



final

AGENDA

Fire Brigades Union

81st Annual Conference, Southport

10th, 11th, 12th and 13th May, 2005

FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE

final agenda

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

NJC

1. PAY

Conference demands that any pay formula negotiated by the Fire Brigades Union shall, from 2007 include that all members, in all roles, receive in monetary terms, the same annual increase in basic pay.

LOTHIAN & BORDERS

Amendment

Insert after full stop on line 3 – “All non-wholetime members shall receive the same increase in their basic hourly rate of pay as wholetime members.

LOTHIAN & BORDERS

2. PAY PROTECTION

This Conference demands that any Officer whose rank is assimilated to the role of Watch Manager B has their pay scale protected beyond 2007 and that they continue to receive the same percentage pay increases as all other Ranks or Roles.

SOUTH YORKSHIRE

3. PAY PROTECTION

Conference demands that immediate negotiation takes place to ensure that extended pay protection arrangements are put in place to ensure that no member suffers detrimental changes to pay or conditions as a result of the change from rank to role.

TYNE & WEAR

4. ACTING UP PAY

Conference demands that when Station Managers are absent and Watch Managers undertake that role they are paid an acting up allowance.

HEREFORD & WORCESTER

Amendment

Delete: “an acting up allowance”.

Insert: “the appropriate hourly rate as per Scheme of Conditions of Service, Section 4, Part B, Para 19.”

KENT

Amendment

Delete the words: “paid an acting up allowance” and **replace with:** “temporarily promoted and paid the differential between their substantive role and the role which they are temporarily performing”.

LONDON

Amendment

Delete full stop after “allowance” and **insert** “at the appropriate hourly rate:”

WEST MIDLANDS

5. RETAINED PAY

This Annual Conference demands that the Executive Council raises with our Employers that the salaries of Retained Firefighters should not be detrimentally affected, due to fixed hours/commitment duty systems, and should not drop below their current earnings.

NORTH WALES

6. DAY CREWED HOLIDAY PAY

This Conference calls upon our Executive Council to enter into negotiations at the highest levels to bring about holiday pay for Wholetime day-crewed firefighters that includes payment for the ‘Retained’ duties undertaken by them. The calculation for this holiday pay should be based upon the calculation currently used for part-time members.

LINCOLNSHIRE

Amendment

Delete: “part-time members”.

Insert: “those working the Retained Duty System”.

KENT

7. LONG SERVICE INCREMENT

This Annual Conference demands that the Executive Council enters into immediate negotiations with our Employers to retain the Long Service Increment.

NORTH WALES

Amendment

2nd line – **remove** “retain” and **insert** “regain”.

WEST MIDLANDS

8. CONTINUAL PROFESSIONAL DEVELOPMENT PAYMENTS

Following the replacement of long service pay by Continual Professional Development Pay, Conference demands that an equivalent amount is paid, linked to completion of an Annual Training Cycle under Integrated Personnel Development. This payment to be available to all uniformed personnel and included as part of pensionable pay.

DORSET

9. CONTINUAL PROFESSIONAL DEVELOPMENT

Conference calls upon the Executive Council, when negotiating the new Continual Professional Development (CPD) payment that is due to replace the Long Service Increment (LSI), to ensure that the following objectives are pursued:

- Any member who is in receipt of LSI will automatically receive the CPD payment;
- Any member who becomes eligible for the CPD payment cannot have that payment subsequently removed;
- The CPD payment should be fully pensionable;
- There should be three rates of CPD payment, payable at 5, 10 and 15 years' service, with the 15 year payment being no less than the current LSI;
- CPD payments should increase in line with increases in pay.

LONDON

Amendment

Delete bullet point 4.

TYNE & WEAR

Amendment

Delete the whole of the 4th bullet point. **Replace** with new 4th bullet point to read "One level of CPD to be payable on the attainment of the competencies required to fulfil the role of a firefighter.

WEST MIDLANDS

Amendment

Delete the first paragraph and **insert** "Conference instructs the Executive Council to ensure that the following objectives are pursued when negotiating the new Continual Professional Development (CPD) payment that is due to replace the Long Service Increment (LSI)."

WEST YORKSHIRE

10. CONTINUAL PROFESSIONAL DEVELOPMENT SCHEME

This Conference demands that the new Continual Professional Development Scheme payments are clarified and a national framework is put in place before the Long Service Increment payments are reduced in 2006. In addition and in light of proposed changes to the Firefighters Pension Scheme and Local Government Pension Scheme, we call on the Executive Council to ensure that any payments under the Continual Professional Development Scheme are covered by the definitions of pensionable pay under any new Pension Scheme.

SUFFOLK

Amendment

In line 7 after “pensionable pay” **insert** full stop and **remove** “under any new Pension Scheme”.

LOTHIAN & BORDERS

Amendment

Last sentence last line after “definitions of pensionable pay under...” **insert** “the existing and”.

MERSEYSIDE

11. ADDITIONAL RESPONSIBILITY PAYMENTS

Conference demands that national criteria are set for additional responsibility payments. These are to recognise extra responsibilities and skills that enhance an individual's role. Payments should be in the form of £1,000 per additional responsibility and should be included as part of pensionable pay and subject to annual increments.

All skills which attract such payments will be negotiated and agreed with the Fire Brigades Union.

DORSET

Amendment

In first paragraph, line 3 after “Payments should be”, **remove** “in the form of £1000”.

In the second paragraph, line 2 after “Fire Brigades Union” **remove** full stop and **insert** “within the NJC.”

LOTHIAN & BORDERS

12. PROTRACTED INCIDENTS

Conference demands that the Executive Council, at the earliest opportunity, seek to replace Section 4, Part B, Paragraph 11 of the Scheme of Conditions of Service, sixth edition 2004, with a provision that will ensure that firefighters conditioned to the Retained duty system are not financially disadvantaged as a result of attendance at protracted incidents.

NORTHERN IRELAND

13. COMPETENCY

This Conference demands our Executive Council use all measures to ensure any firefighter working the Retained duty system be afforded the time necessary to achieve and maintain the required level of competency. An initial progress report should be presented to the 2006 Fire Brigades Union Conference and updated at the 2006 Retained Annual General Meeting.

SOMERSET

14. WORKING WEEK

This Conference demands that the Fire Brigades Union National Negotiating Team immediately begins negotiations with the National Employers for a basic 35 hour working week for all UK Fire Service Wholetime employees covered in the Grey Book.

SHROPSHIRE

Amendment

Line three – **delete** “employees” and **insert** in its place “FBU members”

MERSEYSIDE

15. REDUCTION IN HOURS

Conference demands that the Executive Council initiate negotiations at National Joint Council, with the objective of achieving a reduction in the hours worked per week by all uniformed staff.

Such negotiations must preclude any negative impact on agreed pay scales. A campaign in the furtherance of this objective should be implemented as soon as is practicable and in any event, prior to Conference 2006, at which a progress report must be delivered to Conference.

NORTHERN IRELAND

16. ANNUAL LEAVE

This Conference demands that negotiations be entered into with the National Employers in order to bring about a system whereby all annual leave entitlement will be taken only on duty periods and thus that no rota day shall be included in a member's annual leave.

LINCOLNSHIRE

Amendment

Line 3 – after “duty periods” **insert** full stop. – **Delete** remainder of the resolution.

WEST MIDLANDS

17. LONG SERVICE LEAVE

Conference demands that the long service leave entitlement is protected and safeguarded by whatever means are available.

