocated discussions with appropriate parties, including national fire service employers, the NFCC, the Home Office and devolved administrations in Scotland, Wales and Northern Ireland, Wales and Scotland.

A particular area of attention will be recommendations in respect of North West Fire Control. The FBU argued that the concept of a control room servicing more than one fire and rescue service needed to be reviewed in its entirety in the light of events on 22 May 2017.

The union is also conscious of the distress and alarm among FBU members in Greater Manchester, particularly those who had first-hand experience of being mobilised to a fire service rendezvous point and facing the frustration of being unable to carry out their operational function, notably when it was apparent that other emergency service personnel had received the clearance the area was safe to enter.

D9 ESCWG DOCUMENT DUTY TO COLLABORATE

In August 2018 the Emergency Services Collaboration Working Group (ESCWG) published its report, *Emergency Services Collaboration*. The ESCWG comprises the Association of Police and Crime Commissioners, National Police Chiefs Council, National Fire Chiefs Council, Association of Ambulance Chief Executives, the Local Government Association, the Maritime and Coastguard Agency, and the College of Policing, as well as the relevant government departments.

The document was not produced with the FBU. The FBU was not aware of its development. The document has not been introduced into any discussions, nor has it been provided to the FBU for information. It does not apply to the whole of the UK as the statutory duty to collaborate is contained within the Police and Crime Act 2017, which only applies to England.

D10 POLICE VETTING

In January 2018 the FBU launched a survey of brigades on Disclosure and Barring Service (DBS) checks (2018HOC0072AD). This was part of the union's response to previous conference policy on police vetting. This work continues.

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

The Westminster government was absorbed by Brexit negotiations throughout the year, to the exclusion of many other areas of public policy. It did however continue with central funding cuts to the fire and rescue service.

FBU conference in 2018 included a number of resolutions on government policy. These were:

- fire and rescue service cuts
- the investigations into the Grenfell Tower fire
- police and crime commissioners.

During 2018 the FBU allocated substantial resources to political work. These included submissions to governments at Westminster and the devolved administrations, lobbies by FBU members, meetings with ministers and civil servants and the production of briefings and bulletins, as well as campaigning.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

The Home Office is responsible for the fire and rescue service in England. Amber Rudd MP was home secretary, followed by Sajid Javid MP. Nick Hurd MP was the fire minister throughout the year. FBU officials held several meetings with ministers during the year.

E3 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – NORTHERN IRELAND

The fire and rescue service in Northern Ireland is a devolved matter and the responsibility of the Department of Health. The Northern Ireland Executive collapsed on 16 January 2017 and did not reconvene during 2018. FBU officials held numerous meetings with Members of the Legislative Assembly (MLAs) during the year.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The Scottish Fire and Rescue Service (SFRS) is a devolved matter and the responsibility of the Scottish government. During 2018, Michael Matheson MSP was cabinet secretary for justice until June, when Humza Yousaf MSP was appointed. Annabelle Ewing MSP was minister for community safety, with responsibility for the fire and rescue service in Scotland until June, when Ash Denham MSP was appointed. FBU officials held meetings with numerous ministers and Members of the Scottish Parliament (MSPs) during 2018.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and the responsibility of the Welsh government. Alun Davies was cabinet secretary for local government and public services, which included the fire and rescue service. In December 2018 Julie James AM was appointed minister for housing and local government, with responsibility for the fire and rescue service. FBU officials held meetings with ministers, Assembly Members (AMs) and Welsh government fire branch civil servants during the year.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

In February 2018, the Ministry for Housing, Communities and Local Government (MHCLG) confirmed its local government settlement, providing figures for the central grant allocated to metropolitan and combined fire authorities in England. They show that the Westminster government has cut the central grant, known as the settlement funding assessment (SFA), to fire authorities by 15% over the period 2016-20. No new money for the fire and rescue service was forthcoming in the autumn budget in October, indicating that austerity continues for the fire and rescue service.

E7 NORTHERN IRELAND ASSEMBLY

During the year FBU officials and members engaged with politicians from all parties in Northern Ireland: the Democratic Unionist Party (DUP), Sinn Féin, Ulster Unionists, Social Democratic and Labour Party (SDLP) and the Alliance Party. FBU representatives attended party conferences to lobby on behalf of firefighters.

In June the FBU made a submission to the public consultation conducted by the Department of Health on the fire and rescue services (Northern Ireland) order 2006 amendment. The FBU criticised proposals to allow non-operational staff to carry out fire safety inspections of homes of multiple occupation, which often contain vulnerable people who may be at greater risk from fire.

E8 SCOTTISH GOVERNMENT

During the year Scottish FBU regional officials engaged regularly with ministers, MSPs and the leaders of all parties at Holyrood, as well as attending party conferences.

The FBU made a robust submission to SFRS consultation *Your service, your voice*, criticising the transformation plans. The union argued that the proposals would worsen service delivery, adversely affecting the public in a number of ways, including fire damage, injuries and deaths at incidents, business continuity and societal resilience.

The FBU also made a submission to the Scottish Parliament's justice committee inquiry in the Police and Fire Reform (Scotland) Act 2012. The FBU raised concerns over a range of funding, staffing and industrial matters worsened or unresolved since the creation of the single service. EC member Chris McGlone gave evidence to the committee on 23 October 2018.

E9 WELSH GOVERNMENT

The FBU represents firefighters on the Wales Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives. During the year the forum met quarterly and discussed issues such as the Emergency Services Network (ESN), fire and rescue succession planning, governance and finance reform, electrical fires and budgets.

In December 2018 the Welsh government launched its white paper consultation on reform of the fire and rescue authorities in Wales' governance and funding arrangements. The FBU made a submission in the new year. The union also made submissions to local fire authority public consultations.

E10 GRENFELL TOWER PUBLIC INQUIRY

The FBU invested considerable time and resources in the Grenfell Tower Inquiry (GTI) during the year. The union recognises that the incident – the worst loss of life at a residential fire in living memory – has significant UK-wide implications for the fire and rescue service. The Westminster government established the GTI and sought to limit the terms of reference. The FBU has made it clear that the investigation should extend to the whole fire safety regime.

The FBU's objectives in the inquiry are:

- Defend firefighters and the fire and rescue service
- Justice for the bereaved, survivors and residents (BSRs)
- To hold culpable business people and politicians to account.

This public inquiry is unprecedented, because of the number of core participants and the scope and complexity of the evidence it has to consider. There are currently 598 core participants, of whom 576 are individuals, 20 are commercial bodies and seven public bodies. The FBU is the main trade union core participant in the GTI.

Phase 1 of the inquiry aims to establish what happened at Grenfell Tower on 14 June 2017, while phase 2 focuses on the critical circumstances and decisions that enabled the fire to occur. Much of the phase 1 investigation was completed during 2018, while work on phase 2 began.

During 2018, the GTI collected and disclosed more than 20,000 documents, not including witness statements. The GTI said it would provide sufficient evidence on the deaths of individuals to make it unnecessary for the coroner to pursue their own investigations.

The inquiry received 668 statements from firefighters. Most were from the London Fire Brigade, but some were members from other fire and rescue services assisting on the night. It heard oral evidence from 88 firefighters, control staff, officers of the London Fire Brigade and other brigades. Statements from another 262 individual fire and rescue personnel were read into the record. FBU representatives attended interviews, with members giving police statements and providing support to those giving testimony.

The GTI received 307 witness statements from 275 bereaved, survivors and residents. Some 35 BSRs gave oral evidence. A total of 266 witness statements were read into the record. The GTI also received statements from representatives of the Metropolitan Police Service, the London Ambulance Service and others present on the night.

Public hearings began in May and continued until December. The inquiry sat for nearly 100 days. FBU officials and our legal representatives from Thompsons attended every day of proceedings.

The GTI also commissioned expert witnesses, who provided the inquiry with very long and detailed reports containing their findings and opinions. Some also gave evidence in person.

The GTI is expected to produce a report in 2019 describing in detail what happened. In the light of the conclusions reached in the phase 1 report, the GTI may make some urgent recommendations without waiting for the final report of phase 2.

Phase 2 involves examining the context and identifying the causes of the tragedy. The inquiry expects to disclose more than 200,000 documents to the core participants until autumn this year. It is unlikely that phase 2 hearings will start before the end of 2019.

During the year the FBU made opening and closing statements for phase 1 (with three further written submissions), along with several procedural interventions and three substantial submissions at the request of the GTI for phase 2. These explain our concerns about the whole fire safety regime going back decades and the deregulation drive by successive governments, scrapping professional standards and fragmenting the fire and rescue service.

E11 POLICE AND CRIME COMMISSIONERS IN ENGLAND

During the year there were highly significant developments involving police and crime commissioners' (PCCs) involvement with fire and rescue services in England. By the end of the year, four services – Essex, Staffordshire, North Yorkshire and Northamptonshire – had transferred governance to police, fire and crime commissioners (PFCCs). A judicial review is taking place over prospective takeovers in West Mercia and Cambridgeshire.

PCCs in Hertfordshire, Lancashire and Merseyside, Norfolk, Surrey, Suffolk, Sussex and Thames Valley withdrew from the takeover process or ruled out the option owing to a lack of public support during the year. West Midlands launched a public consultation on the transfer of the PCC role to the mayor's office.

FBU conference policy is to oppose PCCs taking over fire and rescue services, but acknowledges that now the legislation is on the statute books, union officials would need to negotiate with PCCs to protect members' interests. Conference discussed the importance of firefighters' humanitarian role and the importance of fire service independence. Red lines with PCCs include opposition to the single employer model, and support for NJC terms and conditions, as well as opposition to privatisation. This is also the Labour Party's position (2018HOC0407DG).

Head office hosted a PCC strategy meeting on 29 August to assist local officials in their negotiations with PCCs (2018HOC0438DG) and circulated guidance on police crime panel members (2018HOC0420DG).

E12 FBU PARLIAMENTARY GROUP

The FBU organises a parliamentary group to advance firefighters' interests at Westminster, where many key decisions are made that affect the fire and rescue service. The group, drawn exclusively from Labour MPs, is chaired by Kate Hoey MP, with Jo Stevens MP and Grahame Morris MP as vice-chairs.

The aim of the group is to inform MPs of firefighter issues and influence the direction of government policy. The FBU parliamentary group is a campaigning group. It is not comprised of MPs who have any financial relationship with the union because of their membership, more those who wish to work with the union and in the interests of FBU members.

The group meets every six to eight weeks while the House of Commons is sitting, so the union can brief MPs on its current campaigns. The union provides a written report to all group meetings. During the year, a wide range of issues were raised, including firefighters' pay and conditions, the impact of cuts on the service, the threat of police and crime commissioners taking over fire authorities and the Grenfell Tower fire.

FBU PARLIAMENTARY GROUP, DECEMBER 2018
Roberta Blackman-Woods, City of Durham
Richard Burgon, Leeds East
Jenny Chapman, Darlington
Dan Carden, Liverpool Walton
Rosie Cooper, Lancashire West
Jeremy Corbyn, Islington North
Jon Cruddas, Dagenham and Rainham
John Cryer, Leyton & Wanstead
Alex Cunningham, Stockton North
Nic Dakin, Scunthorpe
Emma Dent Coad, Kensington
Peter Dowd, Bootle
David Drew, Stroud
Paul Flynn, Newport West
Gill Furniss, Sheffield Brightside and Hillsborough
Mary Glendon, North Tyneside
Nia Griffith, Llanelli
Louise Haigh, Sheffield Heeley
Mike Hill, Hartlepool
Kate Hoey, Vauxhall
Kelvin Hopkins, Luton North
Imran Hussain, Bradford East
Ian Lavery, Wansbeck
Karen Lee, Lincoln
Clive Lewis, Norwich South
Rebecca Long Bailey, Salford and Eccles
Sandy Martin, Ipswich
Rachael Maskell, York Central
Kerry McCarthy, Bristol East
Andy McDonald, Middlesbrough
John McDonnell, Hayes & Harlington
Conor McGinn, St Helens North
Liz McInnes, Heywood & Middleton
Jim McMahon, Oldham West and Royton
Ian Mearns, Gateshead
Grahame Morris, Easington
Kate Osamor, Edmonton
Laura Pidcock, North West Durham
Lloyd Russell-Moyle, Brighton Kempdown
Paula Sherriff, Dewsbury

Dennis Skinner, Bolsover
Ruth Smeeth, Stoke-on-Trent North
Cat Smith, Lancaster and Fleetwood
Jo Stevens, Cardiff Central
Karl Turner, Hull East
Chris Williamson, Derby North

E13 TRADE UNION CO-ORDINATING GROUP (TUCG)

The FBU is a founder member of the Trade Union Co-ordinating Group (TUCG), established in 2008 to co-ordinate campaigning activities at Westminster on issues of common concern between member unions. The TUCG currently comprises 10 trade unions: Bakers, Food and Allied Workers Union (BFAWU), FBU, Napo – the probation and family court staff union, National Union of Journalists (NUJ), National Union of Rail, Maritime and Transport Workers (RMT), National Education Union (NEU), Public and Commercial Services Union (PCS), Prison Officers Association (POA), United Road Transport Union (URTU) and University and College Union (UCU). The TUCG executive council met every two months during the year and organised events at TUC congress and at Westminster.

E14 UNIVERSAL BASIC INCOME

FBU conference carried a resolution that included universal basic income as a demand the FBU might support alongside other welfare measures. Head office investigated the issue and liaised with the Labour Party. There are a range of universal basic income schemes in theory, but few practical examples. Providing monetised benefits for all workers would have profound effects on the economy and would require a large additional budget for central government. Many of the advantages could be gained by providing free or low cost public services instead, with fewer overhead costs. Universal basic income (or universal basic services) is a long-term aim for a Labour government, but not one of their immediate priorities.

E15 BREXIT RESIDENCY – UK NATIONALS/EU CITIZENS

The union wrote to the prime minister on 26 February on behalf of FBU members who may be either EU/EEA citizens resident in the UK, or UK nationals living in the UK/EEA (2018HOC0140AD). The home secretary's reply to the union pointed to information available on the UK government website. The correspondence was circulated and members advised (2018HOC0493AD).

E16 CAMPAIGNING AND LOBBYING

The FBU produced three issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. These were on police and crime commissioners, local cuts, the Grenfell Tower fire, national cuts, firefighter jobs, the Grenfell public inquiry, fire inspectors and rescues.

The FBU organised a lobby of the Westminster parliament on 24 October, centred on the demand for more investment in the fire and rescue service. More than 70 MPs met with FBU members inside Westminster for a frank exchange of views. FBU officials organised local mobilisations to oppose cuts and secure investment in the service.

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

The FBU sent delegations to a range of important trade union and labour movement conferences, to promote the interests of firefighters and seek solidarity for FBU campaigns. The FBU strengthened its links with firefighter unions across Europe, North America and Australia during the year. The union affiliates to a wide range of labour movement-backed campaigns. FBU conference included a number of resolutions on the trade union and labour movement, including far right extremism, the Rohingya, Cuba and Gaza.

F2 TUC CONGRESS

The annual Trades Union Congress (TUC) took place in Manchester on 9-12 September 2018. The TUC celebrated its 150th anniversary. The FBU's delegation – Matt Wrack, Ian Murray, Andy Noble, Matt Lamb, Paul Embury, Sam Rye and Cameron Matthews – moved two resolutions at the conference, on grassland fires and on the Grenfell Tower fire. Both were carried.

The FBU also amended motions on pay and national collective bargaining. FBU delegates also spoke in other debates on public service pensions. The FBU hosted a film showing to celebrate the union's centenary. On the same theme, the FBU mobile display was also well received outside the congress. Matt Wrack was elected to the TUC general council and executive committee. Michael Nicholas retired from the general council, having served since 2015.

F3 TUC BLACK WORKERS' CONFERENCE

TUC black workers' conference took place at Congress House, London on 20-22 April 2018. This was the 25th conference since its inception. The FBU delegation consisted of Michael Nicholas, Karen Bell, Joseph Mendy and Enrico Temple. The FBU motion on black and minority ethnic fire service recruitment was agreed unanimously. Moyra Samuels from Justice for Grenfell also addressed the conference. Michael Nicholas was elected to the TUC race relations committee for 2018-19.

F4 TUC LGBT CONFERENCE

TUC LGBT conference took place at Congress House, London on 5-6 July 2018. The FBU delegation – Yannick Dubois, Pat Carberry and Sharon Lewis King – assisted in moving a number of motions by seconding them, and spoke in debate on a number of others. Pat Carberry was re-elected to serve on the TUC LGBT committee for 2018-19.

F5 TUC WOMEN'S CONFERENCE

TUC women's conference took place at Congress House, London on 7-9 March 2018. The conference theme was *Celebrate 150 Years: fighting for women*. The FBU delegation consisted of Sam Rye, Sarah Gartland and Clare Hudson. Sam Rye was elected to the TUC women's committee for 2018-19.

The FBU moved a resolution at the conference on mental health welfare support for emergency services personnel. It asked the TUC to fully support the *Mind Blue Light Programme* and ensure they encourage all unions to take their members' mental health as a priority and produce guidance on how to achieve this. This resolution was carried.

F6 NORTHERN IRELAND COMMITTEE ICU BIENNIAL DELEGATE CONFERENCE

The Northern Ireland Committee of the Irish Congress of Trade Unions (NIC-ICTU) held its biennial delegate conference at the City Hotel, Derry, 11-12 April 2018. The main theme of the conference was the *Better Work Better Lives campaign*, which promotes decent work, fair pay and real investment for all workers across Northern Ireland. The FBU delegation comprised Jim Quinn, Stephen Boyd, Ian Murray and Matt Wrack.