The membership are aggrieved at the way that the long service pay increment was lost and will not accept any reduction, or detrimental change to the long service leave entitlement as laid down in the Grey Book.

WEST YORKSHIRE

Amendment

4th line – in between “the” and “long”, **insert** “present”; – 5th line – **insert** full stop after “entitlement” and **delete** the remainder of the sentence.

WEST MIDLANDS

Amendment

In 1st paragraph, 1st line, **delete** all after “protected” and **insert** “and any attack on such entitlement will lead to a ballot for strike action.

SOUTH YORKSHIRE

18. EASTER SUNDAY

Conference demands that the Executive Council begin negotiations with the Employers to achieve recognition of Easter Sunday as a public holiday, and appropriate adjustments made for pay and leave purposes.

KENT

Amendment

In 2nd line after the word “and” **insert** “make”. In 3rd line **delete** the word “made”.

TYNE & WEAR

Amendment

2nd line after “of” **delete** “Easter Sunday as a public holiday” **insert** “all religious festivals as public holidays”;

WEST MIDLANDS

19. CONSULTATION/NEGOTIATION

Conference condemns Fire Authorities, Chief Fire Officers/Firemasters who continually disregard nationally agreed consultation/negotiation procedures and impose terms and conditions upon the membership.

Therefore Conference calls upon the members and officials in the Brigade affected to use all means at their disposal to fight such impositions, this to include a ballot for industrial action which may include strike action.

MERSEYSIDE

20. WHOLETIME/RETAINED

Conference demands that the introduction of Wholetime/Retained working should abide by the following minimum principles:

- That Retained duties should not be undertaken 9 hours before commencing Wholetime duties.
- That the negotiated 2 x 24 hour weekly rest periods are synchronised between the two duty systems.
- That leave on both systems should be co-ordinated to provide adequate breaks from work.
- That the role of personnel working this system should not be diminished transferring between duty systems in line with IPDS.
- That any negotiated Wholetime/Retained system should comply with the working time directive as a minimum.
- That any introduction should include the principles of Fairness At Work, Equality and Family Friendly Policies.

DORSET

Amendment

In the first bullet point, second line, between the words “commencing” and “Wholetime” **insert** the words “or ending”.

STRATHCLYDE

Amendment

Bullet Point 1 – first line – after “undertaken” **delete** “9” and **insert** “11”. 2nd line **delete** full stop after “duties” **insert** “or 11 hours after completing Wholetime duties”.

WEST MIDLANDS

Amendment

After final bullet point **add** final paragraph:

“Conference also demands that a National Joint Council joint circular be pursued which should contain agreed national guidance to be adopted by all Fire and Rescue Authorities utilising this system of work”.

MERSEYSIDE

21. FIRE SERVICE DISCIPLINE: FINAL APPEAL

Conference recognises the significant change to culture involved in the removal of the Fire Service (Discipline) Regulations 1985 of their replacement within the National Joint Council scheme and Conditions of Service, sixth edition, Section 6, Grievance and Disciplinary.

Conference further recognises that the employing body within the Fire Service is the Fire Authority/Board.

Conference therefore instructs the Executive Council to enter into negotiations, at National Joint Council, to ensure that the appropriate level for final appeal against dismissal within the Fire Service is at Fire Authority/Board.

GREATER MANCHESTER

Amendment

In last line of Resolution **delete** the words “against dismissal”.

TYNE & WEAR

22. REDEPLOYMENT

Conference notes the growing use of ‘redeployment’ within the UK Fire Service.

Conference therefore instructs the Executive Council to enter into negotiations with the Employers, at National Joint Council, to establish that, should ‘redeployment’ of a Fire Brigades Union member be required, then that ‘redeployment’ will be within their existing role map, as a minimum, thereby maintaining the same terms and conditions.

GREATER MANCHESTER

Amendment

Delete: “Fire Brigades Union”.

KENT

23. REDEPLOYMENT

This Conference demands a national agreement be negotiated that any Fire Brigades Union member that is unfit for operational duty who does not retire on medical grounds, be offered work of equal pay and status to that which they currently perform.

CHESHIRE

Amendment

Delete: "Fire Brigades Union".

KENT

24. FAMILY FRIENDLY POLICIES

This Conference calls on the Fire Brigades Union to employ all means possible to fight for the improvement of the Family Friendly policies of every Fire Authority and Fire Board. This is to ensure that Control members and their families are not discriminated against due to the constraints of the modern Fire Service.

CSNC

Amendment

In line 3 after "that" **remove** "Control".

**LOTHIAN & BORDERS
TYNE & WEAR**

25. FLEXIBLE WORKING

Mothers working in the Fire Service repeatedly state that they enjoy the 2.2.4 shift system which they find family friendly. However, they do feel that some flexibility may be required at some stages of their children's lives. According to the Department of Trade and Industry, the Government is committed to helping working parents and as such all have a right to apply to work flexibly and their Employers have a statutory duty to consider those requests seriously.

This Conference calls upon the Executive Council to provide guidance to Brigade Officials to better enable them to assist women members when they make such applications and in any subsequent appeals where appropriate.

NWC

Amendment

Replace first word "Mothers" with "All members".

HUMBERSIDE

Amendment

In the first paragraph first line **delete** the word "Mothers" and **add** the word "Parents".

In the second paragraph, second line, **delete** the word "women".

**STRATHCLYDE
LOTHIAN & BORDERS**

Amendment

Delete the word "women" **insert** the word "all".

TYNE & WEAR

Amendment

1st line – **delete** "Mothers" **insert** "Parents" also at end of 1st line **delete** "2.2.4," **insert** "2.2.3,"

Last paragraph – 2nd line – after "assist" **delete** the word "women".

WEST MIDLANDS

Amendment

In 1st paragraph 1st line, after "Mothers" **insert** ", fathers and carers" In paragraph 2, line 2, **delete** "women".

SOUTH YORKSHIRE

Amendment

2nd paragraph, line two, **delete** the word “women” and **replace** it with “all Fire Brigades Union”.

MERSEYSIDE

Amendment 7

Line 1 **delete** “Mothers” **insert** “Members”.

Line 8 **delete** “women” **insert** “all”.

GREATER MANCHESTER

26. MATERNITY POLICY

This Annual Conference notes that the National Women’s Committee Model Maternity Policy was used as a tool during the negotiation for maternity provisions on the Grey Book. This Conference also notes that whilst some improvements have been made for new and expectant mothers working under these Conditions of Service, there is still room for improvement.

This Conference believes that if the British Fire Service is serious in its intentions to improve the recruitment and retention of women, then good maternity policies is one area that would positively reflect these intentions.

This Annual Conference demands that the Executive Council resubmits the National Women’s Committee’s Model Maternity Policy to the National Joint Council for national negotiations and relaunches the policy with Brigade Officials for local negotiation.

NORTHAMPTONSHIRE

Amendment

3rd line – **delete** “on the Grey Book” **insert** “within National Conditions of Service”.

WEST MIDLANDS

Amendment

2nd paragraph, line one, **delete** the word “British” and **replace** it with “UK”.

MERSEYSIDE

27. BNP MEMBERSHIP

This Conference is disgusted at Hampshire Fire Authority's refusal to publicly condemn their 'Firefighter' employee who stood for election as the BNP candidate at the local elections 2004, and calls upon all local Fire Authority Employers to follow the example of a number of police forces who no longer tolerate their employees' membership of this racist party.

SOUTH YORKSHIRE

28. BNP MEMBERSHIP WITHIN THE FIRE SERVICE

The Race Relations (Amendment) Act 2000 places a general statutory duty on Public Authorities, including Fire Authorities and their Chief Officers, to eliminate unlawful racial discrimination to promote equality of opportunity and promote good relations between persons of different racial groups.

This Conference therefore calls on the Executive Council and its good offices to lobby the ODPM, CFA and the Employers' to implement policy that would not allow any member of a Fire Service to be a member of any organisation whose constitution, aims, objectives, policies or pronouncements, contradict the general statutory duty to promote race equality. Any such organisations specifically include the BNP.

The Executive Council should give progress reports to each B&EMM National Committee Meeting.

B&EMM

Amendment

In the third paragraph **delete** all after the word "reports" and **insert** the following, "via All Members circulars".

STRATHCLYDE

Amendment

In third paragraph, line 2 after "Meeting", **remove** full stop and **insert** "and Regional Committees".

LOTHIAN & BORDERS

Amendment

Last line – after "Committee" **insert** "Business".

WEST MIDLANDS

29. HOME FIRE SAFETY VISITS – COLD CALLING

This Conference demands that all Fire Authorities adhere to the Local Government Association 'Cold Calling Protocol for Local Authority Staff'. This protocol would require members undertaking home fire safety visits, to make prior arranged appointments where possible.

LANCASHIRE

Amendment

Last line, after "appointments" **insert** a full-stop. **Delete** all after.

SOUTH YORKSHIRE

ODPM

30. CONTROL REGIONALISATION

Conference demands that with immediate effect the Executive Council should make the Fire Brigades Union Control Campaign the highest priority including the public awareness of the proposed Regionalisation of Fire Controls.

OXFORDSHIRE

31. REGIONALISATION

In recognition of the key role Emergency Fire Control Operators play in saving life and protecting property and ensuring firefighters' safety at incidents, Conference resolves to oppose vigorously the Regionalisation of our controls.

CSNC

32. CONTROL ROOMS

This Conference recognises that any Regionalisation of our Control Rooms affects ALL our members. Therefore as a last resort a ballot be run that will ask the Fire Brigades Union membership to take any form of industrial action, including strike action, so as to prevent these proposals being enforced.

GRAMPIAN

Amendment

2nd line – After “members” **delete** full stop and **insert** “and our communities.”

WEST MIDLANDS

33. CONTROL REGIONALISATION

This Conference is concerned that any detrimental changes to mobilising procedures may result in delays in attendance to emergency incidents allowing the incidents to develop, impacting on the safety of Fire Officers.

Subsequently, this Conference demands that the Executive Council reaffirms the Fire Brigades Union's opposition to the Regionalisation of Emergency Fire Control Rooms in England and Wales and the amalgamation of Emergency Fire Control Rooms in Scotland.

ONC

Amendment

Delete: "impacting on the safety of Fire Officers".

Insert: full stop after develop.

KENT

Amendment

In the first paragraph line three **delete** the words "Fire Officers" and **insert** the words "personnel attending incidents and the general public".

STRATHCLYDE

Amendment

1st paragraph, last line – **delete** "Fire Officers" and **insert** "all FBU members and our communities".

WEST MIDLANDS

34. OPPOSED MERGERS OF EMERGENCY FIRE CONTROL ROOMS

This Conference believes that the most effective and efficient provision of fire cover can only be achieved through the maintenance of Fire and Rescue Service Emergency Control Rooms and will use all means at its disposal, to fight against the amalgamation or Regionalisation of Emergency Fire Control Rooms and Emergency Services Control Rooms.

The imposition of shared Emergency Controls between Fire Services and/or other emergency services would have a devastating effect on the service provided to the public, as it will result in call prioritisation and increased response times. Ultimately, the lives of both firefighters and the public will be endangered.

Increased responsibilities and call handling will result in an increase in stress levels. This will also compromise the ability of control operators, who are predominantly women, to benefit from this Government's own family-friendly initiatives in the workplace.

Conference calls on the Executive Council as well as Regional and Brigade Committees to renew their efforts in opposing these measures.

FIFE

Amendment

In paragraph 1, line 2 after "of" **insert** "existing"

LOTHIAN & BORDERS

Amendment

2nd paragraph, 2nd line – in between "the" and "service" **insert** "current".

3rd paragraph, 3rd line – after "Government's" **delete** the word "own".

WEST MIDLANDS

35. CONTROL REGIONALISATION

This Conference condemns proposals by the ODPM to create 9 Regional Emergency Fire Controls.

The theory is flawed, the technology is untried, the timescales are unrealistic and the costs continue to spiral, in short they are not wanted and are extremely risk laden.

We call upon the Executive Council to oppose these proposals through all means possible and to ballot for strike action if Emergency Control staff are made unwillingly redundant.

NORTHUMBERLAND

Amendment

2nd paragraph, 1st line, – after “unrealistic” **insert** a comma.

2nd paragraph 2nd line – **delete** the first word “and”.

2nd paragraph 2nd line – after “spiral” **delete** the comma and also **delete** “in short they are not wanted”.

WEST MIDLANDS

Amendment

3rd paragraph, line two, after the word “to” **insert** “immediately”.

MERSEYSIDE

36. REDUNDANCY

Conference pledges full support to Fire Brigades Union members in Control. Should any members be threatened with compulsory redundancy, then the Fire Brigades Union call for a ballot recommending strike action.

CHESHIRE

Amendment

Last line – after “Union” **insert** “will”.

WEST MIDLANDS

Amendment

Last line, **delete** the word “call” after “Union” and **insert** “immediately calls”.

MERSEYSIDE

37. CRITICAL ATTENDANCE STANDARD AND INTERVENTION WINDOW METHODOLOGY FOR INCIDENT COMMAND RESOURCES

This Annual Conference fully supports the use by all Brigades within their local IRMP process, of the Fire Brigades Union's critical attendance standard (CAST) and intervention window methodologies, as recommended in the 2004 Fire Brigades Union National IRMP document.

In the light of the many previous resolutions passed by AGMs of Officer Representatives calling for action to ensure adequate numbers of Officer posts at appropriate ranks within Brigades for safe and effective incident command purposes, this Conference particularly welcomes the document's statement that 'employing the CAST methodology supports the building of effective command structures at emergency incidents, in line with national incident command standard operating procedures'.

This Conference notes, however, the acknowledgement within the document that the CAST planning scenarios contained within it are restricted to the relatively smaller and 'more routine incidents that Fire And Rescue Authorities can expect to encounter in their areas' and that the intervention window recommended maximum attendance times relate only to attendance of fire appliances. This Conference also notes the documents acknowledgement that development of CAST planning scenarios for more complex incidents must also be undertaken' and that, in particular, 'span of control maximums.... are an additional consideration for responses to incidents which require larger Fire And Rescue Service Incident Command Structures (Fire Service Manual – Volume 2 – Fire Service Operations – incident command refers)'

In view of the continued moves by Brigades to reduce and downgrade numbers of Officer posts, this Conference therefore calls upon the Executive Council, supported by the Officers National Committee, to pursue as a core element of the Fire Brigades Union's national IRMP strategy, the extension of the CAST and intervention window methodologies to include more complex and larger incidents, so as to establish as soon as practicable, recommended attendance standards for oncoming Officers for incident command purposes at such incidents and the ability to maintain Officer cover in other parts of the Brigade.