F7 STUC CONGRESS

The annual Scottish Trades Union Congress (STUC) took place in Aviemore on 16-18 April 2018. The FBU delegation consisted of Denise Christie, Chris McGlone, Brian Cameron and Ian Murray. The FBU moved resolutions on strengthening fire safety after the Grenfell Tower fire, fire and rescue service emergency response times and Palestinian firefighter training. These were carried. Denise Christie was elected to the STUC general council.

F8 STUC WOMEN'S CONFERENCE

The STUC women's conference took place in Dundee on 29-30 October 2018. The FBU delegation consisted of Colleen Murray and Rachel Rogers. The FBU moved two resolutions: improving the gender balance in male dominated workplaces and the commodification of sex. Both resolutions were carried. Rachel Rogers was elected to the STUC women's committee.

F9 WALES TUC

The 2018 biennial Wales Trade Union Congress took place in Llandudno on 22-24 May. The FBU delegation consisted of Cerith Griffiths, Alex Psaila and Simon Fleming. Motions submitted to conference have to be within the devolved responsibility of the Wales TUC. FBU delegates contributed to discussions on the economy, public services, education, health and equality. Cerith Griffiths was elected to the Wales TUC general council.

F10 LABOUR PARTY

In March the FBU circulated the *Unions Together* guide, produced by the Trade Unions and Labour Party Liaison Organisation (TULO). The updated guide explains how to build stronger the Labour and trade union links at local level (2018HOC0194DG).

In June the FBU made a submission to the Labour Party democracy review (2018HOC0405DG). The union argued for greater democratisation of the party, including a sovereign annual conference as the central policy-making body, a more representative National Executive Committee (NEC), mandatory reselection of all Labour Party representatives and other measures to increase local members' involvement.

The Labour Party held its annual conference in Liverpool on 24-27 September 2018. The FBU delegates were Matt Wrack, Denise Christie and Andy Noble. FBU president Ian Murray sits on Labour's NEC. The FBU moved an emergency motion in support of Grenfell Tower residents and a contemporary motion on public investment and public services. The delegation also contributed to fringe meetings on Labour Party democracy, the anti-union laws, nationalising the banks, antisemitism and a PCS rally on public sector pay.

F11 PARTY CONFERENCES

During the year FBU officials attended conferences organised by a range of political parties to influence their fire and rescue service policies. This generally involves running a stall, distributing FBU literature and speaking to individuals.

FBU members in Northern Ireland attended conferences of the five major political parties represented in the Northern Ireland Assembly: the Democratic Unionist Party (DUP), Sinn Féin, the Ulster Unionist Party (UUP), the Social Democratic and Labour Party (SDLP) and the Alliance Party.

FBU officials also attended the Scottish Labour Party, Scottish National Party (SNP) and Scottish Green Party conferences to lobby politicians about matters concerning the Scottish government.

F12 INTERNATIONAL SOLIDARITY

The FBU has a long-standing tradition of international solidarity, with strong links with firefighters across the globe and support for global labour movement campaigns. The FBU has regular correspondence with firefighter unions around the world. The union's international committee met on 29 November.

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which groups most of the firefighter unions across Europe. The annual EPSU firefighters' meeting was held in Brussels on 12-13 December 2018. Ian Murray, Dave Green and Paul Hampton attended on behalf of the FBU.

More than 60 firefighters from 18 countries participated in the event, which included a visit to the Brandweerschool firefighter training school in Vlaams-Brabant. Belgian firefighters now receive more training and are subject to national standards after recent legislation, the result of learning lessons from previous incidents. The conference also heard an FBU presentation on the Grenfell Tower fire and discussed steps to tackle cancer in firefighters across Europe.

The FBU has strong relations with the International Association of Firefighters (IAFF), which organises professional firefighters in the United States and Canada. An FBU delegation of Matt Wrack, Ian Murray and Andy Noble attended the IAFF's Centenary convention in Seattle on 6-8 August 2018. Matt Wrack addressed the conference on firefighters' struggles in the UK. The FBU also sent a delegation to Reykjavik, Iceland on 15-16 March to a major conference on firefighters and cancer (see section C8).

F13 AFFILIATIONS

During the year the FBU was affiliated to the following organisations:

LABOUR MOVEMENT ORGANISATIONS

European Federation of Public Service Unions (EPSU)	Scottish Trades Union Congress (STUC)
International Centre for Trade Union Rights (ICTUR)	Trade Union and Labour Party Organisation (TULO)
Irish Congress of Trade Unions (ICTU)	Trade Union Co-ordinating Group (TUCG)
Labour Party	Trades Union Congress (TUC)
Momentum	Wales Trades Union Congress (WTUC)
Public Services International (PSI)	

FIRE ORGANISATIONS

Fire Protection Association (FPA)	The Firefighters Memorial Trust
Fire Sector Federation (FSF)	National Fire Sprinkler Network

NATIONAL CAMPAIGNS

Abortion Rights	Maternity Action
British Pensioners and Trade Union Action Association	Marx Memorial Library
Campaign against Climate Change	Mechanics Centre Trust
Campaign for Nuclear Disarmament (CND)	National Assembly of Women
Campaign for Press and Broadcasting Freedom	National Pensioners Convention
Campaign for Trade Union Freedom	National Shop Stewards Network
Comprehensive Future	People's Assembly
Defend Council Housing	Protect our NHS
End Child Poverty	Protect our NHS
Fuel Poverty Action	Shrewsbury 24 campaign
Greenpeace	Stop the War Coalition
Institute of Employment Rights	Trade Union Friends of Bhopal
International Brigade Memorial Trust	Trade Union Friends of Searchlight
Justice for Grenfell	Unite Against Fascism
Labour Research Department (LRD)	Unite the Resistance
Liberty	Woodcraft Folk
Local Government Information Unit (LGIU)	Working Class Movement Library

INTERNATIONAL CAMPAIGNS

Action for Southern Africa (ACTSA)	Hands off Venezuela
Amnesty International	Justice for Colombia
Burma Campaign UK	Nicaragua Solidarity Campaign
Campaign for Human Rights in the Philippines	Palestine Solidarity Campaign
Committee for the Defence of Iranian Peoples Rights (CODIR)	Venezuela Solidarity Campaign
Cuba Solidarity Campaign	War on Want
Greece Solidarity Campaign	Western Sahara Campaign

F14 BLACKLISTING AND POLICE SPYING ON UNIONS

The public inquiry into undercover policing chaired by John Mitting again failed to make progress this year. The FBU was given core participant status in the inquiry after the union presented evidence of police spying on our members over many years. This year the judge refused to reveal the identities of police officers who spied on trade unionists, campaigners and activists over decades. Theresa May set up the inquiry when she was home secretary. Core participants, including the FBU, wrote to the Westminster government to resolve the situation.

F15 WIDER LABOUR MOVEMENT CAMPAIGNING

FBU mobilisations for trade union marches or events included:

- TUC New deal for working people demonstration, 12 May
- Various Pride events, including Brighton, June
- Durham Miners' Gala, 13 July
- Tolpuddle Martyrs Festival, 20-22 July
- Burston Strike School rally, 2 September
- Lobby of the Conservative Party conference, Birmingham 29 September
- *Stand Up To Racism* unity march London, 17 November.

Additional support was provided by head office for various events organised by other trade union and community campaigns, notably in mobilisations against the rise of far right squadists.

FBU members and officials attended numerous events in solidarity with the bereaved, survivors and residents of the Grenfell Tower fire, including the monthly walk. The FBU assisted the *Justice for Grenfell* campaign, including support for a joint Westminster march and rally in June.

SECTION G

EDUCATION

61 INTRODUCTION

The executive council recognises the importance of ongoing trade union education and supported a national programme of schools and seminars during the year. Four hundred FBU officials completed these approved and accredited courses.

62 FBU EDUCATION STRATEGY

The ambition of the FBU trade union education programme in 2018 was to enable officials at all levels to:

- develop the strength and capacity of the FBU to make a difference to the lived reality of members
- support the union's work in the context of the wider trade union movement and defence of the fire and rescue service.

As in previous years the FBU education programme 2018 consisted of a number of interlinked parts – the introductory offer for new officials, education in health, safety and welfare, a progression offer for officials in brigade and regional positions, and a range of schools and seminars to support sectional members and representatives. These were complemented with National School at the end of the year.

The development of the programme continued in line with the expressed wishes of regions and conference. Annual conference in June passed resolutions on a number of education-related matters and these were incorporated in the offer for 2018 and 2019. The 2018 programme continued to reflect the needs analysis information gathered from a survey of regions in 2017. In July 2018 regions were invited to complete a questionnaire designed to help identify education priorities for 2019. Courses in the branch and new brigade officials' introductory offer were again identified as a priority. The content of courses continued to be updated to ensure relevance to officials in the current industrial and political landscape.

In total 587 places were filled on 31 courses during the year and feedback was largely positive. There have been a range of new tutors and venues used during the year.

63 INTRODUCTORY OFFER FOR BRANCH AND NEW BRIGADE OFFICIALS

The introductory programme for branch and new brigade officials sought to ensure that officials received essential training on organising their branch, supporting members and working with management to resolve issues.

The offer consisted of an initial pathway package of courses including *Introductory branch officials*, *Preparing discipline casework* and *Introduction to fairness at work*.

64 HEALTH, SAFETY AND WELFARE EDUCATION

Health, safety and welfare education in the FBU aimed to improve the knowledge and confidence of safety reps and make real improvements in health and safety practice in workplaces across the fire and rescue service.

The health, safety and welfare pathway programme consisted of the *Introduction to health, safety and welfare* course, *Serious accident investigations* course and the *Understanding mental health, raising awareness and representing members in the UKFRS* course. FBU reps were also encouraged to engage in TUC health and safety courses where available.

65 A PROGRESSION OFFER FOR OFFICIALS IN BRIGADE AND REGIONAL POSITIONS

The brigade and regional officials' programme sought to add progression learning to established officials' knowledge and experience, and enable them to confidently undertake a range of responsibilities at that level.

The progression offer included the *Pensions and medical appeals* course, the course on conducting internal investigations under the all different all equal (ADAE) policy, the *Developing effective bargaining skills* course, and a seminar for brigade organisers.

66 SECTION SEMINARS AND SCHOOLS

Educational events for members of the union's trade and equality sections were a significant part of the 2018 programme.

Women's School 2018 took place at Wortley Hall in April. It was supported by tutors Julie Weekes and Sally-Ann Spring. It was the largest school in recent history, with 64 women members attending. Sessions included a centenary timeline activity celebrating milestones over the last 100 years, speakers on gender-specific mental health, women during the 1984-85 miners' strike, inclusive language, and a range of workshops.

B&EMM School 2018 was attended by 47 students from across the UK including a significant proportion of first time attendees. Highlights included a centenary-themed ice breaker with the union's archivist, input on community organising responses to the Grenfell Tower fire, a session on self-expression and articulation with the poet Anthony Anaxagorou, and workshops delivered by three members of the B&EMM committee. The school marked Micky Nicholas's retirement and included a retrospective on the achievements of the section over the last 30 years.

The officers' seminar was attended by 18 members. Sessions were held on the implications of the Grenfell Tower fire for officers, workstreams, competency, leadership and mental health. A representative of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services gave a presentation.

LGBT School 2018 was held in Glasgow and included presentations from Schools Out on UK LGBT history since 1967, the *Time for Inclusive Education* campaign, and the Scottish Trans Alliance. There was a session on LGBT+ trade union organising and a closed session enabled members to share their experiences. Participants took the opportunity to support GMB/Unison members from Glasgow City Council, who were on strike for equal pay while the school was taking place. Thirty members attended the school.

67 NATIONAL SCHOOL

National school took place at Wortley Hall at the end of November. The busy four-day programme included the following sessions:

- *The ABCs of Ideologies* with Gregor Gall, introducing some of the ideas being discussed
- *The Public Sector – 30 Years of Hurt* – a panel discussion with the general secretary and representatives of National Education Union and Health Campaigns Together, exploring similarities in the attacks on each sector and the possibilities for solidarity and unity for public sector unions and other organisations
- A half-day on *The Changing UKFRS* which included speaker input from Gregor Gall, group work and a plenary session in which participants debated the relative pros and cons of four potential future options for the UKFRS
- An equality session featuring speakers from industrial, educational and community campaigns for equality, with a reflection session in which participants explored specific issues arising from input and relating to inclusion and diversity in the UKFRS/FBU
- A speaker on the campaign for the repeal of anti-trade union legislation raising industrial action challenges for the FBU
- A presentation by Danny Dorling on *Britain, Brexit, Inequality and Class*
- Speakers giving an Italian and UK perspective on *The Far-Right, Populism and Internationalism*
- The general secretary on the socialist alternative to the failing system and the far-right threat.

Participants worked in small groups in sessions across the three days to design and present a campaign plan to bring about change around an issue of their choice. Time was also allocated for classroom activities and debate following speakers to enable participants to put their UKFRS and FBU perspectives at the heart of the discussions. Evening entertainment included a Banner Theatre performance, poetry workshop and quiz.

National School sessions were chaired by the president, vice-president, and executive council members for regions 5 and 7. Tutors were Helen Nolan and Dave Smith. The school was attended by 26 participants and feedback was overwhelmingly positive. All participants were identified as upcoming officials by their region or section and were required to have participated in the education offer in the preceding year.

68 REGIONAL EDUCATION AND LEARNING ORGANISERS

Regional education and learning officers (RELOs) continued to be a vital element of the FBU trade union education programme. During the year they were instrumental in building support for education, engaging officials in courses, undertaking needs analysis and providing practical and logistical support for the delivery of the programme.

A meeting of RELOs took place in September and discussion included feedback from the regional survey. An initial draft of the proposed programme for 2018 was made available for comment in the meeting. The discussion included matters such as suitable venues, course content including equality issues and new courses in development.

69 TUC EDUCATION

Courses in the FBU trade union education programme in 2018 were accredited by the National Open College Network through trade union studies departments in the following further education colleges:

- Leeds City College
- The College of Haringey, Enfield and North East London
- Huntingdonshire College.

As reported in recent years the situation regarding future public funding for TUC education courses remains uncertain. During 2018, Bristol City College opened a trade union studies department, the first new one to open in many years, while three colleges ceased to offer trade union studies. These included Leeds, and as a result the FBU's college partner for accreditation of the core programme became the College of Haringey, Enfield and North East London.

610 UNION LEARNING FUND

In 2018-19 the FBU ULF and Learning Centre was successful, with two funding bids approved by Unionlearn and the Department for Education. The first was for a "multi-year" bid facilitating a ULF Project up to 2022, subject to satisfactory deadlines and performance targets. The second was a new initiative around trade unions and "Innovation" and since we were notified of our successful submission, we have wasted no time in working with the University of Brighton and Beach Design in creating and producing a three part *Heat Illness Prevention and Awareness* (HIPA) learning package.

The package will be available to all members across all devolved regions and will provide further learning and awareness of heat exposure and illness, the physiology of the body, the signs and symptoms of heat illness and how to prevent and/or treat it practically when working. This is a ground-breaking initiative for the FBU ULF and Learning Centre, but we believe the learning and awareness benefits of the HIPA learning package will prevent our members from suffering with heat illness.

The FBU learning centre remains successful in maintaining 'A' grades for our prospectus qualifications and maintains direct claim status for those. We have also recently launched three new courses which can be accessed via www.fbueducation.org

The Level 3 personal training apprenticeship is available by negotiations with fire and rescue services to utilise their apprenticeship levy and we have achieved full Direct Claim Status (DCS) for all elements of that apprenticeship framework. We remain fully accredited through City and Guilds, British Computer Society, NCFE/Cache and ActiveIQ and our Twitter feed is @FBULearn. FBU members are always encouraged to support us on that platform.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

During the year the National Joint Council (NJC) led Inclusive Fire Service Group (IFSG) made further progress implementing equalities strategies in the fire and rescue service.

FBU conference discussed a range of equality matters, including sexual harassment in the workplace, personal protective equipment (PPE), and the Gender Recognition Act.

During the year the union's equality sections continued to organise, representing members facing discrimination, bullying, harassment or victimisation at work, as well as campaigning in the fire and rescue service and the wider world.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

The NJC's Inclusive Fire Service Group (IFSG) has been the main vehicle for improvement of equality, diversity and cultural issues in the fire and rescue service. As well as representation by the FBU and the employers' side of the NJC, the IFSG has also involved a number of other interested parties within the service.

The practical strategies identified in previous years were implemented, with the intention of improving matters at local level. During the year the IFSG moved on to a monitoring role, with a survey to assess progress. The IFSG felt it was important to allow time for the strategies to become embedded in order to measure outcomes. The IFSG continued contributing to the review of the Fire and Rescue Service Equality Framework and worked with the Home Office on its national awareness campaign.

H3 B&EMM SECTION REPORT

During the year the B&EMM national committee continued its vital work in championing the equality agenda. Two new national officials were elected to lead the B&EMM national committee: Joseph Mendy as national secretary and Cameron Matthews as national chair. Karen Bell supports the committee in the role of national vice chair. The national committee updated its standing orders at its AGM to reflect rule changes, as well as updating the committee's processes.

In terms of communications the B&EMM national committee agreed to refresh the national section webpage, as well as set up the section's first social media accounts. This will assist in better communication and information sharing with FBU members and our wider audience:

- Facebook: Fire Brigades Union – Black & Ethnic Minority Members Section
- Twitter: @FBU_BEMM

B&EMM played a prominent role in the FBU centenary celebrations. Karen Bell laid the memorial wreath on behalf of B&EMM at the Firefighters Memorial, St Paul's and Cameron Matthews undertook a historical reading at the service at Southwark Cathedral.

B&EMM officials also supported a number of *Stand up to Racism* rallies in London, as well as numerous attendance at the monthly Grenfell silent walk during the year. FBU delegates attended TUC black workers' conference and Cameron Matthews attended the BAME Labour conference in London on 1 December.