ONC

38. INTEGRATED RISK MANAGEMENT PLAN

This Conference calls upon the Executive Council to re-affirm its commitment to vigorously pursue through the legal system any Fire Authority or Chief Fire Officer within a Fire and Rescue Service where an act or omission following the implementation of an Integrated Risk Management Plan can be shown to have contributed to the death or injury of a Fire Brigades Union member.

CLEVELAND

Amendment

At the end **insert** new paragraph “The Fire Brigades Union will also endeavour to support any other individual or group taking legal action as a result of a death or injury caused by the implementation of an IRMP.”

LOTHIAN & BORDERS

Amendment

3rd line – **delete** “an act or omission” **insert** “a failure”.

WEST MIDLANDS

Amendment

Last line, **insert** after “Union” “and/or community”.

MERSEYSIDE

39. B&EMM CONSULTATION

In line with the modernisation agenda in relation to Integrated Risk Management and Integrated Personal Development, it has been deemed a necessity that Fire Services perform impact assessment before they implement any changes to current Conditions of Service, including Brigade Policies and Procedures.

With this in mind, this Conference demands that the Fire Brigades Union ensure that Black and Ethnic Minorities are not overlooked during the consultation in the aforementioned areas.

To assist this process, this Conference calls on the Fire Brigades Union to facilitate Brigades in bringing together Black and Ethnic Minorities to ensure their views are considered and taken on board.

B&EMM

Amendment

In line 7 **delete** "Black and Ethnic Minorities" and **insert** "All Sections".

In Line 10 **delete** "Black and Ethnic Minorities" and **insert** "All Sections".

HUMBERSIDE

40. LOCAL IRMP PLANS

Many stand alone Retained stations are situated some distance, in time, from other Fire Stations. It is therefore vital that whenever possible all Retained appliances are crewed to the maximum. Conference therefore calls upon the Executive Council to ensure that this need is reflected in all local Integrated Risk Management plans.

NATIONAL RETAINED COMMITTEE

41. CREWING LEVELS

Conference is appalled by the decision of the Merseyside Chief Fire Officer and Merseyside Fire and Civil Defence Authority to staff frontline pumping appliances at 4 and 4 as standard. In accordance with current Conference policy we call on the Executive Council to give full support to any Brigade similarly affected to defend this position using whatever action deemed necessary.

MERSEYSIDE

Amendment

In the fifth line after the word "defend" **delete** the words "this position" and **insert** the words "FBU policy".

STRATHCLYDE

42. SPECIALIST POSTS

Conference demands that Fire Authorities increase establishment numbers when using uniformed personnel in new specialist posts, as opposed to reducing numbers of operational staff resulting in reduced crewing levels.

STAFFORDSHIRE

43. ESTABLISHMENT LEVELS

Conference calls upon the Government and our Employers to give a commitment to introduce new measures including national advertising campaigns and new monies to overcome the chronic shortfall in Retained establishment levels.

NATIONAL RETAINED COMMITTEE

Amendment

In line 4 after “establishment” **insert** “and recruitment”.

LOTHIAN & BORDERS

44. DIVERSITY IN RECRUITMENT

This Conference notes that positive action is a successful tool for the recruitment of under-represented groups into the UK Fire Service. This Conference also notes that positive action is not always used by Brigades, and where it is used, it is not always consistent in its application.

This Conference demands that the Executive Council produces a set of best practice guidelines on positive action. These guidelines would be used to aid Brigade Officials to ensure that positive action is being correctly applied.

This would help to achieve a diverse workforce, which is a true reflection of the society that we live in.

SHROPSHIRE

Amendment

Delete the 3rd paragraph.

WEST MIDLANDS

Amendment

2nd paragraph 2nd line after “positive action” **delete** full stop and **insert** “in consultation with B&EMM and the National Women’s Committee.”

HAMPSHIRE

45. HEALTH & SAFETY LEGISLATION AND THE FIRE SERVICE

Following the death of Brother Paul Metcalfe and the subsequent court hearing, Conference condemns the court decision to find Greater Manchester Fire and Rescue Service not guilty of failing in its duty as an employer, to ensure, as far as is practicable, the health, safety and welfare of its employees, for operations in, on or near water.

Conference further condemns the comments attributed to Chief Fire Officer Dixon and other CFOs, which by implication suggest Fire Authorities are constrained in carrying out their function, by current Health & Safety legislation.

Conference calls upon the Executive Council and membership to use all means necessary up to and including strike action, to ensure Health & Safety legislation continues to apply in the British Fire Service.

STRATHCLYDE

46. WATER RESCUE

Despite the astonishing result of the legal challenge made on behalf of Brother Metcalfe in Greater Manchester, this Conference demands that our Employers acknowledge that Fire Brigades Union members are at risk and require proper guidance and training to ensure their Health, Safety & Welfare in regards to operations in or near water.

GRAMPIAN

Amendment

At end of Resolution **add** new sentence: "If this guidance and training is not given, then the Fire Brigades Union will support fully any member who may be disciplined as a consequence of refusing to carry out such work.

TYNE & WEAR

47. RETAINED TRAINING

This Conference instructs the Executive Council to demand that the National Employers provide enhanced funding for Retained training. This Conference believes that the health, safety and welfare of Retained members is at risk owing to insufficient training. This Conference also asks that the Executive Council should consult with the National Retained Committee on the formulation of an effective strategy for achieving this aim.

NATIONAL RETAINED COMMITTEE

Amendment

In the third line **delete** the word “Retained”.

In the fourth line after the word “training” **insert** “of those members solely working the Retained duty system”.

STRATHCLYDE

48. TRAINING

Fire Brigades Union Control members are concerned that the increased levels of workload, the introduction of new technology and proposed implementation of new policies will have a detrimental effect on the training practices of Brigades. This Conference calls for all Officials and members of the Fire Brigades Union to take all actions necessary to ensure that no equipment is brought into service until all staff have received adequate training and Control members are confident with the equipment and the fallback arrangements.

CSNC

Amendment

In line 6 after the word “service” **insert** words “and no new or amended procedures are implemented”.

In line 6 after word “adequate” **insert** words “information, instruction and”.

In line 6 after word “training” **insert** words “in line with the Health & Safety at Work Act Section 2(2)(c)”.

In line 7 after word “equipment” **insert** “procedures”.

CLEVELAND

PENSIONS

49. PENSION RIGHTS

Gay and Lesbian members within the Fire Service are appalled at the continued discrimination of Lesbian, Gay, Bi-sexual and Transsexual people who are members of the Firefighters' Pension Scheme.

We have Authority/Fire Service Managers making statements within the public arena about how well off a firefighter's family will be in the event of the death of any of our members. This continues to be a distortion of the facts and despite the tremendous loss suffered by our dependents, their loss will be compounded by the financial hardship they will suffer because our Pension Scheme refuses to recognise our partners.

This cannot be allowed to continue and this Conference calls on the Executive Council to take all actions necessary to urgently force changes to our Pension Scheme, so that despite being unmarried, our partners/dependents are fully recognised within the Firefighters' Pension Scheme.

NATIONAL GAY & LESBIAN COMMITTEE

Amendment

In 3rd Para after "unmarried," **delete** "our".

Insert 3rd Para after "unmarried," **insert** "all".

KENT

Amendment

Delete the fullstop at the end of the third paragraph and **add**: "on an equal basis with that enjoyed by married members of the Scheme."

LONDON

50. PENSIONS

Conference demands that all existing members of the Firefighters' Pension Scheme be allowed to retire after 30 years' service regardless of age.

HEREFORD & WORCESTER

51. PENSIONS

Conference demands that on behalf of Fire Brigades Union members the Executive Council identify and retain Pension Advisors that have formal qualifications and expertise as described in the Financial Services and Markets Act 2000 to give pension advice on both the current and any future Firefighters' Pension Scheme and the Local Government Scheme.

This company will be available for Fire Brigades Union members to seek advice on pension matters in a similar manner to that which is available to them on legal matters from Thompsons solicitors.

LOTHIAN & BORDERS

Amendment

In paragraph 2, line 1, **delete** "company" and **insert** "service".

LOTHIAN & BORDERS

52. PENSIONS

This Conference demands that the National Executive Council launch a campaign that will expose all parts of the ODPM's pension proposals for being divisive, hypocritical and totally unfair to existing members and new entrants. The campaign would include the necessity to continue being linked to the Police Pension Scheme, rather than the Local Government Pension Scheme and would have to consider all forms of resistance including the use of National Strike.

GRAMPIAN

Amendment

1st line – **delete** "National".

WEST MIDLANDS

53. ATTACKS ON FIREFIGHTERS' PENSION SCHEME

This Conference condemns the Government's sweeping changes to the Firefighters' Pension Scheme and pledges to oppose these by using all means of appropriate industrial action at our disposal.

FIFE

Amendment

Last line – **delete** "appropriate".

WEST MIDLANDS

54. PENSIONS

Conference condemns the Government's attacks on the Firefighters' Pension Scheme. Conference is outraged by the comments in the consultation paper which state that firefighting is no more hazardous an occupation than many others, in yet another year in which firefighters have lost their lives or been seriously injured attempting to save life and protect property. Conference notes this attack is part of a co-ordinated attempt by Government to erode the benefits of many public sector pension schemes, which threatens to impoverish public sector workers in old age after a lifetime of public service.

Conference therefore demands that the Executive Council:

- Continue to campaign with the TUC and STUC to oppose these attacks on workers' pensions.
- Inform, consult and mobilise members to ensure we continue to resist these attacks utilising all possible means.
- Campaign to ensure the rights of future members of the Firefighters' Pension scheme are protected as well as those of existing members.

STRATHCLYDE

Amendment

1st bullet point. – After "TUC" **insert** comma, **delete** "and" – after "STUC" **insert** "and Wales TUC".

WEST MIDLANDS

55. PENSIONS

This Conference demands that should the Government attempt to implement detrimental changes to the Fire Service Pension scheme, then the Fire Brigades Union call for a national ballot with a recommendation for strike action.

CHESHIRE

Amendment

3rd line – After "Union" **insert** "will".

WEST MIDLANDS

Amendment

Line 3 **delete** the word "call" and **replace** it with "immediately calls".

MERSEYSIDE

56. PENSIONS

This Conference condemns the attacks on the Firefighters' Pension Scheme and calls upon the Executive Council to resist all detrimental changes by co-ordinating a campaign of action with other trade unions including, if necessary, industrial action.

BUCKINGHAMSHIRE

57. PENSIONS

This Conference demands that if any changes to the Firefighters' Pension Scheme means existing scheme members have to work additional years than they expected to achieve a full Firefighters' Pension, then we ballot for industrial action.

NORTHAMPTONSHIRE

Amendment

Last line – **delete** “industrial” – **insert** “strike”.

WEST MIDLANDS

Amendment

Line 3, **delete** all after “full Firefighters” Pension,” and **insert** in its place “Conference calls for a national ballot, with a recommendation for strike action”.

MERSEYSIDE

TRADE UNION AND LABOUR MOVEMENT

58. LABOUR PARTY

This Conference reaffirms the decision taken at Annual Conference 2004 with respect to disaffiliation from the Labour Party. In view of their continued attacks on our pensions and Conditions of Service, we demand that we stay disaffiliated.

CAMBRIDGESHIRE

59. LABOUR PARTY

Following last year's decision to disaffiliate from the Labour Party, Conference instructs the Executive Council to take the necessary action to remove all references in the Rule Book to the Labour Party.

ROYAL BERKSHIRE

60. POLITICAL RESTRUCTURE

Conference acknowledges and shares the anger of the membership at this Government and at the tactics used by it during the pay dispute.

Conference and the membership are also disillusioned with the direction of Government policy across a wide range of issues.

Conference therefore believes that the Fire Brigades Union should conduct a root and branch restructuring of its political work to ensure that our political energies are directed at achieving the aspirations of our members at national, regional and local level.

Conference demands:

- Regions are afforded the flexibility to make full use of the political fund in pursuit of the Fire Brigades Union's aims and objectives.
- A restructuring and increase in the political work of the Union regionally to take account of major constitutional changes in the UK, now and in the future.
- A increase in the political education work of the Union in the regions.
- Authority for Regional Committees to support organisations whose policies and principles are supportive of this Union.

This resolution requires a radical restructuring of the Union's political activity and as a consequence of that, the use of the political fund, and seeks to ensure that the political fund serves the interests of our members by attaining our objectives.

NORTHERN IRELAND

Amendment

After the 4th bullet point **add** the following:- "This support should be dependent on consultation with and the agreement of relevant Brigade or Regional memberships.

TYNE & WEAR

Amendment

4th bullet point, 1st line – After "Regional" **insert** "and Brigade".

WEST MIDLANDS

61. POLITICAL STRATEGY

Conference notes the important decision taken by Fire Brigades Union Conference of 2004 to disaffiliate from the Labour Party.

Conference notes the ongoing attacks on our Service from politicians of all the major parties. Conference recognises the need for a political strategy for the Fire Brigades Union.

Therefore Conference agrees:

- To support the establishment of a Fire Brigades Union Parliamentary Group similar to those established by the RMT and the PCS.
- To support the establishment of similar groups in the Scottish Parliament, Welsh Assembly and other Regional Assemblies.
- To encourage close political cooperation with other trade unionists, especially with the RMT.
- To develop, at local and national level, discussions with the RMT and with other Labour movement organisations about the need for a political voice.
- To continue to give support to those Labour politicians who demonstrate support for the principles and policies of the Fire Brigades Union.

Conference agrees to enable the Executive Council and Regional Committees to support other candidates and organisations that are supportive of the principles and policies of the Fire Brigades Union. Regional Committees shall not be required to seek endorsement from the Executive Council for decisions taken under this policy.

LONDON

Amendment

Delete the word “not” in the 3rd line of the last paragraph.

HUMBERSIDE

Amendment

In 3rd bullet point – **delete** the words “, especially with the RMT”. **Delete** 4th and 5th bullet points.

In line 1 of the last paragraph **delete** the word “and” **insert** comma. After the words “Regional Committees” **add** the words “and Brigade Committees”.

In line 3 of the last paragraph after the words Fire Brigades Union **add** new sentence – “This support should be dependent on consultation with and the approval of relevant brigade or regional memberships.”

TYNE & WEAR

Amendment

1st bullet point, – **delete** all after “Parliamentary Group” and **insert** full stop.

3rd bullet point – **delete** all after “trade” **insert** “unions”.

4th bullet point – after “discussions with” **delete** “the RMT” – **insert** “other Trade Unions”.

Last paragraph, 1st line – After “Executive Council” **insert** comma, **delete** “and” – after “Regional” **insert** “and Brigade”.

WEST MIDLANDS

Amendment

Bullet point 3, **insert** full stop after “trade unionists” and **delete** “especially with the RMT”.