The B&EMM school was held at Wortley Hall, Sheffield on 5-7 October 2018. The B&EMM national committee met three times during the year:

- 21 February in Birmingham
- 25 September in Birmingham
- 14 December in London.

The national committee AGM agreed three motions for the 2018 conference and one resolution for the TUC black workers' conference 2018.

A list of B&EMM regional reps is found in Section L. Reports of B&EMM participation at labour movement conferences is in Section F. The report of B&EMM school is in Section G.

H4 LGBT SECTION REPORT

The FBU's lesbian, gay, bisexual and trans (LGBT) committee continues to provide support, representation and advice on LGBT issues to members and officials of our union. As a consequence of the government announcement to hold a consultation on Gender Recognition Act reform, the LGBT committee worked with the national women's committee to advise the executive council on a position, after consultation with both women and LGBT members.

The LGBT committee has engaged with equality stakeholders to ensure the under-representation of LGBT employees is addressed in future equality, recruitment and retention initiatives. Recruitment of employees to the fire and rescue service has recommenced following years of a recruitment freeze and it was necessary to remind employers that an inclusive service is about all under-represented groups.

The annual LGBT school was held in Glasgow in October. The LGBT committee met on four occasions in 2018:

- 22 February in London
- 24 May in London
- 4 August in Brighton
- 11 December in London.

The December committee meeting also included the section and committee AGMs. During 2018, the LGBT chair and secretary and other equality section officials met with the president, general secretary, the executive council and national officers.

A list of LGBT regional reps is found in Section L. Reports of LGBT participation at labour movement conferences is in Section F. The report of LGBT school is in Section G.

H5 WOMEN'S SECTION REPORT

The FBU's National Women's Committee (NWC) continued to represent women members during the year. Officials have represented and given advice and support to a number of women members on issues such as bullying and harassment, menopause, maternity, facilities, PPE and fitness.

The NWC has worked alongside the national health and safety committee to progress issues around PPE and workwear. A workwear and PPE survey of women FBU members has been completed and is being analysed. Prominent PPE suppliers have been written to on various issues around gender-specific fire kit. This information is being gathered and analysed.

FBU best practice guidance documents around pregnancy, menopause, domestic violence and facilities are under review.

There were significant changes within the NWC executive. Nicola Hobbs was elected national secretary, while vice chair Clare Hudson was acting chair, replacing Sam Rye and Sarah Gartland respectively. The annual women's school was held at Wortley Hall on 13-16 April. The NWC met on four occasions during the year:

- 1 February in London
- 15 May in Glasgow
- 21 September in Bristol
- 3-4 December at Wortley Hall.

During 2018 the NWC and other equality section officials attended meetings with the general secretary and the executive council.

A list of NWC regional reps is found in Section L. Reports of the NWC participation at labour movement conferences is in Section F. The report of the NWC school is in Section G.

H6 GENDER RECOGNITION ACT CONSULTATION

In October 2018, the FBU made a submission to the government consultation on reform of the Gender Recognition Act. The consultation focused on the Gender Recognition Act 2004 – no amendments were proposed to the Equality Act 2010 or other legislation. The FBU submission was agreed by the executive council, following circulation to regional and sectional committees for comment. In addition, the executive council ensured advice from the FBU LGBT committee was sought, in line with conference policy (2018HOC0512TM).

The FBU is proud to have trans firefighters as members employed by the fire and rescue service. The union's submission supported the right of trans people to determine their own identity, a position also taken by the TUC and organisations such as Stonewall. However, the submission warned that any changes to the law should not be used to undermine women's rights, including facilities at work.

H7 ADAE REPRESENTATION REQUESTS

The table shows the number of all different all equal (ADAE) requests for representation received by regional secretaries.

2018	Requests for representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 01	0					
Region 02	0					
Region 03	0					
Region 04	0					
Region 05	0					
Region 06	2	2				
Region 07	3	2	1			
Region 08	0					
Region 09	0					
Region 10	3	3				
Region 11	2	2				
Region 12	0					

SECTION I

ACCIDENT AND INJURY FUND (AIF)

11 INTRODUCTION

The management committee of the accident and injury fund (AIF) is chaired by the vice-president and administered by a national officer.

In 2018 executive council members on the committee were:

Andy Noble
Barry Downey (until retirement)
Jamie Wyatt (until retirement)
Phil Coates (until retirement)
Matt Lamb
Brian Hooper

Dave Green was secretary.

The AIF management committee urges all officials at brigade and branch level to ensure that members adhere to the rules of the fund, with particular attention to the time limits required for submitting claims.

Accident and injury fund								
Summary for the year ended 31 December 2018								
Region	Temporary disablement on duty		Permanent disablement	Death of member	Ex-gratia	Death of dependant	Total number of payments	Total amount
	ON DUTY	OFF DUTY						
1	No. of payments		1	6		1	8	£120,755.80
	Amount paid		£14,967.00	£99,802.00		£5,986.80		
2	No. of payments	77	13	5		2	97	£137,013.40
	Amount paid	£76,006.76	£21,191.04	£27,842.00		£11,973.60		
3	No. of payments			3			3	£66,427.20
	Amount paid			£66,427.20				
4	No. of payments	2	1			1	4	£7,747.92
	Amount paid	£1,023.12	£738.00			£5,986.80		
5	No. of payments	1		3		1	5	£45,840.80
	Amount paid	£4,920.00		£34,934.00		£5,986.80		
6	No. of payments	7	1	2			10	£76,201.40
	Amount paid	£9,446.40	£738.00	£66,017.00				
7	No. of payments					1	1	£5,986.80
	Amount paid					£5,986.80		
8	No. of payments	44	50	1		2	98	£110,889.50
	Amount paid	£39,772.98	£39,235.12	£14,967.00		£11,914.40		
9	No. of payments	7					7	£7,172.88
	Amount paid	£7,172.88						
10	No. of payments	23		5			28	£136,274.24
	Amount paid	£22,722.24		£113,552.00				
11	No. of payments	17		6		1	24	£106,257.44
	Amount paid	£18,681.24		£81,648.60		£5,927.60		
12	No. of payments	2	6	3		3	14	£106,464.08
	Amount paid	£13,242.60	£4,189.08	£71,131.20		£17,901.20		
TOTAL NO. OF PAYMENTS		180	71	2	34	12	299	
Total amount		£192,988.22	£66,091.24	£29,934.00	£566,354.00	£0.00		£927,031.46

SECTION J

LEGAL REPORT

J1 INTRODUCTION

In 2018, the FBU legal scheme and Thompsons Solicitors secured more than £2.2m in compensation for members and their families, at work and outside. Some of the most significant cases of the year are summarised in this report.

J2 FBU CENTENARY AND THOMPSONS SOLICITORS

Thompsons Solicitors were extremely proud to join the FBU in celebration of its 100th anniversary. Both organisations' histories have been entwined almost since they were established – the FBU in 1918 and Thompsons just three years later.

In 1941 the FBU and Thompsons shared offices in Bedford Row, London, and worked closely together. When the National Fire Service was set up that year, it was believed that the FBU may have to disassociate itself from the Labour Party and TUC under the Trades Disputes Act. However, advice from WH Thompson was pivotal in ensuring the home secretary dismissed the suggestion in parliament.

In 1975 Arthur Charles, a Thompsons solicitor who specialised in firefighter cases, addressed the FBU conference and explained the basic philosophy. It remains as relevant today as it did then:

"We made brigades realise that if they do not work properly, if they do not devise a safe system of working, people are going to be injured and it is going to cost money. [T]he work you have done as a union and the work behind the scenes I have been proud to do for you [and] make the courts say: "This shall not be. If it is, you will pay money."

In the 1980s, Thompsons ran the case of Ogwo all the way to the House of Lords. This established that an occupier of a premises who negligently allows a fire to break out would be liable, should a firefighter who is subsequently tackling the blaze become injured.

The case of Hale v LUL (1992) established that firefighters should receive a special award for loss of congenial employment if their injuries required them to give up the work they loved. Ff Hale's case arose out of the 1987 King's Cross fire. In the aftermath of that disaster, Thompsons worked with the FBU to fight for improved safety standards, including better personal protective equipment.

Smoker v LFCDA (1991) was another significant Thompsons and FBU victory, which ensured that workers who paid into a pension did not have to account for that pension when claiming future wage loss in a

personal injury case, often making a huge difference to their financial position in ill-health retirement. This has since often made a huge difference to the financial position of firefighters retired on ill health grounds due to negligence, or other unlawful action on the part of employers or third parties.

In the pensions cases of McCalman and Lockwood (2000) and Marrion and others (2009), the FBU and Thompsons again scored important victories for members. In the first case, we were able to persuade the Court of Appeal that injured firefighters could not be forced to take on non-firefighting work when injury rendered them incapable of firefighting. In the second, the FBU and Thompsons defeated an argument from the London Fire Brigade that the firefighter, who, because of injury, was unable to carry out some aspects of their job, could be dismissed without a pension simply because they were still able to carry out other aspects of their role.

In 2006, the FBU and Thompsons won the part-time firefighters' pension case of Matthews, which Matt Wrack described as a "momentous decision [which] paves the way to ending 60 years of discrimination against firefighters working retained duty."

Bull (2007) was an important case, eventually decided in the Court of Appeal which confirmed that firefighters could not be required to work as "co-responders", i.e. as an auxiliary paramedic, as such roles were clearly outside a firefighter's contract.

In 2018, in the South Yorkshire close proximity crewing (CPC) case, the FBU and Thompsons put a stop to the employers' unlawful attempt to impose a working week of 96 hours of effectively continuous duty. We argued successfully that the High Court should grant a declaration to the effect that the Authority's CPC shift system is contrary to the rights of firefighters under regulation 10 of the Working Time Regulations.

The judge described the FRA's decision to maintain CPC as "a conscious decision to commit a continuing and systematic breach of the law."

Sadly, far too often in recent years, the FBU and Thompsons have had to grapple with legal issues arising from the death of firefighters killed in the line of duty, particularly: Bethnal Green in London (2004), Harrow Court in Hertfordshire (2005), Marlie Farm in East Sussex (2006), Atherstone on Stour in Warwickshire (2007), Shirley Towers in Hampshire (2010) and Oldham Street in Greater Manchester (2013). In each of these tragedies, Thompsons and the FBU exposed the catastrophic failures of duty by building owners and others.

Thompsons are currently representing and advising the FBU and its members in connection with the public inquiry into the Grenfell Tower disaster. We want to ensure that Grenfell acts as a turning point for better regulation and an end to government policies which have so weakened our standards of fire cover.

Thompsons has stood with the FBU for almost 100 years. The solicitors will continue its solidarity with firefighters and their families towards its own centenary in 2021 and for many years to come.

J3 GRENFELL TOWER INQUIRY

During the year, Thompsons continued to represent the FBU in the Grenfell Tower public inquiry (GTI) before Sir Martin Moore-Bick. Phase 1 of the inquiry, which is now coming to a close, was primarily focussed on the events of the night in question. Solicitors have liaised closely with national and regional officials, initially to secure core participant status for the FBU and its members who attended the fire. Thompsons have assisted with the union's submissions at all key stages of the GTI.

Those submissions have consistently sought to persuade the GTI to focus its attention and the gaze of the global public and media on the appalling systemic failures of fire safety which led to Grenfell and to take a realistic approach to the actions of individuals, especially rank and file firefighters and junior officers, who were presented with an impossible situation on the night.

Dozens of firefighters, along with residents and survivors, gave brave and honest evidence in the course of Phase 1 of the GTI. That has allowed the GTI team to build up a detailed picture of what happened on the night and will provide firm foundations on which the chair may make findings which are both fair and, where necessary, hard-hitting. Thompsons have advised on numerous legal issues related to Grenfell, including representation at witness interviews, rights to facility time for union reps, possible personal injury claims and the reporting of exposure to asbestos and other potentially harmful materials.

Thompsons continues to work with the union as the GTI enters phase 2, which intends to look at the wider context of the disaster, including the construction and refurbishment of the building and the fire safety measures in place. This should start to shine a light on how the UK's regulatory regime could have allowed such horrors to have taken place in 21st century London.

J4 EMPLOYMENT RIGHTS

FIGHTING UNLAWFUL SHIFT PATTERNS

Thompsons was instructed by the FBU to represent its members in their fight against continuous shift patterns. The Working Time Regulations (WTR) state that workers are entitled to certain rest periods. The Fire and Rescue Authority for South Yorkshire introduced a shift system known as close proximity crewing (CPC) at four fire stations in March 2012. As the system involved working 96 hours' continuous duty (with a period of compensatory rest if they were called out at night), anyone who volunteered to work CPC shifts had to sign an opt-out from regulation 4 of the WTR, which states that a worker's maximum working week should not exceed an average of 48 hours. Those who did, received an additional 30% on top of their basic salary plus an annual payment.

Members of the FBU had previously brought an employment tribunal claim, which found that the CPC system breached the WTR. The authority did not appeal against the decision, but it did not comply with it either. Following publication of the fire authority's risk management plan in 2017, which refused to exclude use of the CPC system, the FBU brought an application for judicial review, arguing that the CPC shift system breached regulations 6 and 10 of the WTR, which state that night workers' hours should not exceed eight hours during a 24-hour period of work and that they are entitled to a rest period of 11 consecutive hours during the same time frame.

The court found that both regulation 6 and 10 were being exceeded by South Yorkshire Fire Authority's use of CPC shifts and therefore the system was contrary to the rights of firefighters.

It therefore granted a declaration that the authority's CPC shift system was contrary to the rights of firefighters.

The use of CPC by fire and rescue authorities has been a major concern for several years, particularly with regard to the effects of fatigue which arise from working for four consecutive 24-hour periods. The judge commented on the decision: "I appreciate that the authority is doing its best to promote public safety and cope with severe budget cuts ... But I do not feel able to refuse relief where there is a conscious decision to commit a continuing and systematic breach of the law. You cannot perform one legal duty by breaching another."

Thompsons and the FBU successfully persuaded the employment appeal tribunal in November 2017 that compensation for injury to feelings may be awarded under section 49 of the Employment Rights Act 1996. Further to that decision, the case went back to the employment appeal tribunal to consider remedy. The case was not concluded and is expected to return to the employment appeal tribunal later in 2019.

INJURY TO FEELINGS CASE WON AFTER COMPULSORY TRANSFER

The member was told they would be compulsorily transferred from their fire station to a station that used the same close proximity crewing shift systems that were subsequently deemed unlawful in the case above. The member objected, then suffered ill health and went off sick. Thompsons were able to secure full pay for the member during their sick leave – almost eight months in total. This pay included a 20% enhancement for moving to a station using the new shift system – even though he was objecting to it. More than £10,000 in total was awarded to the member for injury to feelings for forcing them to transfer fire stations.

TRADE DISPUTE SETTLED WITH HELP OF LEGAL ACTION

Firefighters employed by the West Midlands Fire Service (WMFS) fought back against attempts by their employers to undermine the union with the help of Thompsons. FBU members were approached by senior management with the aim of exploring possible financial incentives in return for the members agreeing to vary their contracts and undertake additional, non-contractual duties, which would force new joiners to carry out any work in any role the service signed them up to.

The dispute resulted in the FBU launching the *#FiredUp* campaign, which generated a massive 90% ‘yes’ vote for industrial action on an impressive 82% turnout, easily clearing the additional hurdles placed in the way of lawful industrial action by the Trade Union Act 2016.

A round table meeting between FBU officials and WMFS took place at ACAS, but agreement could not be reached. Consequently, legal proceedings were issued on behalf of the FBU members for compensation, on the basis that the employers had unlawfully induced members to undermine the FBU’s right to bargain collectively. As part of the settlement achieved from the industrial action, the litigation was settled and claims were withdrawn.

MEMBER ABLE TO SECURE PENSION PAY

The FBU member was just one week away from retirement when he was dismissed by his employer for alleged sexual harassment. Thompsons took up the case and, following negotiations with his employers, were able to secure reinstatement and associated back pay. This allowed the member to retire and secure full access to his pension.

THOMPSONS SECURES CORRECT HOLIDAY PAY FOR FBU MEMBERS

Two cases of underpaid holiday pay show the value of the legal services to members as part of the union membership. After two FBU members left their respective jobs, they disputed the method of calculation used to work out their outstanding holiday pay. Cases were opened by Thompsons, who discovered calculations that their employers had made resulted in significant underpayments for both members. Each member was subsequently awarded £1,400 and £3,250 respectively.

J5 ACCIDENTS AT WORK

MEMBER INJURED DURING WATER TRAINING

The member was participating in a water rescue course when he fractured his coccyx on a boulder bolted to the bottom of the waterbed he was training in. The member was able to obtain evidence of previous similar accidents having been reported, yet those responsible for the water rescue course had failed to take any steps to avoid further injuries occurring. The case was settled just one day before trial for £7,000.

WEIGHT LIFTING EXACERBATES CONDITION

While lifting weights as part of a rehabilitation programme arranged by their employer, the member sustained a back injury, which in turn exacerbated a previous back condition. The member was forced to retire from the fire service as a result. It was argued that the employee in charge of the programme did not properly instruct them on the correct way to lift their weights and did not adhere to the suggested programme put forward by Occupational Health. Those in charge of the exercise denied liability for the injuries. After fighting their case, £6,000 was successfully secured for the member from those who had caused the injury.

MEMBER INJURED WHILE PREVENTING FIRE SPREADING

This FBU member was injured trying to prevent a fire spreading from one building to the next. While inside the burning building, the member lifted some floorboards to try and vent the area. The strain of lifting caused the member significant injury. The member looked to receive compensation from the company that owned the building. Although this company had gone into liquidation, Thompsons still managed to settle in the member's favour for £10,000.

LIMITED VISION DURING TRAINING CAUSES INJURY

The member was participating in a training exercise, wearing breathing apparatus and an obscuration mask that impeded their vision, when they walked through an open gate and fell down a hole, landing on a sofa and injuring their shoulder. Responsibility for the incident was disputed, but it was eventually found that the gate should have been locked during the training exercise. It was also the case that colleagues should have assisted by guiding the member around the building while their vision was impaired. The claim was settled the week before the trial, with the member receiving £10,000 in compensation.

MEMBER STRUCK BY TRIPOD WHILE FIGHTING FIRE

While attending the scene of a fire, an FBU member was struck by a falling lighting tripod. The impact caused significant injury and a claim was made on their behalf. The fire and rescue service in question admitted liability and Thompsons negotiated the settlement of the member's claim to the sum of £41,868.44.

FIRE STATION GYM CAUSES KNEE INJURY

A member, was exercising in the fire station's gym. While using the squatting machine with its full load of 100kg, the shoulder part of the machine broke away, resulting in a sudden release of the weight. As the member was pushing up at the time, he suddenly straightened his left knee, which went into hyperextension. As a result of the accident, the member suffered damage to his left knee which deteriorated over time, such that it became necessary for him to undergo an arthroscopy. Unfortunately, his knee is expected to deteriorate further as osteoarthritis develops.

In 10-15 years' time it is likely he will not be able to undertake frontline duties and a total knee replacement will be required. Under normal circumstances, he would be expected to retire from the fire service at 60, but it is now likely he will retire at 50, having achieved 25 years' service, therefore suffering a pension loss. With the help of Thompsons, the member received significant compensation, which will ensure he will not be negatively impacted upon financially by the injuries.

INJURED WHILE FIGHTING FIRE IN CANNABIS FARM HOUSE

Thompsons secured a significant amount of compensation after an FBU member was injured fighting a fire in a house that it later transpired was a possible cannabis farm. On arrival the member was informed by neighbours that a family was still inside the house that was engulfed in flames. As part of a breathing apparatus crew, the member went upstairs to look for the family, only for the stairs to collapse, causing him to fall into the basement. Soon after, his BA partner fell on top of him.

The member suffered burns, some of which will leave permanent scarring, as well as a shoulder injury which required an operation and caused a severe amount of pain for several months. The member also suffered from insomnia, flashbacks and anxiety. He was forced off work for eight months in total – four after the accident and four after the surgery. After learning that the house was a possible cannabis farm, it was decided that the home owners would be unlikely to have home insurance, so a claim was made against the member's employer. Negotiations took place and the matter was settled eventually to the sum of £13,218.25.

POTHOLE AT FIRE STATION YARD CAUSES SERIOUS INJURY

While walking along the station yard, the FBU member noticed a discarded plastic bottle and went to retrieve it. As soon as the bottle was picked up, the member tripped over a large pothole. While the incident appeared to cause only minor injury to their knee at the time, the member went on to develop mental health problems and his employment with the fire station was terminated on grounds of ill health. The employers sought to use surveillance footage to show that the member was exaggerating the symptoms suffered. However, using expert evidence, the team at Thompsons managed to secure a settlement of £100,000 in compensation.

J6 ASBESTOS EXPOSURE

ASBESTOS EXPOSURE ON CALL-OUTS LEADS TO MESOTHELIOMA

The widow of an FBU member has received more than £90,000 in compensation after her husband passed away from mesothelioma. He was exposed to asbestos while attending call outs to power stations and factories as a firefighter. He also used asbestos cloths in the course of his duties. While those deemed responsible for the member's asbestos exposure initially denied the claim, several witnesses confirmed that the member had indeed been exposed to asbestos as part of his duties. Thompsons obtained evidence that ensured the member's widow received full and fair compensation.

J7 PERSONAL INJURIES

SUPERMARKET SLIP

An FBU member received £3,000 in compensation after they were injured in a supermarket. The member slipped on produce left on the floor while shopping. Throughout the claim Thompsons requested CCTV footage of the incident, but the supermarket consistently refused, denying that any footage ever existed, even when the member and the manager of the supermarket said that footage was available. The supermarket ultimately accepted liability for the incident and paid compensation.

MEMBER RECEIVES £7,000 SETTLEMENT AFTER HOLIDAY ACCIDENT

A retired firefighter from Exeter was awarded compensation after injuring his shoulder and neck in a holiday accident. The 53-year-old FBU member fell three metres down a steep grass slope while on holiday at the Ladram Bay Holiday Park in Devon. He was walking along a poorly-lit pavement when he fell.

The accident occurred early on in his holiday, meaning he had to go home early. He visited his GP the next day and an MRI scan confirmed injury to his back, as well as whiplash-like symptoms to his neck. Day-to-day tasks, such as driving and getting dressed, became more difficult because of the pain. He contacted the FBU and instructed Thompsons to make a holiday accident compensation claim. The member received £7,000 in compensation for the injuries suffered.

J8 ROAD TRAFFIC ACCIDENTS

SIX-FIGURE SETTLEMENT WON AFTER ROAD COLLISION

An FBU member received a settlement of more than £120,000 after being hit by an oncoming car while walking across a zebra crossing. The member suffered serious neck and back injuries after a motorist drove straight over the crossing without stopping. The injuries prevented the member returning to work for 16 months. Expert evidence was sought from a specialist neurosurgeon to properly identify the extent of the injuries.

Following extensive correspondence and negotiations with the driver's representatives, Thompsons managed to negotiate a substantial settlement to help them receive the care they required.

The member has fortunately since been able to return to their full duties and is unlikely to suffer from any long-term symptoms as a result of the accident.

UNATTENDED CAR COLLIDES WITH FBU MEMBER

An FBU member suffered serious injuries when an unattended parked car rolled down the road. The car collided with the member's legs, causing significant damage to both knees. The left knee in particular suffered a tear in the medial meniscus – an injury that took two surgeries to repair and resulted in the member missing several months of work. When the car owner's insurer refused to negotiate compensation for the member, the case went to court. Ultimately, terms were agreed and the member was awarded £40,000 in compensation.

ROAD TRAFFIC COLLISION CAUSES SERIOUS INJURIES

While on duty, an FBU member was involved in a serious road traffic collision. The severity of his injuries meant he was placed on light duties at work for two years. Due to the accident, the member suffered a tear in his shoulder muscles, a fracture in his left elbow and severe jaw injuries, causing him to develop a painful clenching habit. The insurer representing the driver who caused the accident refused to accept responsibility or negotiate, which forced the case to go to court. Eventually, Thompsons was able to secure more than £65,000 for the member in compensation.

CYCLIST COLLISION CAUSES FRACTURED VERTEBRAE

An FBU member suffered a serious injury while cycling home late at night. The member was cycling up a hill along a dark road, wearing full hi-vis gear to ensure vehicles could easily identify him. Despite this, an oncoming vehicle did not acknowledge his presence and turned right in front of him, leaving the cyclist no opportunity to get out of the way.

The collision caused two fractured vertebrae in his neck. The accident meant he had to wear a neck collar for three months, keeping him off duty and limiting his mobility. The member also suffered from a degenerative spinal condition, the pain of which was exacerbated by the collision. Following a negotiation with the driver and his insurer, Thompsons managed to secure payment of more than £55,000 to the member in compensation.

FBU MEMBER ON MOTORCYCLE COLLIDES WITH ONCOMING VEHICLE

While this FBU member was riding his motorcycle to work, a car pulled out and caused a collision. The car hit him on his left side and caused a fracture in his left leg, as well as a fracture in his right thumb. The injuries forced the member off work for five months. The damage to the right thumb further caused post-traumatic osteoarthritis – which would mean that the member might require injections to the thumb for up to 10 years to prevent the bones deteriorating further. Court proceedings had to be commenced, but eventually a settlement was agreed for more than £20,000 in compensation.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

The FBU put more resources into organising during the year, in recognition of the importance of renewing the membership and developing new officials. The union continued to recruit working firefighters of all roles and all duty systems, retired and out of trade (ROOT), as well as non-operational staff.

During the year FBU members in North Yorkshire continued with action short of a strike (ASOS) in the long-running dispute over tactical response vehicles (TRVs). FBU members in the West Midlands were balloted for strike action. The resounding result was instrumental in getting movement from principal managers.

FBU industrial sections – in control, officers and retained – met and organised during the year (equality section reports are in section H). The FBU refreshed its suite of services to help members. The executive council established a task and finish group for organising, which progressed a series of conference resolutions. FBU membership fell slightly during the year, reflecting ongoing cuts to firefighter jobs.

K2 INDUSTRIAL DISPUTES

NORTH YORKSHIRE

Since January 2017 FBU members in North Yorkshire have taken industrial action short of a strike over the introduction of tactical response vehicles (TRVs) with reduced crewing, unsafe changes to standard operating procedures at operational incidents, imposing additional duties on members without agreement and disregard of agreed procedures. Further action took place during 2018.

From 08.00 hours on 29 March 2018 the industrial action was:

- refusal for all firefighters to act up to crew manager
- refusal by all crew managers and watch managers to drive operational fire appliances and specialist appliances
- refusal by all firefighters to carry out any instructing duties (for example first aid instructor / swift water rescue instructor etc).

From 08.00 hours on 29 March 2018, the following did not apply:

- refusal to undertake any variation to members' usual contracted hours of work. For example, members will refuse to swap a night shift for a day shift or a rota day in order to undertake training etc
- refusal to work any pre-arranged overtime

- refusal to work any additional hours, other than that laid down in a members' primary contract. For clarity, this involves providing additional hours of work over and above your usual retained or wholetime duty contract; for example, additional voluntary hours in the Operational Staffing Reserve (OSR). It does not include those whose primary contract involves being in the OSR
- refusal to use members' own vehicles for transporting PPE or travelling to and from detached duties or courses etc.

From 08.00 hours on 24 July 2018 the industrial action being taken by all members of the union employed by the fire authority included:

- refusal for all FBU members to drive or ride on a Tactical Response Vehicle (TRV) which has not demonstrated compliance with BSEN 1846-2, the recognised industry standard
- refusal for all FBU members to ride a standard B-type appliance with less than a minimum crew of four.

This did not affect other elements of the existing industrial action, which will continue unchanged up to and from 08.00 hours on 24 July 2018. From 08.00 hours on 24 July 2018 the industrial action taken by all members of this union employed by the fire authority was:

- refusal for all firefighters to act up to crew manager
- refusal by all crew managers and watch managers to drive operational fire appliances and specialist appliances
- refusal by all firefighters to carry out any instructing duties (for example first aid instructor/ swift water rescue instructor etc.)
- refusal for all FBU members to drive or ride on a tactical response vehicle (TRV) which has not demonstrated compliance with BSEN 1846-2, the recognised industry standard
- refusal for all FBU members to ride a standard B-type appliance with less than a minimum crew of four.

WEST MIDLANDS

On 11 April 2018 the FBU registered a trade dispute with West Midlands Fire Authority over the imposition of new contracts without agreement, attempting to impose new duties on control staff, interfering with members legitimate trade union activities, offering inducements to bypass national agreements and dictatorial management in West Midlands.

On 29 May the FBU announced the ballot result of West Midlands members, which resulted in a 90% "yes" vote for strike action on an 82% turnout (2018HOC0292MW). This indicated the huge strength of feeling among firefighters and emergency control staff in the West Midlands. On 25 June the FBU announced an interim agreement, which meant the union cancelled the notified strike action (2018HOC0338MW). In September 2018 the West Midlands dispute was resolved (2018HOC0474AD).

K3 DAY CREW PLUS: WORKFORCE AGREEMENTS

During 2018 the FBU continued to pursue a determined challenge to day crewing plus duty systems. This year some individual fire and rescue services attempted, or threatened to attempt, a circumvention of the Working Time Regulations by seeking with respect to day crewing plus duty systems:

- A workforce agreement with employees working this duty system and/or who may wish to work this duty system
- A collective agreement with another representative body.

These activities were a direct consequence of the FBU's legal action brought against CPC (day crew plus by another name) in South Yorkshire, which found the duty system to be unlawful.

The other representative bodies are:

- The Fire and Rescue Services Association (FRSA), previously known as the Retained Firefighters Union (RFU)
- The Fire Officers Association (FOA).

FBU officials also reported direct approaches were made to the relevant sections of the workforce, in certain cases the result of an “initiative” of the National Fire Chiefs Council (NFCC) and/or a regional subdivision of that body. The FBU took a series of action to oppose these developments (2018HOC0519AD).

K4 ORGANISING AND RECRUITMENT

After feedback from the 2018 brigade organisers’ seminar, the executive council set up a task and finish group to undertake a review of resources currently used by brigade organisers and develop a best practice set of national resources, including:

- a short film to be used for recruiting members
- a standard PowerPoint and areas to cover when recruiting members
- a standard FBU mapping tool in Excel format
- a shared facility (such as SharePoint) from which organisers can access resources.

The group consists of EC members Pete Smith and Richard Jones and brigade organisers Seona Hart (Scotland) and Leoni Munslow (London).

This year the group reviewed a wide variety of materials in use by brigade organisers, including PowerPoints and membership packs. New materials were drafted and will be trialled in the coming year. The ‘two-part’ membership pack for new joiners is designed as a presentation for new recruits at a training school. The group also began work on the development of a ‘FBU app’, as mandated by conference. The ‘app’ will need to be compatible with the membership system. It will make changing membership details easier for all sections of the membership.

The group identified a number of areas of best practice regarding mapping tools used by some brigade organisers. It plans to develop a single ‘best practice’ tool to assist in identifying areas such as density across different areas within brigades and highlight recruitment opportunities. The group began work on an online form that meets the requirements of the Rule Book. It also started a review of the application of contribution rates and the introduction of a sliding scale, in line with the conference resolution in 2018.

K5 CSNC SECTION REPORT

This year the FBU’s control staff national committee (CSNC) took up important issues for control members. The Vision mobilising system working group held three meetings during the year. The working group is made up of officials from regions 4, 6 and 9, control reps from each of the four brigades involved in the east coast consortium and CSNC secretary. Ongoing and emerging issues with the mobilising system and the go-live dates of each control are discussed. CSNC members were also involved with the ongoing Grenfell Tower inquiry in supporting members, reading statements and commenting on interim recommendations.

Lynda Rowan-O’Neill spoke at the FBU centenary service at Southwark Cathedral. The service highlighted the involvement of control members as part of the FBU and acknowledged the work done. A large number of control members attended, as proud FBU members. The *Operator* film was also shown at many screenings of *The Firefighters Story*.

Conference 2018 carried three resolutions from the CSNC on emergency fire controls, contribution rates and CSNC involvement in FBU recommendations following Grenfell. Throughout the year events have been held in brigades across the UK and control members have been involved at all levels.

The CSNC met five times in 2018:

- 23-24 January in Birmingham
- 10-11 April in London
- 17 July in London
- 4-5 September in London
- 13-14 November in Birmingham.

The CSNC AGM was held at the November meeting and heard reports from regional representatives. A list of control regional reps is found in Section L. Reports of control staff participation at labour movement conferences is in Section F.

K6 RETAINED SECTION REPORT

During the year the FBU's national retained committee (NRC) continued to raise the profile of retained members and take part in wider union issues. Pay continues to be a major issue for retained members. Pay is often cited by leavers as a significant influencer in their decision to resign. It is increasingly difficult for members to justify increasing levels of commitment required against a reducing income, resulting from much lower call rates and the periods of time stations are often off the run due to understaffing.

The NRC attended all meetings of the NFCC *On call practitioners and working groups* on behalf of the FBU. Officials attending had been able to influence a number of debates, not least the issue of using the terminology 'on call' to describe the role of retained firefighters. Most contributors at these meetings now refer to 'on call firefighters working the retained duty system', reinforcing the contractual significance of the duty system and retained firefighters being part-time workers, as opposed to on call workers. An NRC delegation attended the NFCC *On call* conference in Hinckley.

Alerter magazine was successfully reintroduced. The NRC agreed to incorporate future issues in *Firefighter* magazine, as opposed to printing and circulating separately. NRC represented retained members at the Southwark Cathedral event. Paul Revill laid a wreath at the memorial on behalf of fallen retained members.

The NRC met four times during the year:

- 20 January in Birmingham
- 12 May in London
- 6 October in London
- 18 November in Birmingham.

The NRC AGM was held at the November meeting. A list of retained regional reps is found in Section L. Reports of retained participation at labour movement conferences is in Section F. The report of retained seminar is in Section G.

K7 OFFICERS' SECTION REPORT

During the last year the FBU officers' national committee (ONC) has supported members on a range of officer issues and wider matters. FBU officer membership increased nationally through the work of the ONC. However, the committee still requires assistance from brigade and regional committees. The ONC was fully involved with the union's work on promotion and on health and safety.

The ONC made three proposals to the Middle Managers Negotiating Board with a view to making changes to Grey Book terms and conditions for flexi-duty officers; around working past the end of a shift, overtime on public holidays and recall to duty rates of pay. The impact of the Finance Act 2017 on flexi duty officers has been suspended for now. Many fire and rescue services across the UK have changed their car schemes through pressure from FBU officer members.

The ONC took three resolutions to our centenary conference 2018. Those on resolution progress reporting and a standard rank structure were carried. The resolution on national standards of promotion was remitted to support a similar resolution from Derbyshire. The ONC held its annual seminar at Wortley Hall on 16-17 October 2018. Some 22 delegates had inputs on the Grenfell Tower fire, HMICFRS, standards of and qualification for promotion and mental health. The seminar was also used as a driver for conference resolutions.

The ONC met four times during the year:

- 22 February in London
- 11-12 May in Belfast
- 16-17 October at Wortley Hall
- 10 December in London.

The ONC AGM was held at the December meeting. A list of officers' regional reps is found in Section L. Reports of officers' participation at labour movement conferences is in Section F. The report of officers' seminar is in Section G.