Bullet point 4, **delete** “with the RMT and”.

MERSEYSIDE

62. JOB CUTS IN THE CIVIL SERVICE

This Conference commends the Civil Service members of PCS of whom over 250,000 took strike action on 5th November last year in defence of jobs and pensions and to protect the services they provide.

Conference condemns the proposals of the Chancellor to cut over 100,000 jobs in the Civil Service without regard to the effect this will have on locally provided services, especially to those in our society most in need and expresses its solidarity with PCS and all of its members involved in this struggle.

In particular, Conference expresses its deep concern not only about the effect that compulsory redundancies or compulsory redeployment will have in disrupting family life and threatening the security of Civil Service workers, many thousands of whom are scandalously low paid, but also in the circumspect nature of the attacks by this Government who have once again employed false and misleading tactics to make attacks on the trade union movement.

Conference pledges its full support to PCS and its members and instructs the Executive Council to assist them and any other public service trade unions in campaigns to defend jobs and services.

FIFE

Amendment

4th paragraph, 1st line – **delete** “PCS and its” – **insert** “all public service trade unions within the Civil Service and their” – 2nd line, **delete** “and any other public service trade unions”.

WEST MIDLANDS

63. INTERNATIONAL WOMEN'S DAY

This Conference supports the campaign instigated by the T&G Women's Committee, to make International Women's Day on the 8th March an additional Bank Holiday, as it is in a number of other countries. International Women's Day is for women in all countries to come together as sisters to commemorate their achievements and to continue to organise for change to improve women's rights.

We note that women in the UK and around the world still face discrimination, injustice or worse in many aspects of their daily lives and are appalled by this ongoing situation.

We also note that the British people have fewer Bank Holidays than the rest of the European Union and they work for longest hours.

This Conference calls on the Executive Council:

- To fully support the campaign for an additional Bank Holiday on International Women's Day that the T&G Women's Committee has initiated.
- To actively campaign using their links inside and outside the Fire Brigades Union, to make International Women's Day a public holiday.

NWC

Amendment

3rd paragraph, 2nd line – After “work for” **insert** “the”.

WEST MIDLANDS

64. HIV/AIDS

The members of the Fire Brigades Union's Gay and Lesbian section would like to take this opportunity to thank the Union for its continued support of HIV/AIDS issues and campaigns over recent years.

Despite this, we note that many Union members remain ignorant of the consequences of what being diagnosed with HIV/AIDS means, not only to individuals, but to entire countries.

At present we have a pandemic spreading throughout the African continent, with millions of people suffering each year. Without urgent action this pandemic will continue to worsen and spread worldwide.

Conference calls on the Executive Council, together with all TUC affiliates to demand that the Government increase funding to countries at greatest risk so they are able to combat the spread of this virus/disease and provide the best levels of medication available to those suffering, whilst raising awareness nationally and internationally through education and information to prevent the continued ignorance that surrounds HIV/AIDS.

NATIONAL GAY & LESBIAN COMMITTEE

Amendment

At the end of the 4th line Paragraph 4 following the word awareness **insert** “, both internally and externally of the FBU;”

HUMBERSIDE

Amendment

In the third line of the fourth paragraph after the word “and” **delete** the word “provide” and **insert** the following: “support the campaign to allow the use of locally manufactured, low cost, generic alternatives to the currently available most effective patented medicines, therefore, providing”.

STRATHCLYDE

65. GLOBAL GAG

This Conference notes that on George Bush's first day in Office, he reimposed Ronald Reagan's 'Global Gag Rule' on women worldwide. This policy restricts organisations that receive US aid funds for family planning programmes from using their own non-US funds to provide legal abortion services, lobby their own Governments for abortion reform, or even provide accurate medical counselling or referrals regarding abortion.

The effect of the Global Gag Rule has been devastating on women worldwide. Family planning services have lost all their US funding.

This Conference notes that worldwide there are 19 million unsafe abortions every year and 78,000 women die every year from unsafe abortion. We believe that this statistic could be virtually eliminated by reform of law and the appropriate health information and services. Organisations that reject the Global Gag Rule are forced to turn away condoms and other contraceptives from the US, cut reproductive services and raise fees.

This Conference therefore opposes the Global Gag Rule and calls on the Executive Council to campaign vigorously for its removal.

STAFFORDSHIRE

66. HOMOPHOBIC LYRICS

This Conference believes that musicians whose lyrics contain incitements to violence and murder contribute significantly towards the climate of brutal homophobia in Jamaica. These artists glorify the killing of lesbian and gay people, which makes life intolerable for many lesbian and gay Jamaicans in a society where homosexuality is outlawed. Whilst we support free speech, even by homophobic hate-mongers, we draw the line at incitements to murder, which is, quite simply, against the law.

This Conference calls on the Executive Council to

- 1) Join the campaign to stop this hatred spreading to the UK, through the TUC General Council and affiliates.
- 2) Write to the Jamaican High Commissioner in the UK expressing the concerns of Fire Brigades Union members as these acts of hatred spread homophobia in both society and the Fire Service.
- 3) Write to the UK Government Minister responsible for international affairs to express our grave concerns and to establish what, if anything, they are doing to stop this vile hatred.
- 4) Work together with Amnesty International to build links with the Lesbian, Gay, Bi-Sexual & Transsexual Networks in Jamaica to show solidarity for those people who are suffering at the hands of these vile hate-mongers who pose as musicians.

WEST MIDLANDS

Amendment

Delete the last four words "who pose as musicians".

HUMBERSIDE

67. PALESTINE

As contained in previous Conference policies, this Conference reaffirms the Fire Brigades Union commitment to support the Palestinian people in their struggle for self determination, against a succession of Israeli Governments that have disregarded all the United Nations resolutions and continued to violate their most basic human rights.

One way of showing practical support is to encourage members to get involved with the local Palestinian support groups that now exist in most towns across the United Kingdom. However, several schools, universities and other organisations have shown support by twinning with a similar organisation within Palestine. Therefore, this Conference asks Branches of the Fire Brigades Union to actively consider twinning with Palestinian Fire Stations, and instructs the Executive Council to facilitate the co-ordination of this support.

LANCASHIRE

68. ISRAEL/PALESTINE CONFLICT

This Conference reaffirms its commitment to the establishment of a sovereign Palestinian state and condemns the military oppression of the present Israeli Government that is denying the aspirations of the Palestinian people. Yet Conference also recognises that there are progressive elements within Israeli society, both within the working class and trade union movement and political parties who strive for peaceful co-existence with the Palestinian people and the establishment of a sovereign Palestinian state.

Conference believes that we should be engaging with these groups so as to promote an alternative view of the conflict promoted by the American backed Israeli Government and to overcome the stereotypical perceptions of the conflict displayed by members of our own working class and trade union movement.

DERBYSHIRE

Amendment

Line 2," **delete** "of" and **insert** "by".

MERSEYSIDE

69. ISRAELI PEACE WALL

Conference wishes to express its deep concern at the continued unrest between the nations of Israel and Palestine, where innocent people continue to bear the brunt of political warmongering.

Furthermore, we condemn the Israeli Government for its construction of the so called "Peace Wall"; a demonstration of anything but a will to find peace. This is a demonstration of the Israeli Government's total disregard to the decisions made by the International Court of Justice and the United Nations General Assembly.

We call on the Executive Council, together with other TUC affiliates to raise our concerns with the present Government, and demand that they raise our objections, both with the Israeli Government and the United Nations General Council.