K8 MEMBERSHIP SERVICES

The FBU has negotiated some exclusive benefits for our members. These include:

- Legal protection from Thompsons Solicitors
- Home insurance from UIA Mutual
- Travel insurance from UIA Mutual
- Car insurance from UIA Mutual
- Pet insurance from UIA Mutual
- A health cash plan from BHSF
- Up to 30% off brand new cars
- Union prepaid plus card
- UnionRewards.com for online shopping
- Financial planning advice from Lighthouse
- 15% off Brook Hotels room bookings.

Membership services continue to grow and reports suggest a high level of satisfaction with the products. The union advertised these to members through *Roll Call*, *Firefighter* magazine and on our website. These services provide a small commission to the FBU, which is invested in the wider campaigning work.

K9 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2018

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	4	–	–	–	4	4	–	–	4	4	–	4	4	–	4
Total		4	–	–	–	4	4	–	–	4	4	–	4	4	–	4
1	Scottish	3,209	1,068	154	–	4,431	3,704	79	648	4,431	4,296	135	4,431	4,072	359	4,431
Total		3,209	1,068	154	–	4,431	3,704	79	648	4,431	4,296	135	4,431	4,072	359	4,431
2	Northern Ireland	794	692	52	–	1,538	178	577	783	1,538	1,520	18	1,538	1,450	88	1,538
Total		794	692	52	–	1,538	178	577	783	1,538	1,520	18	1,538	1,450	88	1,538
3	Cleveland	271	59	19	–	349	47	232	70	349	316	33	349	313	36	349
3	Durham	262	72	17	–	351	179	138	34	351	321	30	351	323	28	351
3	Northumberland	110	107	15	–	232	74	150	8	232	231	1	232	202	30	232
3	Tyne and Wear	546	2	21	–	569	82	328	159	569	553	16	569	518	51	569
Total		1,189	240	72	–	1,501	382	848	271	1,501	1,421	80	1,501	1,356	145	1,501
4	Humberside	426	140	22	11	599	361	180	58	599	542	57	599	551	48	599
4	North Yorkshire	225	102	7	3	337	157	80	100	337	305	32	337	316	21	337
4	South Yorkshire	517	44	19	5	585	86	409	90	585	556	29	585	530	55	585
4	West Yorkshire	826	35	14	6	881	302	259	320	881	804	77	881	821	60	881
Total		1,994	321	62	25	2,402	906	928	568	2,402	2,207	195	2,402	2,218	184	2,402
5	Cheshire	330	106	36	7	479	430	27	22	479	460	19	479	413	66	479
5	Cumbria	160	148	–	–	308	191	62	55	308	270	38	308	287	21	308
5	GMC	1,198	1	–	2	1,201	786	341	74	1,201	1,176	25	1,201	1,133	68	1,201
5	Isle of Man	20	52	–	–	72	49	2	21	72	62	10	72	68	4	72
5	Lancashire	570	201	–	1	772	492	243	37	772	759	13	772	722	50	772
5	Merseyside	492	–	15	15	522	312	184	26	522	466	56	522	462	60	522
Total		2,770	508	51	25	3,354	2,260	859	235	3,354	3,193	161	3,354	3,085	269	3,354
6	Derbyshire	327	166	15	–	508	281	159	68	508	485	23	508	470	38	508
6	Leicestershire	317	61	10	–	388	205	122	61	388	379	9	388	369	19	388
6	Lincolnshire	162	243	16	8	429	331	61	37	429	416	13	429	382	47	429
6	Northamptonshire	182	36	5	–	223	44	150	29	223	216	7	223	203	20	223
6	Nottinghamshire	440	162	17	5	624	267	285	72	624	601	23	624	573	51	624
Total		1,428	668	63	13	2,172	1,128	777	267	2,172	2,097	75	2,172	1,997	175	2,172
7	Hereford and Worcester	178	79	16	4	277	183	31	63	277	264	13	277	244	33	277
7	Shropshire	137	65	12	–	214	93	53	68	214	202	12	214	197	17	214
7	Staffordshire	256	153	–	3	412	205	158	49	412	390	22	412	379	33	412
7	Warwickshire	164	28	12	–	204	56	52	96	204	189	15	204	180	24	204
7	West Midlands	1,137	–	46	–	1,183	531	498	154	1,183	1,065	118	1,183	1,056	127	1,183
Total		1,872	325	86	7	2,290	1,068	792	430	2,290	2,110	180	2,290	2,056	234	2,290
8	Mid and West Wales	327	252	24	–	603	312	259	32	603	581	22	603	557	46	603
8	North Wales	223	331	28	2	584	334	195	55	584	574	10	584	522	62	584
8	South Wales	726	296	32	–	1,054	595	370	89	1,054	944	110	1,054	997	57	1,054
Total		1,276	879	84	2	2,241	1,241	824	176	2,241	2,099	142	2,241	2,076	165	2,241
9	Bedfordshire	231	39	15	2	287	123	113	51	287	266	21	287	252	35	287
9	Cambridgeshire	207	55	13	–	275	142	64	69	275	257	18	275	246	29	275
9	Essex	568	150	21	–	739	424	245	70	739	709	30	739	696	43	739
9	Hertfordshire	341	47	14	–	402	223	147	32	402	389	13	402	377	25	402
9	Norfolk	220	141	17	–	378	197	178	3	378	372	6	378	355	23	378
9	Suffolk	156	105	–	–	261	149	91	21	261	241	20	261	248	13	261
Total		1,723	537	80	2	2,342	1,258	838	246	2,342	2,234	108	2,342	2,174	168	2,342
10	London	4,452	–	29	–	4,481	2,676	1,511	294	4,481	4,213	268	4,481	4,138	343	4,481
Total		4,452	–	29	–	4,481	2,676	1,511	294	4,481	4,213	268	4,481	4,138	343	4,481

STATISTICS AS AT 31 DECEMBER 2018

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
11	Berkshire	348	13	27	6	394	242	103	49	394	383	11	394	358	36	394
11	Buckinghamshire	187	31	1	1	220	153	2	65	220	212	8	220	209	11	220
11	East Sussex	283	55	20	11	369	123	42	204	369	331	38	369	332	37	369
11	Hampshire	433	80	25	–	538	156	164	218	538	490	48	538	500	38	538
11	Isle of Wight	74	48	–	–	122	52	45	25	122	122	–	122	118	4	122
11	Kent	583	218	18	4	823	354	139	330	823	789	34	823	769	54	823
11	Oxfordshire	181	116	2	–	299	189	18	92	299	274	25	299	276	23	299
11	Surrey	400	32	16	–	448	337	106	5	448	444	4	448	419	29	448
11	West Sussex	249	77	–	–	326	212	66	48	326	317	9	326	302	24	326
Total		2,738	670	109	22	3,539	1,818	685	1,036	3,539	3,362	177	3,539	3,283	256	3,539
12	Avon	395	90	30	–	515	222	197	96	515	456	59	515	465	50	515
12	Cornwall	174	156	13	1	344	91	140	113	344	335	9	344	326	18	344
12	Devon and Somerset	475	301	35	–	811	320	147	344	811	726	85	811	753	58	811
12	Dorset and Wiltshire	361	188	24	1	574	211	236	127	574	539	35	574	528	46	574
12	Gloucestershire	115	34	9	–	158	65	29	64	158	151	7	158	122	36	158
Total		1,520	769	111	2	2,402	909	749	744	2,402	2,207	195	2,402	2,194	208	2,402
Grand Total		24,969	6,677	953	98	32,697	17,532	9,467	5,698	32,697	30,963	1,734	32,697	30,103	2,594	32,697

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

This year the FBU devoted considerable resources to the union's centenary, including a series of events on 13 October. Internal administration remained an important part of the FBU's work. FBU conference in 2018 included a resolution on a national database of information requests.

During the year the FBU organised a large number of elections, as part of the democratic renewal of the organisation. The executive council puts on record our thanks to those who have served and welcomes those elected to represent our members.

The executive council met 30 times during the year. The finance and administration committee (FAC) continued to monitor the finances of the union and to propose practical measures to balance the books. The Firefighters 100 Lottery continued to develop.

L2 EXECUTIVE COUNCIL MEETINGS

11 January 2018	4 June 2018	21 June 2018	9 October 2018
6 February 2018	5 June 2018	10 July 2018	3 December 2018
7 February 2018	6 June 2018	27 July 2018	4 December 2018
8 February 2018	7 June 2018	18 September 2018	4 December 2018
21 February 2018	7 June 2018	19 September 2018	4 December 2018
15 March 2018	13 June 2018	20 September 2018	4 December 2018
24 April 2018	19 June 2018	2 October 2018	5 December 2018
22 May 2018	20 June 2018		

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Alan McLean (President)	30	28	1 – Other Union Business 1 – Compassionate Leave
Matt Wrack (General secretary)	30	28	2 – Medical Appointment
Andy Dark (Assistant general secretary)	30	24	1 – Annual Leave 4 – Other Union Business 1 – Sick Leave
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	30	26	1 – Annual Leave 1 – Other Union Business 2 – Not Required
Jim Quinn	30	27	1 – Annual Leave 2 – Other Union Business
Andy Noble	30	28	2 – Compassionate Leave
Pete Smith (acting)	6	6	
Pete Smith	24	20	4 – Annual Leave
Les Skarratts	30	29	1 – Other Union Business
Phil Coates	30	27	2 – Other Union Business 1 – Compassionate Leave
Barry Downey	7	6	1 – Annual Leave
Matt Lamb	23	21	2 – Other Union Business
Grant Mayos	30	28	2 – Family Leave
Jamie Wyatt	7	7	
Brian Hooper	23	22	1 – Other Union Business
Paul Embery	30	30	
Richard Jones	30	29	1 – Annual Leave
Tam McFarlane	5	5	
Trevor French (acting)	25	25	
NATIONAL OFFICERS			
Dave Green	30	29	1 – Other Union Business
Tam McFarlane (temporary)	25	19	3 – Annual Leave 3 – Other Union Business
Sean Starbuck	30	16	1 – Annual Leave 8 – Other Union Business 5 – Sick Leave

L4 FINANCE AND ADMINISTRATION COMMITTEE

The finance and administration committee (FAC) continued to review all current structures and practices of the union, including education, resources, finances, research, publications and other communications, while ensuring the structures of the organisation are adequate to provide sufficient support to officials and service to members.

In 2018, the FAC met on the following occasions:

- 18 January
- 19 April
- 26 July
- 25 October.

Membership of the FAC comprised the following officials in 2018:

Matt Wrack	Tam McFarlane
Andy Dark	Grant Mayos
Ian Murray	Chris McGlone
Andy Noble	Jim Quinn

Dave Green is secretary to the FAC.

L5 ELECTIONS

ELECTION OF VICE-PRESIDENT

Andy Noble elected to office 16 February 2018

ELECTION OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member Northern Ireland (region 2)

Jim Quinn re-elected to office 25 October 2018

Election of executive council member North East (region 3)

Andy Noble re-elected to office 25 October 2018

Election of executive council member Yorkshire and Humberside (region 4)

Number of voting papers returned577

Number of voting papers found to be invalid (blank/spoilt)0

Result (one to elect):

Stephen Howley259

Pete Smith.....318

Certified by Popularis Ltd 20 March 2018

Pete Smith elected to office 20 March 2018

Election of executive council member East Midlands (region 6)

Ben Selby elected to office 25 October 2018

Term of office commenced on 31 December 2018

Election of executive council member West Midlands (region 7)

Matthew Lamb elected to office 10 January 2018

Term of office commenced on 1 May 2018

Election of executive council member Eastern (region 9)

Number of voting papers returned	555
Number of voting papers found to be invalid (blank/spoilt)	0
Result (one to elect)	
Alan Chinn-Shaw	247
Brian Hooper	308

Certified by Popularis Ltd 14 March 2018

Brian Hooper elected to office 14 March 2018

Term of office commenced on 15 May 2018

Election of executive council member South West (region 12)

Tam McFarlane re-elected to office 15 March 2018

ELECTION OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary Yorkshire and Humberside (region 4)

Number of voting papers returned	857
Number of voting papers found to be invalid (blank/spoilt)	0
Result (one to elect)	
Neil Carbutt	409
Dave Williams	448

Certified by Popularis Ltd 1 August 2018

Dave Williams elected to office 1 August 2018

Election of regional secretary East Midlands (region 6)

Number of voting papers returned	593
Number of voting papers found to be invalid (blank/spoilt)	0
Result (one to elect)	
John Muggleton	233
Ben Selby	360

Certified by Popularis Ltd 12 January 2018

Ben Selby elected to office 12 January 2018

Election of regional secretary West Midlands (region 7)

Andrew Scattergood elected to office 15 March 2018

Term of office commenced on 29 June 2018)

Election of regional secretary South West (region 12)

Trevor French re-elected to office 30 May 2018

Election of LGBT national sectional secretary

Patrick Carberry re-elected to office 15 March 2018

Election of B&EMM national sectional secretary

Joseph Mendy elected to office 25 October 2018

ELECTION OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair West Midlands (region 7)

Richard Williams re-elected to office 25 October 2018

Election of regional chair Eastern (region 9)

Cameron Matthews elected to office 4 July 2018

Election of control staff national committee chair

Sandra Brown elected to office 10 January 2018

Election of officers' national sectional chair

Mark Ames elected to office 19 April 2018

Election of B&EMM national sectional chair

Cameron Matthews elected to office 4 July 2018

ELECTION OF REGIONAL TREASURERS**Election of regional treasurer East Midlands (region 6)**

Clare Hudson elected to office 4 July 2018

L6 REGIONAL OFFICES AND OFFICIALS**REGION 1 – SCOTLAND****FBU Regional Office**

4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309

Executive council member

Chris McGlone

Regional secretary

Denise Christie

Regional chair

Brian Cameron

Regional treasurer

Vacant

REGION 2 – NORTHERN IRELAND**FBU Regional Office**

14 Bachelors Walk
Lisburn
County Antrim
BT28 1XJ
Tel: 028 9266 4622

Executive council member

Jim Quinn

Regional secretary

Stephen Boyd

Regional chair

Dermot Rooney

Regional treasurer

David Nichol

REGION 3 – NORTH EAST

FBU Regional Office

1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142

Executive council member

Andy Noble

Regional secretary

Tony Curry

Regional chair

Russ King

Regional treasurer

Dave Howe

Brigades

Cleveland
Durham
Northumberland
Tyne and Wear

Brigade secretary

Dave Howe
Jimmy Bittlestone
Guy Tiffin
Russ King

Brigade chair

Karl Wager
Steve Hagar
Steve Walker
Brian Harris

REGION 4 – YORKSHIRE AND HUMBERSIDE

FBU Regional Office

9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000

Executive council member

Pete Smith

Regional secretary

Dave Williams

Regional chair

Dave Williams

Regional treasurer

Neil Carbutt

Brigades

Humberside
North Yorkshire

South Yorkshire
West Yorkshire

Brigade secretary

Gavin Marshall
Steve Howley

Neil Carbutt
Dave Williams

Brigade chair

Rob Vaux
Simon Wall (Jan-Nov)
Adam Lee
Nicky Brown
Martyn Bairstow (Jan-Oct)
Mick Loney

REGION 5 – NORTH WEST

FBU Regional Office

The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400

Executive council member

Les Skarratts

Regional secretary

Mark Rowe

Regional chair

Gary Keary

Regional treasurer

Steve Shelton

Brigades

Cheshire
Cumbria

Greater Manchester
Isle of Man
Lancashire
Merseyside

Brigade secretary

Andrew Fox-Hewitt
Edward Burrows

Gary Keary
Peter Cain
Kevin Wilkie
Kevin Hughes

Brigade chair

John West
Christina Loveridge (Jan-Nov)
Shane Parkinson
Rob Grundy
Ian Alder
Andrew Hewitson
Ian Hibbert (Jan-Dec)

REGION 6 – EAST MIDLANDS

FBU Regional Office

19-21 Musters Road
West Bridgford
Nottingham
NG2 7PP
Tel: 0115 981 7489/4935

Executive council member

Phil Coates

Ben Selby

Regional secretary

Ben Selby

Regional chair

Marc Redford

Regional treasurer

Chris Hides
Clare Hudson

Brigades

Derbyshire
Leicestershire
Lincolnshire

Northamptonshire
Nottinghamshire

Brigade secretary

Chris Tapp
Adam Taylor
Ben Selby (Jan-Feb)
Karl McKee (Mar-Jul)
Richard Wright
Ben Muddle
John Muggleton (Jan-Sept)
Mark Stilwell

Brigade chair

Tony Dempsey
Graham Vaux
Chris Hides (Jan-Jul)
Simon Thomas

Mark Jones
Mark Stilwell (Jan-Sept)
Dean Gillam

REGION 7 – WEST MIDLANDS

FBU Regional Office

195-197 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633

Executive council member

Barry Downey (Jan-Apr)
Matt Lamb

Regional secretary

Pete Goulden (Jan-Jun)
Andrew Scattergood

Regional chair

Richard Williams

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester
Shropshire

Staffordshire
Warwickshire
West Midlands

Brigade secretary

Russell Broadbent
Matt Lamb (Jan-Apr)
Kent Halliham
Richard Williams
Stephen Rule
Steve Price-Hunt

Brigade chair

Trevor Connolly
Stephen Morris (Jan-Sept)
Simon Morris
Mark Tattum
Neil Stuart
Andrew Scattergood (Jan-Jun)
Sasha Hitchins

REGION 8 – WALES

FBU Regional Office

2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel: 02920 496474

Executive council member

Grant Mayos

Regional secretary

Cerith Griffiths

Regional chair

Alex Psaila

Regional official

Arwel Roberts

Brigades

Mid and West Wales

North Wales

South Wales

Brigade secretary

Barrie Davies (Jan-Nov)
Simon Jones
Parry Davies (Jan-Nov)
Duncan Stewart-Ball
Alex Psaila