TYNE & WEAR

INTERNAL

70. EDUCATION

This Conference believes that the Union is failing in its obligation in ensuring that members taking on senior Brigade positions are adequately trained and competent to represent their members' interests in a changed employment relations environment.

This Conference therefore demands that a rolling programme of educational seminars be initiated that will impart and reinforce the skills and knowledge required by Brigade Chairs, Secretaries and Membership Secretaries that will enable them to carry out their roles effectively within that changed environment.

DERBYSHIRE

Amendment

Delete all between the word "believes" in the first line and the word "that" in the second line.

In the second line after the word "are" **insert** "where possible,"

STRATHCLYDE

Amendment

In line 2 of 1st paragraph after word "Brigade" **insert** words "Regional and National" before word "positions".

In line 3 of 2nd paragraph after word "by" **delete** all words up to the word "that" and **replace** with words "Brigade, Regional and National Officials".

CLEVELAND

71. CHILDCARE

This Conference notes that childcare is a barrier to the involvement of women in the Fire Brigades Union due to the majority of women members being the primary carer. Following the “Childcare Policy Review” carried out by the National Treasurer and agreed at the Executive Council as laid out in circular 2004HOC0315DW, this Conference notes that whilst this is a progressive move, it still falls short of the Fire Brigades Union assuming financial responsibility for all costs incurred by Officials due to childcare. The current ceiling imposed is restrictive and does not take into account the costs for overnight care for children.

This Conference calls on the Executive Council to remove the maximum limit imposed and to commit the Fire Brigades Union to full reimbursement of all reasonable costs incurred by Officials, Representatives and members whilst undertaking Fire Brigades Union business and activities, in regard to childcare provided by a registered childminder.

NWC

72. ALL DIFFERENT ALL EQUAL

Conference believes that the decision of Annual Conference 2004 at Southport which carried Resolution 58 is detrimental to the Fire Brigades Union’s policy ‘All Different All Equal’. It sends a negative message to those who are suffering at the hands of bullies and will deter members from making justifiable claims of harassment and bullying against other Fire Brigades Union members.

We therefore call upon Conference to overturn the decision of Conference 2004 and revert back to the ‘All Different All Equal’ document in its entirety.

MERSEYSIDE

73. REPRESENTATION POLICY

This Conference calls for the reiteration of Fire Brigades Union policy on representation in cases of harassment and bullying. That is, the policy as presently detailed in “All Different All Equal” where representation is not granted until a full investigation has been carried out and a decision made by the Regional Committee.

WEST MIDLANDS

74. REPRESENTATION

Conference demands a change in Fire Brigades Union policy to ensure that emergency fire appliance drivers receive full Union representation and legal support and representation if they are subject to any disciplinary action and/or legal action for driving through red traffic lights whilst responding to an emergency call. This is to be provided only if they have complied with the road traffic regulations concerning emergency vehicles responding to an emergency call.

ROYAL BERKSHIRE

75. B&EMM DISCIPLINE

This Conference calls on the Fire Brigades Union to inform B&EMM Representatives or Officials as soon as they become aware that a B&EMM member has entered into the process of formal discipline.

B&EMM

Amendment

3rd line **delete** full stop after the word “discipline” and **insert** “if this is the express wish of the member”.

MERSEYSIDE

76. STRESS

The findings of the Stress Survey in Officers in the UK Fire Service clearly demonstrate that there is a significant problem relating to stress levels amongst Fire Service Officers. The practical outcomes of performance management systems are well known. First is the intensification of work, so that rest periods and other opportunities to pause and reflect are designed out of the work processes, the intensification of supervision processes, absence management, performance appraisal systems and the increase in pressure on Officers to achieve financial and service delivery performance targets.

This Conference calls upon the Executive Council to utilise the findings of the 2004 Officers Stress Survey to resist attempts to increase workloads on Officers by the use of performance management.

ONC

77. DEATH OF A MEMBER

This Conference resolves that upon the death of a serving Fire Brigades Union member a sum of £2 per Fire Brigades Union member be contributed to the late member's next of kin and that this money be deducted at source.

Each Brigade Membership Secretary shall be tasked, under the guidance of the National Treasurer, to contact their finance department to forward this on.

An opt out will be made available to members not wishing to contribute, who will then not benefit from the scheme.

LINCOLNSHIRE

78. DEATH BENEFITS SCHEME

This Conference instructs the Executive Council to set up a Death Benefits scheme that serving Firefighters and Emergency Fire Control operators who are members of the Fire Brigades Union can opt into. That upon death whilst on duty of a member, members of the scheme will contribute a sum of £5.00 to the scheme which will then pay the monies contributed to the deceased member's next of kin.

The said amount will be taken directly from the members' next wage payment by the Fire Authority. The National Treasurer, in conjunction with Brigade Membership Secretaries will administer the scheme and liaise with each Fire Authority's payroll department in order to put the necessary procedures in place.

SOUTH WALES

Amendment

Delete: In 3rd/4th line **delete** "whilst on duty".

KENT

79. MEMBERSHIP CONSULTATION

Conference demands that when a decision is made by the Executive Council to consult the full membership on any issue, Brigade Committees are given a minimum of 21 days to consult and report.

WEST YORKSHIRE

Amendment

Last line – **delete** “21” **insert** “7”.

WEST MIDLANDS

Amendment

In line 2 after the word “issue”, **insert** the words “whenever possible” before the word “Brigade”.

CLEVELAND

80. EXECUTIVE COUNCIL VOTING PROCEDURES

This Conference notes the need for transparency and openness at all levels of the Union.

It is to this end that Conference instructs the Executive Council to adopt the following procedure:

At any meeting of the Executive Council any voting member may request a recorded vote. On such a request being made the President shall instruct the Minutes Secretary to record the details of the vote. This detail shall include the names of those Executive Council members voting for, voting against or abstaining on the proposal under debate.

The Executive Council is instructed to adopt this procedure by 1st June 2005 and is instructed to produce a set of Standing Orders of the Executive Council which take account of this policy.

LONDON

81. FIRE BRIGADES UNION POLICIES

Conference demands that a definitive list of current Fire Brigades Union Policies is produced and updated annually to act as a reference guide for Officials. This is to commence immediately after Conference 2005.

ROYAL BERKSHIRE

82. FIRE BRIGADES UNION ELECTIONS

This Conference demands, with immediate effect, that a Sub-Committee be set up to review all aspects, rules and standards of Fire Brigades Union elections and canvassing. This is to include a total revision of procedures and internal discipline for inappropriate behaviour during Fire Brigades Union elections.

SHROPSHIRE

Amendment

At the end of the resolution **add** the sentence "The Executive Council will report back to Annual Conference 2006 with any necessary rule changes.

HUMBERSIDE

Amendment

In line 5 **add** a new sentence "The findings of this Sub-Committee to be published by Annual Conference 2006".

STRATHCLYDE

83. OTHER REPRESENTATIVE BODIES

This Conference calls for the ban on Brigade Officials sitting with other representative bodies, i.e. Fire Officers' Association & Retained Firefighters' Union, at meetings to be lifted. Since the end of the dispute greater involvement at local level by Brigade Officials is required to agree conditions and policies locally and so Fire Brigades Union officials should not be hampered in their negotiations by being excluded from these meetings by an outdated policy.