Brigade chair

Andrew Hearne (Jan-Nov)

Blythe Roberts

Steve Saunders

REGION 9 – EASTERN

FBU Regional Office

28 Atlantic Square
Station Road
Witham
Essex
CM8 2TL
Tel: 01376 521521

Executive council member

Jamie Wyatt
Brian Hooper

Regional secretary

Riccardo La Torre

Regional chair

Brian Hooper
Cameron Matthews

Regional treasurer

Mav Langdon

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Brigade secretary

Mark Woodworth
Vacant
Alan Chinn-Shaw
Darren Scotchford
Vacant
Roy Humphries

Brigade chair

Mark Lee
Martin Harding
Martyn Wager
Derek McLeod
Alan Jaye
Phil Johnston

REGION 10 – LONDON

FBU Regional Office

John Horner Mews
Frome Street
Islington
London
N1 8PB
Tel: 020 7359 3638

Executive council member

Paul Embery

Regional secretary

Dave Shek

Regional chair

Gareth Beeton

Regional treasurer

Lucy Masoud (Jan-Nov)

REGION 11 – SOUTH EAST

FBU Regional Office

Unit 11
Hunns Mere Way
Woodingdean
Brighton
BN2 6AH
Tel: 01273 309762

Executive council member

Richard Jones

Regional secretary

Joe Weir

Regional chair

Mark Simmons

Regional treasurer

Andy Petch

Brigades

Berkshire
Buckinghamshire
East Sussex
Hampshire
Isle of Wight
Kent
Oxfordshire

Brigade secretary

Steve Collins
Greg O'Neill
Mark Brown
Gary Jackson
Spencer Cave
Mark Simmons
Mark Ames (Jan-Sept)
Josie Fullerton
Lee Belsten
Anthony Walker

Brigade chair

Paul Mortimer
Chris Wycherley
Simon Herbert
Mark Chapman
Peter Mawhood
Tom Richardson
Josie Fullerton (Jan-Sept)
James Harris
Asif Aziz
Mick Cambers

REGION 12 – SOUTH WEST

FBU Regional Office

158 Muller Road
Horfield
Bristol
BS7 9RE
Tel: 0117 935 5132

Executive council member

Tam McFarlane

Regional secretary

Trevor French

Regional chair

Brent Thorley

Regional treasurer

Val Hampshire

Brigades

Avon
Cornwall
Devon and Somerset
Dorset and Wiltshire
Gloucestershire

Brigade secretary

Gary Spindler
Stuart Pulley
James Leslie
Karen Adams
Scott Turner

Brigade chair

Steve McGreavy
Guy Herrington
Scott Young
Kate Scott
David Huggins (Jan-May)

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT	NWC
Secretary	Michael Nicholas Joseph Mendy	Pat Carberry	Sam Rye
Chair	Cameron Matthews	Yannick Dubois	Sarah Gartland
Region 1	Joseph Mendy Walid Thabet	Vacant	Colleen Murray
Region 2	Vacant	Karen McDowell	Lynda Rowan-O'Neill Jess Doran
Region 3	Gavin Meisuria	Linzi Blake	Sarah Gartland Holly Ferguson
Region 4	Vacant	Nicola Hobbs	Vacant
Region 5	Vacant		Helen Tooley
Region 6	Ronnie Stanley	Maria Buck	Clare Hudson
Region 7	Leon Johnson	Stephen Riddell	Louise Fletcher
Region 8	Vacant	Vacant	Becci Newton
Region 9	Tariq Khan	Vacant	Vacant
Region 10	Karen Bell	Lucy Masoud	Kathryn Duncan
Region 11	Vacant	Alli Burrows	Vacant
Region 12	Enrico Temple	Sharon Lewis-King	Diane Critchlow

TRADE SECTION REPRESENTATIVES

	CSNC	NRC	ONC
Secretary	Lynda Rowan-O'Neill	Peter Preston	Simon Amos
Chair	Sandra Brown	Paul Revill	Mark Ames
Region 1	Sandra Brown	Tam Mitchell	Phil McDonald
Region 2	Lynda Rowan-O'Neill	Seamus McMahon	Mark Watson
Region 3	Caroline Saunderson	Andy Stubbings	Vacant
Region 4	Bronya Meadley	Sean McKenna	Dave Collingwood
Region 5	Sherri Kitson	Paul Farman	Vacant
Region 6	Dave Stanley	Philip Williams	Peter Trayner
Region 7	Jane Gummery	Vacant	Steve Fox Bill Atwell
Region 8	Vacant	Lyndon Jones	Barrie Davies
Region 9	Harry Powell	Mark Nevill	Len Cleary
Region 10	Stephanie Winter	N/A	Greg Ashman
Region 11	Vacant	Martyn Chate	Mark Ames
Region 12	Kate Scott	Chris Starkey	Vacant

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Ian McGregor	Joseph Mendy	Dave Hart
Region 2	Phil Millar	Rod O'Hare	Dermot McPoland
Region 3	Russ King	Sarah Gartland	Karl Wager
Region 4	Mick Thompson	Dave Gillian	Mick Loney
Region 5	Stuart Guy	Steve Wiswell John Muggleton	Ian Kennedy
Region 6	John Muggleton Laura Witon	Carina Peel	Gary Bellfield
Region 7	Jane Gummery	Jayne Mason	Louise Fletcher
Region 8	Hannah Lodder	Andrew Hearne	Simon Fleming
Region 9	Martin Harding	Peter Greeves	Steve Kerridge
Region 10	Lucy Masoud	Lucy Masoud	Gareth Beeton
Region 11	Jo Foot	Vacant	Martin Hyndman
Region 12	Vacant	Vacant	John Maggs Dave Roberts
B&EMM	Michael Nicholas	Vacant	Gavin Meisuria
CSNC	Lynda Rowan-O'Neill	Vacant	Lynda Rowan-O'Neill
LGBT	Yannick Dubois	Alli Burrows	Pat Carberry
NRC	Lyndon Jones	Vacant	Tam Mitchell
NWC	Vacant	Sam Rye	Clare Hudson
ONC	Vacant	Vacant	Greg Ashman

L7 RETIRED OFFICIALS

Kevin Brown	Executive council member region 5
Phil Coates	Executive council member region 6
Barry Downey	Executive council member region 7
Jamie Wyatt	Executive council member region 9
Michael Nicholas	B&EMM national secretary and former executive council member
Pete Goulden	Regional secretary region 7
Chris Hides	Regional treasurer region 6 and brigade chair Lincolnshire
John McFadden	Regional official region 1
Peter Greaves	Brigade secretary Norfolk
Scott Turner	Brigade secretary Gloucestershire
Nicky Brown	Brigade chair South Yorkshire
Steve Morris	Brigade chair Shropshire
Dave Huggins	Brigade chair Gloucestershire
Ian Buckley	ONC rep region 8
Stewart Kinnon	Vice-chair standing orders committee

L8 FINAL APPEALS COMMITTEE

Region/Section	Name
1	Denise Christie
2	David Nichol
3	Tony Curry
4	Neil Carbutt
5	Mark Rowe
6	Marc Redford
7	Richard Williams
8	Cerith Griffiths
9	Riccardo la Torre
10	Lucy Masoud
11	Mark Simmons
12	Brent Thorley
B&EMM	Michael Nicholas
ONC	Simon Amos
NRC	Paul Revill
CSNC	Lynda Rowan O'Neill
NWC	Samantha Rye
LGBT	Pat Carberry

L9 UNION TRUSTEES

The executive council wishes to place on record its appreciation to Stan Fitzsimmons and Mick Harper, both former presidents of the union, for continuing to serve as trustees of the union in accordance with the provision of the rule book.

L10 POLITICAL FUND

The FBU's political fund continues to be used to support campaigning political work, as well as some of the union's political education and international campaigning. The financial resources in the political fund are used in all areas of political work to benefit members by campaigning on their behalf at a local and national level.

During the year conference made rule changes to meet the requirements of the Trade Union Act, which imposed a compulsory 'opt-in' for individuals into the political fund every five years, affecting all union campaigning funds, including political donations.

L11 COMMUNICATIONS REPORT

The communications department is responsible for external and internal communications and campaigning. We communicate with a number of audiences, including the media, members, key influencers, fire and rescue personnel and the public. The department is responsible for the website, bi-monthly *Firefighter* magazine, e-newsletters, campaign resources, online content, media relations and social media communications.

The FBU's profile in the national and regional media continued to be high during the year, particularly due to phase one of the Grenfell Tower inquiry, which ran from May to December. Our members' bravery in giving evidence to the inquiry was widely acknowledged on social media.

The FBU was mentioned in over 5,500 print and online media, and featured in broadcasts approximately 3,000 times. Forty-seven Youtube videos were compiled in 2018, an increasingly popular channel to communicate with members. The most popular video was on the court of appeals pensions win, at the end of 2018. Followers on twitter grew by around 3000, to 25,000. The union's national Facebook page has more than 13,000 followers.

The union achieved a large amount of coverage of the centenary, culminating in broadcast coverage and livestreaming of the ceremony in October. The department produced two centenary brochures which were sent to members and branches. The department assisted with the organisation of screenings of the *Firefighters Story* at events for members throughout the year, to an audience of more than 2,500 members. A further book is being developed to commemorate the centenary year.

To mark the centenary year, *Firefighter* magazine featured historic pieces focussing on fire tragedies and the new legislation and health and safety improvements, introduced for firefighters and the public, hard fought for and won by the union, as well as pieces on contaminants and firefighters' mental health. Ten red plaques, funded by the Firefighters' 100 Lottery have been unveiled across the UK, with more planned for 2019.

The film, *A firefighter's dilemma*, part of the #TimetoSaveLives campaign, won 'highly commended' in the TUC Press and PR awards, as did *Firefighter* magazine. The union's e-newsletter *Rollcall* has undergone a format overhaul, making it easier to read and engage with. Due to GDPR, a lot of subscribers were lost, but this is now up to more than 9,000 and increasing daily. The union's fire appliance has been upgraded and will be operational for campaign events throughout 2019.

L12 RESEARCH REPORT

The research and policy department works to the priorities of annual conference and the executive council, under the direction of the general secretary and national officers. This year a great deal of the department's work centred on the FBU's response to the Grenfell Tower fire and to the union's centenary.

The Grenfell Tower Inquiry (GTI) made enormous demands on the union, its representatives and its members during the year. The department assisted the general secretary and national officers with a range of work, including draft submissions to the GTI, analysing witness statements and lengthy expert reports, coordination with the FBU's legal team, with publications and briefing MPs (see Section E).

The union's centenary also required considerable resources. The department assisted elected officials and academic researchers with the publication of *Fighting Fire*, a book of 100,000 words focused on the last 25 years of the union's history, including the pay campaign, pensions battle, many local disputes, equalities, political work and how the union organised. The department also contributed new research (including the first women operational firefighters), the preservation of the union's records, public displays and other materials used in union events throughout the year. The online archive of the union's magazine went live this year (2018HOC0184MW).

The research and policy department assisted national officers with health and safety work. The department assisted with the commissioned research on contaminants, obtaining recent global studies on the impact on firefighters' health. Similarly, the department conducted a literature review of firefighters' mental health, especially in relation to post traumatic stress disorder, suicide and stress (see Section C).

A major part of the department's work was spent drafting submissions to Westminster government consultations and Westminster legislation, including building regulations, the ban on combustible materials, the Gender Recognition Act and other submissions. The department also assisted FBU officials with submissions to the Scottish fire and rescue service and the Scottish parliament. It kept a watching brief on developments on police and crime commissioners and assisted local and regional officials tackling these issues (see Section E).

Parliamentary work was a high priority, with the department assisting elected officials at Westminster to maximise the FBU's influence at lobbies, meetings and other interventions. The department produced three issues of the *Fire and Rescue Service Matters* bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. This often resulted from freedom of information requests, putting original data into the public domain.

The research and policy department assisted leading elected officials with interventions into the TUC Congress, Labour Party conference, the LGA conference and other major events.

L13 FBU CENTENARY

The year 2018 was the centenary of the founding of the FBU as the firefighters' union across the UK. The executive council's aims for the centenary were:

- Celebrate the union's 100-year history as an independent firefighter trades union
- Promote the FBU's role in the development of the firefighting profession, shaping the modern fire and rescue service and improving public safety
- Recognise the FBU's achievements representing firefighters, campaigning for improvements, promoting fairness and equality and organising in defence of jobs, working conditions and the fire service
- Commemorate the bravery and sacrifice of firefighters who have lost their lives in the line of duty
- Celebrate the union's contribution to the wider labour and trade union movement
- a fundamental part of building the union's organising strategy for 2018 and beyond.

On Saturday 13 October, the FBU held its main centenary day of commemoration and celebration. The event consisted of four parts:

- A wreath-laying ceremony at the Firefighters Memorial, St Paul's
- A procession of all present from St Paul's to Southwark Cathedral
- A service of celebration and commemoration at Southwark Cathedral
- A reception at The Folly.

The wreath-laying ceremony at the Firefighters Memorial was intended to honour firefighters who have lost their lives in the line of duty. Individual wreaths were laid from each of the 56 FBU brigade and sectional committees by a uniformed representative. On duty members from London Fire Brigade and off duty and retired and out of trade members from across the country participated in the ceremony. Wreaths were also laid by the Firefighters Memorial Trust and the United Firefighters Union of Australia (UFUA). This was the most representative memorial event ever to have taken place at the Firefighters Memorial.

The procession, led by the FBU pipe band and the banners, marched over Millennium Bridge and along the South Bank to Southwark Cathedral. This was warmly received by the public and underlined the power of the fire service uniform during demonstrations.

More than 600 people attended the ticket-only service at Southwark Cathedral, designed to remember fallen firefighters. Fire minister Nick Hurd, as well as Labour Party leaders Jeremy Corbyn and John McDonnell were among politicians from Westminster and the devolved administrations present. They joined a host of firefighters, serving and retired, representing brigades and roles from across the UK. The proceedings were screened live by the *Daily Mirror*.

The FBU's general secretary and president addressed the reception at The Folly. The first new 40-year long-service badges were presented to members, and messages of solidarity were read out. The whole day was organised by the FBU, with invaluable assistance from the 'live experience' agency People, who co-ordinated the events and retired official Keith Handscomb, who assisted throughout. A souvenir booklet and film were produced to mark the day. The FBU intends to carry the momentum from the centenary into our ongoing work to defend members' interests.

L14 FIREFIGHTERS 100 LOTTERY

The Firefighters 100 Lottery was set up to support firefighters, bereaved families and the firefighting profession. The union commissioned an external lottery company, Gatherwell Ltd, to independently manage the sales of tickets, the weekly draws and paying out prizes.

Each lottery ticket has remained at £1, with at least 50% going to support good causes, 20% for the weekly prize draw winner, 6% for second prize and 3% for third. This year the lottery had more than 3,000 supporters and more than 5,000 average weekly ticket sales throughout the year. More than £200,000 was raised for good causes and more than £100,000 paid out in prizes. FBU members and lottery players are able to receive 15% off room bookings at any Brook Hotel. Brook Hotels also offer special prize draws, which include a weekend stay at any one of their hotels and crates of fine wine.

The Firefighters 100 Lottery donated more than £65,000 to good causes, including a variety of projects to support the communities around Grenfell Tower. The lottery contributed £50,000 towards research into contaminants that can cause firefighter cancer, with the pledge of more funding in future years. The Firefighters 100 Lottery donated £14,000 to the mobile exhibition promoting the fire and rescue service, firefighters and our union to communities. It also paid out to the families of firefighters killed and injured in the line of duty. The lottery funded the commemorative plaques scheme to honour firefighters who have died in action. This year, firefighter plaques in Scotland, Northern Ireland, Durham, West Yorkshire, Leicestershire, Cambridgeshire and London were organised.

L15 FBU ONLINE SHOP

The official FBU shop aims “to make available high-quality value for money official FBU merchandise to our members and supporters all year round”. Increased profile and sales in the FBU shop also achieve benefit for the good causes supported by the Firefighters100 fund, as FBU profits go to the fund. The official FBU shop is run by Kymera Embroidery, run by ex-firefighter and FBU member Kym Napier. The union has worked with Kymera for several years, including the increasingly successful delivery of the FBU shop at national conference.

After a review of the shop in March 2018 a number of changes were made, driven by members’ feedback. These included the ability to pay for goods online via PayPal, a reassessment of postage and packaging costs, the introduction of new ranges and the introduction of online promotions around certain events such as Firefighters Memorial Day. A professional photoshoot to advertise the goods was undertaken, using FBU members within the context of a fire station. These initial changes proved popular with members and supporters, resulting in a 250% increase in sales.

The shop now has three distinct strands:

- The FBU range: leisure clothing including T-shirts, polo shirts, long and short sleeved shirts, fleeces, caps etc. bearing the FBU badge
- The station range: technical sports clothing including T-shirts and shorts bearing the FBU badge within a fire service star
- The centenary (now *Firefighters 100*) range: a range of merchandise bearing the *Firefighters 100* logos and the gold centenary badge. This includes the FBU blazer and tie, polo shirts and a fleece jacket.

L16 GENERAL DATA PROTECTION REGULATION (GDPR)

On 25 May 2018, new data protection legislation, the General Data Protection Regulation (GDPR), came into force. This has far-reaching consequences for all organisations, including trade unions.

The new GDPR legislation contains some onerous obligations, which had immediate impact on how FBU collects, stores and processes information relating to individuals. These include obligations to demonstrate compliance, including maintenance of documentation, privacy by design, data minimisation and a comprehensive list of data subjects’ rights. The legislation enables the information commissioner to impose fines of up to 4% of turnover, or £18m, whichever is greater (2018HOC0245DG).