SUFFOLK

84. FIRE BRIGADES UNION MEMBERSHIP

This Conference demands that the Executive Council bring to Annual Conference 2006 proposals to open membership of the Fire Brigades Union to all workers employed in the 'fire industry', these proposals to include a study of which employment relates to the 'fire industry' and any necessary rule changes required to facilitate this expansion of membership.

SOUTH YORKSHIRE

85. FIRE BRIGADES UNION MEMBERSHIP

Conference demands that due to the national changes in staffing, roles and redeployment, that the Executive Council carry out a review of the categories of membership. This review should bring forward the necessary rule changes to Conference, to allow personnel employed by Fire and Rescue Authorities to be fully represented by the Fire Brigades Union.

WEST YORKSHIRE

Amendment

4th line after the words “Fire and Rescue Authorities” **insert** “on Grey Book conditions”.

MERSEYSIDE

86. FEASIBILITY STUDY

Conference requests that a feasibility study be conducted by the Executive Council into the possibility of non-uniformed personnel joining the Fire Brigades Union.

The findings should be reported back to Annual Conference in 2006.

TYNE & WEAR

87. NEW STYLE MEMBERSHIP CARDS

This Conference calls on the Executive Council to commission the design, manufacture and distribution of a new style membership card. This card to be approximately credit card size and laminated and designed in such a way to enable the inclusion of the member's name, membership number, relevant telephone numbers, such as legal aid network and confidential helpline and the objects of the Union. This card to be available for distribution to all members no later than 6 months after the close of this Conference.

CLEVELAND

88. UNION WELCOME PACKS

This Conference calls upon the Executive Council to commission the design and manufacture of Union welcome packs. The contents of the packs to be determined following consultation with Regional and Brigade officials but should include information on the services available to members, details of the Accident and Injury Fund and information regarding the political fund. The packs to be made available to officials enrolling new members no later than 6 months after the close of this Conference.

CLEVELAND

Amendment

3rd line – **delete** “officials” **insert** “committees”.

4th line, 1st word – **delete** “should” **insert** “must”.

WEST MIDLANDS

Amendment

3rd line **remove** words “Regional and Brigade officials” and **insert** “Regional Officials, Brigade Officials and Sectional Officials”.

6th line **remove** “officials enrolling” and **insert** “all officials, to facilitate the enrolment of”.

6th line after “new members” **insert** full stop and then **insert** “This should be produced”.

HAMPSHIRE

ANNUAL CONFERENCE STANDING ORDERS

1. The Executive Council shall decide the venue and date (or dates) on which the Annual Conference will be held.
2. The Standing Orders Committee as established under Rule 7 will issue a preliminary notice to all Branches at least 20 weeks before the Conference is due to be held. Such preliminary notice to inform Branches of closing date for the receipts of resolutions, amendments, amendments to rules and delegates' names.
3. The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Annual Conference.
4. The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade delegation, prior to Conference, with the Standing Orders Committee's reason for rejection.
5. Resolutions, amendments, amendments to rules and other business for Annual Conference must be signed by the Chairperson and Secretary of the Brigade Committee by whom they are submitted. Resolutions from National Sectional Committees must be signed by the Chair and Secretary of the respective National Committee. Resolutions must deal with one subject only and not be of omnibus nature.
6. The order in which the resolutions are to be discussed shall be decided by the Executive Council in consultation with the Standing Orders Committee.
7. Brigade Committees shall not be allowed to submit more than three resolutions. Similarly the Executive Council shall not be allowed to submit more than three resolutions.
8. Up to three resolutions from each National Sectional Annual General Meeting may be submitted to Annual Conference. These resolutions will be moved by a delegate from the Section from which they originate.
9. Notwithstanding the provision of the above rule, the Executive Council or any Brigade Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.
10. Brigade/National Sectional Committees are required to co-operate with the Standing Orders Committee in order that resolutions and amendments of a similar nature shall be composited. Any Brigade/National Sectional Committee which ignores a written request from the Standing Orders Committee, to consider a pre-conference compositing proposal, shall have its resolution removed from the Conference Agenda.
11. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
12. The Standing Orders Committee shall submit to the President of Conference a programme of all resolutions and amendments approved by them as being in accordance with the rules and Standing Orders, together with all suggestions for the proper conduct of the business of Annual Conference. They shall also provide all delegates to Conference with a programme of Conference business no later than the night before the opening morning of Conference.
13. The Standing Orders Committee will report to the Executive Council any violation of the rules or Standing Orders that may be brought to their notice with any recommendations agreed upon.
14. The Executive Council shall nominate four tellers and four ballot scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.
15. The method of voting at each Congress shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.
16. The voting on a challenge to the President's ruling decision shall be taken by the Vice-President (or someone approved by Conference in his/her absence) and shall in the first instance be by a show of hands. Where the result is unclear and/or in doubt the Vice-President or delegates may call for a numerical count of standing delegates by tellers. Standing delegates must clearly show their delegates credential cards as identification of their rights to vote. On the day (or days) on which Annual Conference is held, the President shall inform Conference of the number of delegates in attendance and entitled to vote, and support for a challenge must be by at least two-thirds (2/3) of the stated number.
17. On the day (or days) on which Annual Conference is held, delegates shall assemble at 09.30am prompt, adjourn at 12.30pm, re-assemble at 2.00pm and adjourn at 5.00pm.
18. The Executive Council shall be responsible for the production of a daily Record of Decisions of

Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.

19. At each Annual Conference, the agenda compiled by the Executive Council shall be taken as the first business of Conference immediately following the Executive Council and auditors reports.

20. The Chair will be taken by the President or in his/her absence by the Vice-President. In the absence of the President and Vice-President, the delegates shall elect a Chairperson from among their members.

21. After the opening of Annual Conference the Executive Council shall present their report for the past year which shall be laid on the table for discussion. The items on the report shall be discussed seriatim and not as a whole. Delegates may move the reference back of the whole or any part thereof. Each speaker limited to five minutes.

22. Such reports shall be given precedence over all other business provided that where a resolution on the Agenda bears directly upon any part of the report, such resolution may at the discretion of the President be taken in conjunction with such part of the report.

23. The mover of the resolution shall be allowed 10 minutes, the seconder seven minutes, and any or each subsequent speaker, five minutes. No delegate shall speak more than once on a question, except the mover of the original proposition, who alone shall have the right to reply. Should the proposed mover of a composite resolution through no fault of his/her own, be absent from the Conference hall when he/she is called, any other delegate representing a Brigade/National Sectional Committee involved in the composite shall be allowed to move the resolution.

24. Each delegate shall stand when speaking. If the President rises to call a delegate to order or any other purpose connected with the proceedings, the member speaking shall thereupon, resume his or her seat and no other delegate shall arise until the President authorises the discussion to proceed.

25. Should any delegate cause a disturbance at any session of Annual Conference, and refuse to obey the President when called to order, he/she shall be named by the President and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in Conference proceedings without the consent of the Conference delegates.

26. Previous question, next business, or the closure may be moved and seconded by delegates only who have not previously spoken in the debate and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply.

27. Should the President consider there is no direct difference of opinion among the delegates, he/she shall have the power to stop the discussion and submit the proposition to the vote of the Conference.

28. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.

29. In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade Committees. Neither the Executive Council by decision or the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.

30. These Standing Orders may be suspended, if such suspension is agreed by at least two thirds of the votes cast by the delegates attending Conference.

31. Alterations to the Standing Orders of Annual Conference may be submitted by Brigade Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Annual Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Annual Conference.

32. There shall be no smoking in the Conference Chamber whilst Conference is in session