The union issued guidance and provided training for FBU officials and staff to ensure compliance with the new regulations (2018HOC0329DG).

L17 FORMER FBU OFFICIALS’ PENSIONS CASE

Last year the union made commutation payments to former FBU officials, arising from a successful claim made to the Pensions Ombudsman. The details of the case are available in the public domain on the Pensions Ombudsman’s website.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2018

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2018 ACCOUNTS

In 2018 our total income was £10.95m (2017 – £11.30m) and our running costs £10.47m (2017 – £9.96m). This gave us an operating surplus of £481k (2017 – £1.35m) before actuarial pension adjustments. The surplus after actuarial pension adjustments was £1.22m (2017 – £1.39m) and our general fund surplus has increased to £2.01m (2017 – £936k).

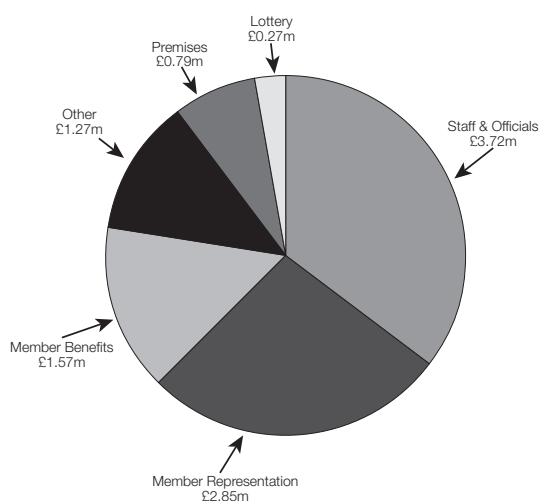
The 2018 favourable pension scheme actuarial adjustments of £744k (favourable 2017 – £42k) contributed to the overall surplus of £1.22m (2017 – £13.9m). These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and can vary significantly from year to year.

During 2018 our ordinary membership levels fell by 345, 1% (2017 – 800, 2.4%) to 32,697 (2017 – 33,042) and this meant that our income from contributions was lower in 2018 by £36k (2017 – £314k).

Our running costs increased by £511k during 2018 and was mainly due to one off centenary expenditure and a loss on the revaluation of quoted investments of £230k (2017 – gain of £186k).

Set out below is a chart which shows a breakdown of our expenditure for 2018. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

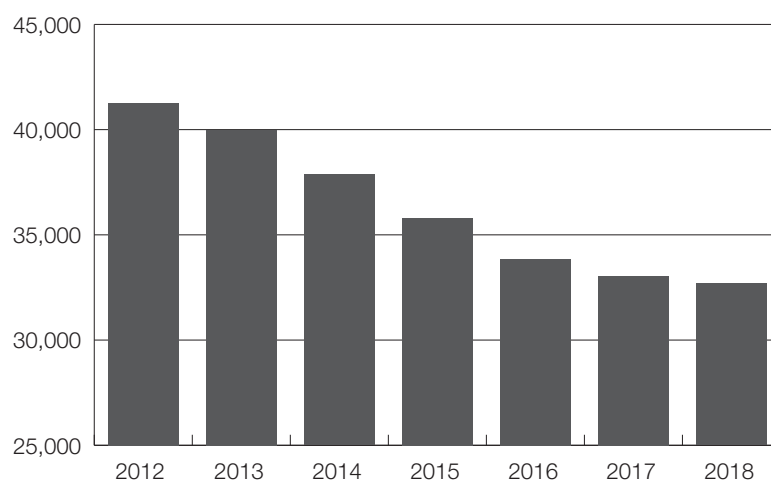
Expenditure £10.47m



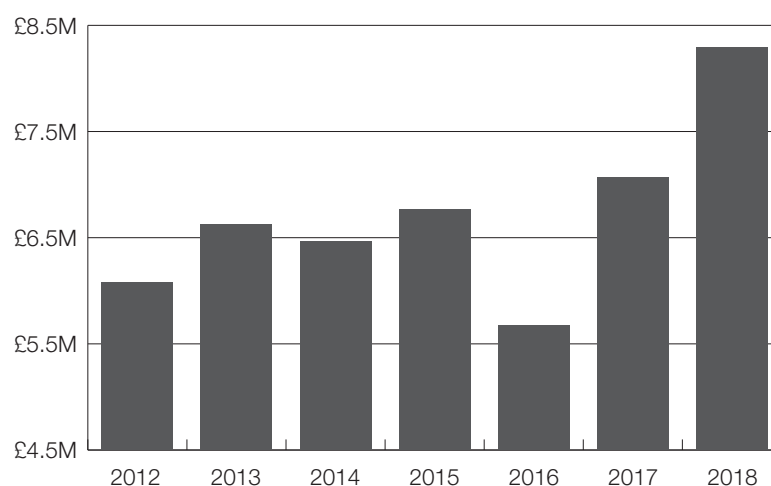
As a result of the overall surplus of £1.22m for 2018, our total funds have now increased from £7.06m to £8.29m. This is made up of the accident and injury fund £5.50m, political fund £659k, general fund £2.01m and lottery fund £113k.

7 YEAR TRENDS

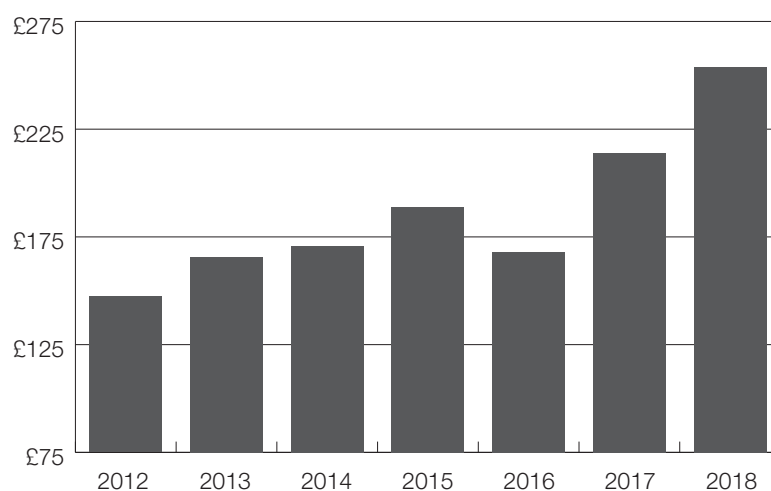
Number of members



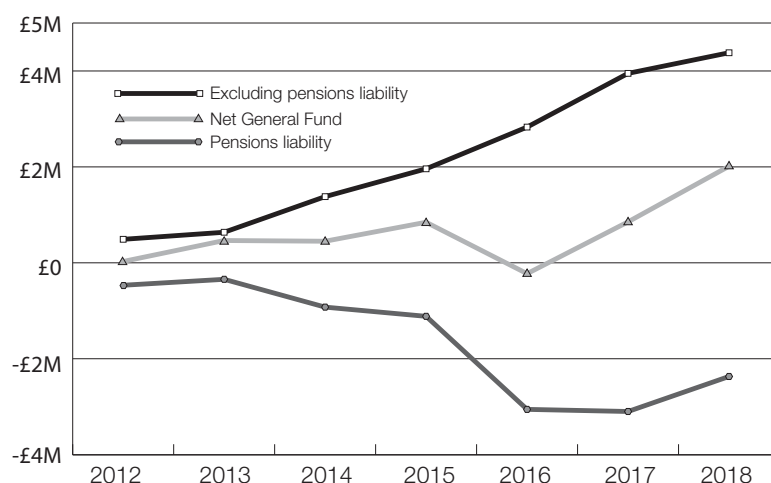
Total funds



Funds per member



General Fund



GENERAL FUND BUDGET 2019

In recent years a great deal of work has been undertaken at head office to introduce and improve budgeting. This has included the introduction of a new purchase order system which improves the monitoring of ordering, invoice approval and payment of bills. This in turn has improved the accuracy of financial monitoring and planning. As part of this process a budget is presented to the executive council in advance of the start of each year. The budget for 2019 is summarised below.

	£'000
Income	
Contributions	7,915
Other	131
	8,046
Expenditure	
Members benefits (note 1)	692
Staff and officials	3,471
Member representation (note 2)	2,507
Premises (note 3)	411
Other (note 4)	7,753
Operating surplus	293

CONCLUSION

Year on year job cuts across the fire and rescue service have generated an unprecedented long term pressure on our membership contribution income. As a result, the union has had to make tough decisions, while maintaining the level of service and benefits to members.

Better planning, budgeting and prudent use of resources has meant our total funds available stand at £8.29m. The union has to survive financially in the world we find ourselves in. Keeping our own house in order is necessary to protect our members' interests and provide the robust voice of firefighters.

Summary of financial results of the last 5 years

	2018	2017	2016	2015	2014
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	9,540	9,576	9,890	10,338	10,809
ULF grants	978	1,279	979	764	790
Other	430	446	137	89	78
	10,948	11,301	11,006	11,191	11,677
Expenditure					
Members benefits (note 1)	1,569	1,587	1,957	1,826	1,983
Staff and officials	4,295	4,332	4,282	4,155	4,371
Member representation (note 2)	2,846	2,697	2,707	3,302	3,393
Premises (note 3)	792	738	829	943	903
Other (note 4)	965	602	358	405	429
	10,467	9,956	10,133	10,631	11,079
Operating surplus	481	1,345	873	560	598
Pension adjustments	744	42	(1,959)	(257)	(758)
Overall result	1,225	1,387	(1,086)	303	(160)
General fund	2,014	936	(225)	846	452
Accident & injury fund	5,504	5,435	5,242	5,236	5,203
Political fund	659	592	640	681	805
Lottery	113	102	20	–	–
Total funds	8,290	7,065	5,677	6,763	6,460
Number of members	32,697	33,042	33,842	35,810	37,865
Fund value per member	£254	£214	£168	£189	£171

Notes:

1 Includes the cost of 'Firefighter'

2 Costs include conferences, affiliations, travel, mileage, hotels & subsistence, communications, print, ballots, donations, campaign costs, advertising.

3 Includes depreciation.

4 Includes professional fees, bank charges, audit and lottery good causes and prizes.



Matt Wrack
General Secretary



James Quinn
National Treasurer

M2 ACCOUNTS AND FINANCIAL STATEMENTS

STATEMENT OF THE EXECUTIVE COUNCIL'S RESPONSIBILITIES

The legislation relating to trade unions requires the union to submit a return for each calendar year to the Certification Officer for Trade Unions and Employers' Associations. This return contains accounts, which must give a true and fair view of the state of affairs of the union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer for Trade Unions and Employers' Associations.

In relation to The Fire Brigades Union these requirements are the responsibility of the executive council. The accounts of the union have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing the accounts the executive council is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The executive council is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The union is also responsible for the maintenance and integrity of the corporate and financial information included on the union's website. Legislation in the UK governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE FIRE BRIGADES UNION

OPINION

We have audited the financial statements of The Fire Brigades Union (the 'Union') for the year ended 31 December 2018 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2018 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- the executive council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the executive council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The executive council is responsible for the other information. The other information comprises the information included in the general secretary's and national treasurer's introduction, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 to report to you by exception in respect of the following matters, in our opinion:

- The union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

RESPONSIBILITIES OF THE EXECUTIVE COUNCIL

As explained more fully in the statement of the executive council's responsibilities, the executive council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the executive council is responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs(UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the union's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP

Gareth Jones (Senior Statutory Auditor)

BDO LLP

Chartered Accountants Statutory Auditor
150 Aldersgate Street
London EC1A 4AB
Date 23 April 2019

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2018

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2018 £	2017 £
Income								
Contributions	1(i)	8,025,810	1,274,432	239,553	–	–	9,539,795	9,576,206
Investment income		107,107	–	–	–	–	107,107	97,869
Grants		–	–	–	–	978,149	978,149	1,279,092
Other income	16	26,968	–	–	277,202	–	304,170	323,969
Commission received		11,957	–	–	–	–	11,957	17,910
VAT recoverable		6,623	–	–	–	–	6,623	5,988
		8,178,465	1,274,432	239,553	277,202	978,149	10,947,801	11,301,034
Expenditure								
Benefits	2	386,549	1,020,324	–	–	–	1,406,873	1,406,954
Conferences		344,826	–	21,424	–	–	366,250	293,101
Affiliations		149,697	–	38,819	–	–	188,516	189,963
‘Firefighter’		162,603	–	–	–	–	162,603	180,321
Commissions		19,940	19,940	9,970	–	–	49,850	65,898
Union learning costs		–	–	–	–	501,549	501,549	683,902
Staff and officials	3	3,005,938	165,000	73,023	–	476,600	3,720,561	3,567,185
Member representation	4	2,233,461	–	8,151	–	–	2,241,612	2,148,317
Premises	5	621,426	–	–	–	–	621,426	558,987
Other expenditure	6	578,960	–	21,180	–	–	600,140	620,345
Depreciation	1(b)	170,196	–	–	–	–	170,196	178,874
Lottery good causes and prizes	16	–	–	–	266,684	–	266,684	242,071
Surplus on disposal of fixed assets		(1,200)	–	–	–	–	(1,200)	(5,404)
Surplus on disposal of investments		(48,519)	–	–	–	–	(48,519)	(70,016)
Deficit/(surplus) on revaluation of quoted investments	8a	229,851	–	–	–	–	229,851	(185,855)
Surplus on revaluation of unquoted investments	8b	(82,560)	–	–	–	–	(82,560)	–
Defined benefit net interest cost	12	73,000	–	–	–	–	73,000	81,000
		7,844,168	1,205,264	172,567	266,684	978,149	10,466,832	9,955,643
Operating surplus for the year		334,297	69,168	66,968	10,518	–	480,969	1,345,391
Other comprehensive income/(expense)								
Actuarial gain/(loss) on post employment benefit obligations		1,380,000	–	–	–	–	1,380,000	(322,000)
Return on assets less net interest		(830,000)	–	–	–	–	(830,000)	302,000
Experience gains		194,000	–	–	–	–	194,000	62,000
Total other comprehensive income	12	744,000	–	–	–	–	744,000	42,000
Total comprehensive income for the year		1,078,297	69,168	66,968	10,518	–	1,224,969	1,387,391

STATEMENT OF FINANCIAL POSITION

As at 31 December 2018

	Note	2018 £	2017 £
Fixed Assets	7	1,947,460	1,943,686
Investments	8	4,458,059	3,516,840
Long term loans	9	42,223	51,370
		6,447,742	5,511,896
Current assets			
Debtors	10	400,389	635,274
Cash at bank and in hand		5,267,170	5,046,282
Total current assets		5,667,559	5,681,556
Current liabilities	11	(1,459,644)	(1,112,764)
Net current assets		4,207,915	4,568,792
Total assets before pension liability		10,655,657	10,080,688
Defined benefit pension fund	12		
The Fire Brigades Union pension scheme		(2,688,000)	(3,097,000)
The Fire Brigades Union retirement and death benefits scheme		322,000	81,000
Net defined benefit pension liability		(2,366,000)	(3,016,000)
Total assets after pension liability		8,289,657	7,064,688
Represented by:			
General fund (excluding defined benefit pension liability)		4,380,136	3,951,839
Defined benefit pension liability		(2,366,000)	(3,016,000)
General fund		2,014,136	935,839
Accident and injury fund		5,503,990	5,434,822
Political fund		658,638	591,652
Lottery		112,893	102,375
Total funds		8,289,657	7,064,688

Movement in the union's funds are shown on page 102.



M. Wrack – General Secretary



I. Murray – President

Date 23 April 2019

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2018

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2016	(225,053)	5,241,905	639,968	20,477	5,677,297
Operating surplus/(deficit) for the year	1,118,892	192,917	(48,316)	81,898	1,345,391
Other comprehensive (expense)/income for the year					
Actuarial losses on post-employment benefit obligations	(322,000)	–	–	–	(322,000)
Return on assets less net interest	302,000	–	–	–	302,000
Experience gains	62,000	–	–	–	62,000
	42,000	–	–	–	42,000
At 31 December 2017	935,839	5,434,822	591,652	102,375	7,064,688
Operating surplus for the year	334,297	69,168	66,986	10,518	480,969
Other comprehensive income/(expense) for the year					
Actuarial gains on post-employment benefit obligations	1,380,000	–	–	–	1,380,000
Return on assets less net interest	(830,000)	–	–	–	(830,000)
Experience gains	194,000	–	–	–	194,000
	744,000	–	–	–	744,000
At 31 December 2018	2,014,136	5,503,990	658,638	112,893	8,289,657

STATEMENT OF CASH FLOWS

For the year ended 31 December 2018

	2018 £	2017 £
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year (page 100)	480,969	1,345,391
Depreciation	170,196	178,874
Surplus on disposal of fixed assets	(1,200)	(5,404)
Surplus on disposal of investments	(48,519)	(70,016)
Deficit/(surplus) on revaluation of quoted investments	229,851	(185,855)
Surplus on revaluation of unquoted investments	(82,560)	–
Change in debtors	234,885	(61,860)
Change in creditors	346,880	(435,769)
Change in pension liability	94,000	2,000
Cash flows arising from operating activities	1,424,502	767,361
Cash flows from investment activities		
Purchase of fixed assets	(173,970)	(122,031)
Proceeds from the sale of fixed assets	1,200	5,404
Purchase of investments	(1,475,953)	(445,502)
Sale of investments	435,962	402,225
Repayment of mortgages	9,147	107,627
Net cash used in investment activities	(1,203,614)	(52,277)
Net increase in cash and cash equivalents	220,888	715,084
Cash and cash equivalents at the beginning of the year	5,046,282	4,331,198
Cash and cash equivalents at the end of the year	5,267,170	5,046,282

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). Income and expenditure is dealt with in the various fund accounts of the union.
- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.
- The rates used are:
- | | |
|----------------------|------------|
| Buildings | 2.50% |
| Computer equipment | 25% |
| Fixtures or fittings | 10% or 20% |
| Motor vehicles | 25% |
- No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.
- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.
- (d) Investments are stated in the balance sheet on the following basis:
- Quoted investments – at fair value, which is determined by reference to the quoted market price at the year end date.
- Unquoted investments – at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).
- Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received. Movements in the fair value of investments are included in the statement of comprehensive income.
- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.
- (h) Value added tax (VAT) is only partially recoverable. The recoverable element is shown separately in the income statement. All expenditure is shown inclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

- (j) The union's pension schemes are defined benefit schemes. The assets of the schemes are held separately from those of the union in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

The surplus or deficit arising from the union's defined benefit pension schemes is disclosed in the statement of financial position. Any surplus on a pension scheme is only recognised if it is considered to be recoverable, either through reduced employer contributions or through repayments from the scheme. Movements on the pension scheme, asset or liability, are reflected through the statement of comprehensive income to the extent that they relate to employer's current service costs or movements arising from expected returns on pension scheme assets net of interest on pension scheme liabilities which is disclosed as a component of other comprehensive expense. Movements arising from changes in actuarial assumptions, including differences between the actual returns on scheme assets and the expected returns and experience gains / (losses) arising on the scheme's liabilities are reflected through the statement of total recognised gains and losses.

- (k) Accident and injury fund contributions are recognised on an accrual basis in accordance with union rules. Provisions for expenditure are included in the accounts when there is certainty that a future payment will be made as at the balance sheet date.
- (l) All union learning fund grant income is recognised as and when the union is entitled to the monies and matched against relevant expenditure.
- (m) Lottery income and expenditure are recognised on an accrual basis and the funds carried forward will be spent on good causes as determined by the lottery distribution panel.
- (n) The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. In preparing these financial statements, the union has made the following judgements:
- Provisions for liabilities – provisions for liabilities included at the year end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.
 - Investments – quoted investments are disclosed at mid market values at the statement of financial position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.
 - Defined benefit pension schemes - the cost of the defined benefit pension schemes is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates. Further details are given in note 12.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

	2018 £	2017 £
2 Benefits		
Legal fees	168,149	286,809
Education	218,150	206,877
Accident and injury claims	1,020,324	913,268
Payments for support	250	–
	1,406,873	1,406,954
3 Staff and officials		
Salaries and national insurance contributions	2,011,519	1,976,030
Pension contributions	461,332	503,367
FRS102 pension scheme adjustment (note 12)	21,000	(79,000)
Officials' allowance	545,256	559,206
PAYE agreement	6,184	6,015
Trade union leave	675,270	601,567
	3,720,561	3,567,185
4 Member representation		
Travel	309,481	266,012
Mileage	345,557	408,215
Hotels	248,373	167,630
Subsistence and evening meals	347,703	332,969
Motor expenses	5,253	10,751
Other organising expenses	24,178	26,477
Reports, journals and subscriptions	74,595	69,578
Ballot expenses	31,337	52,855
Donations	70,897	164,548
Goods for presentations and campaigning	69,050	56,919
Communications	484,716	446,828
Printing and stationery	213,690	130,308
Advertising	16,782	15,227
	2,241,612	2,148,317
5 Premises		
Repairs and renewals	67,409	53,242
Office expenses	517,272	477,045
Insurance	36,745	28,700
	621,426	558,987
6 Other expenditure		
Bank charges and interest payable	30,537	28,406
Audit, pension audit and accountancy	44,000	50,100
Professional fees	525,603	541,839
	600,140	620,345

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
7 Fixed assets				
Cost				
1 January 2018	2,805,501	620,767	136,073	3,562,341
Additions	–	113,266	60,704	173,970
Disposals	–	–	(19,992)	(19,992)
31 December 2018	2,805,501	734,033	176,785	3,716,319
Depreciation				
1 January 2018	1,127,537	429,781	61,337	1,618,655
Charge for the year	57,100	77,259	35,837	170,196
Disposals	–	–	(19,992)	(19,992)
31 December 2018	1,184,637	507,040	77,182	1,768,859
Net book value				
31 December 2018	1,620,864	226,993	99,603	1,947,460
Net book value				
31 December 2017	1,677,964	190,986	74,736	1,943,686

	2018 £	2017 £
8 Investments		
Quoted equities and unit trusts (note 8a)	3,894,969	3,036,310
Unquoted equities (note 8b)	563,090	480,530
Fair value of total investments	4,458,059	3,516,840
a) Quoted equities and unit trusts		
	2018 £	2017 £
Market value at 1 January	3,036,310	2,737,162
Additions at fair value	1,475,953	455,502
Disposal proceeds	(435,962)	(402,225)
Change in fair value of investments		
Realised surplus on sale of investments	48,519	70,016
(Loss)/surplus on revaluation of financial assets to fair value	(229,851)	185,855
Market value at 31 December	3,894,969	3,036,310
Historical cost at 31 December	3,671,820	2,583,310

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

8 Investments (continued)

All investments related to quoted investments on readily accessible markets, primarily the London Stock Exchange. Investment are carried at fair value, being the market value at the year end. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The union manages these risks by retaining expert advisors.

b) Unquoted equities

Unquoted shares held by the union at the year end are broken down as follows:

240,000 Unity Trust Bank plc "A" and "C" shares.

530 Labour Education, Rec. And Holiday Homes Ltd shares held at cost of £1/share.

	2018 £	2017 £
Market value at 1 January	480,530	480,530
Surplus on revaluation of financial assets to fair value	82,560	–
Market value at 31 December	563,090	480,530
Historical cost at 31 December	240,530	240,530

No provision for permanent impairment in value of investments is considered necessary.

9 Long-term loans

	2018 £	2017 £
Mortgages repayable	19,188	28,335
Loans – co-op societies		
CRS London Ltd.	35	35
People's Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	42,223	51,370

The mortgage loans to officials are secured by a charge on the property.

10 Debtors

	2018 £	2017 £
Trade debtors	56,915	112,903
Other debtors	130,815	289,456
Prepayments	212,659	232,915
	400,389	635,274

11 Current liabilities

	2018 £	2017 £
Trade creditors	242,773	249,814
Other creditors	11,850	9,227
Accruals	1,205,021	853,723
	1,459,644	1,112,764

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

12 Defined benefit pension fund

The union operates two defined benefit pension schemes in the United Kingdom.

1. The Fire Brigades Union pension scheme.
2. The Fire Brigades Union retirement and death benefits scheme.

	2018 £'000	2017 £'000
The Fire Brigades Union pension scheme		
Opening balance	(3,097)	(3,090)
Current service cost	(235)	(193)
Administration expenses	(123)	(68)
Contributions by the union	352	349
Total service cost	(6)	88
Net interest cost	(74)	(82)
Actuarial gain/(loss)	489	(13)
Closing balance	(2,688)	(3,097)

The Fire Brigades Union retirement and death benefits scheme

Opening balance	81	34
Current service cost	(146)	(180)
Administration expenses	(19)	(19)
Contributions by the union	150	190
Total service cost	(15)	(9)
Net interest credit	1	1
Actuarial gain	255	55
Closing balance	322	81

Both schemes

Opening balance	(3,016)	(3,056)
Current service cost	(381)	(373)
Administration expenses	(142)	(87)
Contributions by the union	502	539
Total service cost	(21)	79
Net interest cost	(73)	(81)
Actuarial gain	744	42
Closing balance	(2,366)	(3,016)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

12 Defined benefit pension fund (continued)

The major assumptions used by the actuary for The Fire Brigades Union retirement and death benefits scheme.

	At 31.12.2018	At 31.12.2017
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.3%	2.2%
Allowance for pension in payment increases of RPI or 5% if less	3.3%	3.2%
Allowance for pension in payment increases of CPI or 5% if less	2.3%	–
Discount rate	2.8%	2.4%
Inflation rate (RPI)	3.3%	3.2%
Inflation rate (CPI)	2.3%	2.2%

The mortality assumptions are in accordance with CMI 2017 (1.25%).

The assets in the scheme and the expected rate of return for The Fire Brigades Union retirement and death benefits scheme.

	% of total Scheme assets	Value at 31.12.2018 £'000	% of total Scheme assets	Value at 31.12.2017 £'000
With profits fund	47%	4,410	43%	4,395
Secured annuities	53%	5,027	57%	5,733
Total market value of assets		<u>9,437</u>		<u>10,128</u>

The major assumptions used by the actuary for The Fire Brigades Union pension scheme.

	At 31.12.2018	At 31.12.2017
Rate of increase in salaries	2.2%	1.5%
Rate of increase for deferred pensioners	2.2%	2.2%
Rate of increase of pensions in payment	3.1%	3.2%

The mortality assumptions are in accordance with the S2PA CMI 2017 (1.25%).

The assets in the scheme and the expected rate of return for The Fire Brigades Union pension scheme.

	% of total Scheme assets	Value at 31.12.2018 £'000	% of total Scheme assets	Value at 31.12.2017 £'000
Cash	1%	69	1%	31
Annuities	51%	3,139	55%	3,385
Cash accumulation policy	13%	770	11%	699
Funds	35%	2,169	33%	2,061
Total market value of assets		<u>6,147</u>		<u>6,176</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

12 Defined benefit pension fund (continued)

The amounts recognised in the statement of financial position are as follows:

	2018 FBU RDB* scheme £'000	2018 FBU pension scheme £'000	2018 Total £'000	2017 FBU RDB scheme £'000	2017 FBU pension scheme £'000	2017 Total £'000
Present value of defined benefit obligation	(9,115)	(8,835)	(17,950)	(10,047)	(9,273)	(19,320)
Fair value of scheme assets	9,437	6,147	15,584	10,128	6,176	16,304
Net asset/(liability) recognised	322	(2,688)	(2,366)	81	(3,097)	(3,016)

The amounts recognised in the income and expenditure account are as follows:

Service costs	146	235	381	180	193	373
Administration expenses	19	123	142	19	68	87
Net interest (credit)/charge	(1)	74	73	(1)	82	81
Total recognised	164	432	596	198	343	541

Actual return on scheme assets	(278)	(163)	(441)	372	350	722
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The amounts recognised in other comprehensive income:

Actuarial gains/(losses)	578	802	1,380	(114)	(208)	(322)
Return on assets less net interest	(517)	(313)	(830)	107	195	302
Experience gains arising on the plan liabilities	194	–	194	62	–	62
Total recognised	255	489	744	55	(13)	42

*Retirement and death benefits

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

12 Defined benefit pension fund (continued)

	2018 FBU RDB scheme £'000	2018 FBU pension scheme £'000	2018 Total £'000	2017 FBU RDB scheme £'000	2017 FBU pension scheme £'000	2017 Total £'000
Reconciliation of opening and closing balances of the present value of scheme liabilities:						
Scheme liabilities at 1 January	10,047	9,273	19,320	9,850	8,732	18,582
Current service cost	146	235	381	180	193	373
Expenses	19	–	19	19	–	19
Secured liability in members' names	–	–	–	–	–	–
Interest cost	238	224	462	264	237	501
Contributions by scheme participants	41	41	82	36	39	75
Settlements	–	–	–	–	–	–
Business combination	–	–	–	–	–	–
Actuarial (gain)/loss	(772)	(802)	(1,574)	52	208	260
Benefits paid	(604)	(136)	(740)	(354)	(136)	(490)
Scheme liabilities at 31 December	9,115	8,835	17,950	10,047	9,273	19,320

Reconciliation of opening and closing balances of the fair value of scheme assets

Fair value of scheme assets at 1 January	10,128	6,176	16,304	9,884	5,642	15,526
Expected return on scheme assets	239	150	389	265	155	420
Expenses	–	(123)	(123)	–	(68)	(68)
Actuarial (loss)/gain	(517)	(313)	(830)	107	195	302
Contributions by employer	150	352	502	190	349	539
Contributions by scheme participants	41	41	82	36	39	75
Benefits paid	(604)	(136)	(740)	(354)	(136)	(490)
Fair value of scheme assets at 31 December	9,437	6,147	15,584	10,128	6,176	16,304

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

12 Defined benefit pension fund (continued)

The Fire Brigades Union pension scheme

The most recently completed actuarial valuation of the Fire Brigades Union pension scheme as at 30 June 2016 showed a scheme funding deficit of £912,000. The union agreed to pay annual contributions of 17% of members' pensionable salaries, less the amount contributed by active members of the scheme each year. In respect of the scheme deficit as at 30 June 2016, the union has agreed to pay £106,000 a year for 7 years and 5 months. In addition, the union will pay £114,000 each year to cover administrative expenses and premiums for death in service lump sums associated with the scheme. This excludes the PPF levy which the union pays directly. Including future service costs, the union expects to pay around £300,000 to the scheme during the accounting year ending 31 December 2019.

The Fire Brigades Union retirement and death benefits scheme

The most recently completed actuarial valuation as at 31 October 2017 showed a scheme funding deficit of £468,000 and the union has agreed with the trustees that it will pay 62.80% of pensionable earnings in respect of the cost of accruing benefits. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the union will pay amounts into the scheme equal to the levy payments made by the scheme to the Pension Protection Fund. Insurance premiums for death in service benefits and any fees other than standard policy charges are also payable in addition as and when they are due. In respect of the scheme funding deficit, the union will pay annual contributions of £51,000, increasing by 3% per annum to 31 October 2028. The member contributions are payable in addition at the rate of 15% of pensionable salary and the union expects to pay a total of £215,000 to the scheme during the accounting year ending 31 December 2019.

13 Taxation

The union is not liable to tax on income from its members. Taxation is payable to the extent that investment income and capital gains exceed allowable provident benefits.

14 Operating leases

As at 31 December 2018 the union has future commitments under non-cancellable operation leases as follows:

	2018 £	2017 £
Within one year	71,506	71,506
Between two and five years	178,765	250,271
In more than five years	—	—
Total	250,271	321,777

15 Key management personnel

Key management personnel compensation of £498,717 (2017 – £511,438) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions and employer pension contributions. See analysis of officials' salaries and benefits for a further breakdown of the key management personnel compensation.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

16 Lottery

	2018 £	2017 £
Income	277,202	323,969
Expenditure		
Prizes and administration	144,053	150,574
Good causes	122,631	91,497
	266,684	242,071
Surplus for the year	10,518	81,898
Funds at beginning of the year	102,375	20,477
Funds at the end of the year	112,893	102,375

The surplus carried forward funds are to be spent on good causes.

Good causes

Bethnal Green Monument	3,500
Commemorative publication	15,000
Family welfare support	3,132
Garden100	25,100
Grenfell Tower Research	25,000
Justice4Grenfell	11,669
Mental health support Grenfell	488
North Kensington FF	10,000
Paddington FF	10,000
People Live (Mobile Exhibition)	14,000
Red plaque – Ewan Williamson	449
Red plaque – Jack Fourt-Wells and Richard Stocking	570
Red plaque – John Donley and Tony Hall	449
Red plaque – John Humphries	449
Red plaque – John Noble	449
Red plaque – Michael Lee	440
Red plaque – Northern Ireland FF	589
Red plaque – Robert Miller	449
Red plaque – Solomon Belinsky	449
Red plaque – Stephen Neill	449
	122,631

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2018

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	74,834	Area manager	Competent "B"
Andy Dark	Assistant general secretary	71,151	Area manager	Competent "A"
Sean Starbuck	National officer	65,276	Group manager	Competent "B"
David Green	National officer	65,706	Group manager	Competent "B"

Note: All national officials' salaries are in line with fire service ranks, endorsed by annual conference.

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	9,318	41,533	6,878
Andy Dark	Assistant general secretary	8,685	39,489	7,537
Sean Starbuck	National officer	7,883	36,228	11,393
David Green	National officer	7,966	36,467	8,374

Full-time officials pay 15% of pensionable salary in employee pension contributions. The executive council is currently reviewing the pension provision for full time officials.

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2018

Benefits

Name	Office held	Officials' allowance rate per annum £
I. Murray	President (from 4 January 2018)	9,643
	Executive council and vice-president (to 3 January 2018)	8,333
A. Noble	Executive council and vice-president (from 16 February 2018)	8,333
	Executive council and national treasurer (to 4 April 2018)	8,333
J. Quinn	Executive council and national treasurer (from 5 April 2018)	8,333

The following executive council members were paid an officials' allowance at the rate of £7,025 per annum.

C. McGlone
P. Smith (from 20 March 2018)
L. Skarratts
P. Coates (to 30 December 2018)
B. Selby (from 31 December 2018)
B. Downey (to 30 April 2018)
M. Lamb (from 1 May 2018)
G. Mayos
J. Wyatt (to 14 May 2018)
B. Hooper (from 15 May 2018)
P. Embury
R. Jones
T. McFarlane

The union made reimbursement to local authorities of £675,270 (2017 – £601,567) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

Irregularity statement

"A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors' of the union, the certification officer (who is an independent officer appointed by the secretary of state) and the police.

Where a member believes that the financial affairs of the union have been conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

The above statement is taken from the certification officer website.

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2018:

Name	Region	Brigade
Callum Graeme Grieve	1	Scotland
Derek Malloy	1	Scotland
Gary Watt	1	Scotland
Iain Carroll	1	Scotland
Gary Dall	1	Scotland
Gary Hamilton	2	Northern Ireland
Bernard Edward Conway	2	Northern Ireland
John Winton	2	Northern Ireland
Andrew Clark	3	Tyne and Wear
Michael Ottaway	4	Humberside
Ian Dodd	5	Lancashire
Richard Henthorne	5	Greater Manchester
Paul Smith	5	Cheshire
Stefan Hawcroft	6	Lincolnshire
Alan Gwillim	8	South Wales
Ercan Mehmet	10	London
Karl Healey	10	London
Gavin Neizer	11	Surrey
Marcus Care	12	Cornwall



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