



Record of Decisions 2007

**Fire Brigades Union
82nd Annual Conference
Southport 9th–11th May 2007**

**Record of
2007
Annual
Conference
Decisions
Southport**

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Motions Carried ...

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE FINANCE

Conference will be aware that during 2005 and 2006 the Executive Council took a number of emergency measures in relation to financial arrangements. These were a result of a serious financial situation facing the Union at the time. Since the introduction of these measures the financial situation facing the Union has improved. Head Office has been introducing a system of budgeting which has allowed close scrutiny of finances by the General Secretary, Treasurer and the Finance Sub-Committee of the Executive Council.

It is recommended that the system of reimbursement of Officials is simplified and equalised as far as possible.

1. Car Allowances

The following car allowances are paid currently:

	Executive Council Members	Regional Officials	Brigades Secretaries and Chairs
Car Allowance	£4,779	£3,186	£903
Car Maintenance Allowance	£1,200	£1,200	—
	£5,979	£4,386	£903

It is proposed that the allowances are simplified and increased as follows:

	Executive Council Members	Regional Officials	Brigades Secretaries and Chairs
Proposed	£6,000	£4,500	£1,100

It is proposed that the above rates be reviewed annually by the Finance Sub-Committee following recommendation by the General Secretary in consultation with the National Treasurer. Any recommended amendment to be approved by the Executive Council.

2. Honoraria

The following honoraria are paid currently:

	Brigade Membership Secretary	President
Honoraria	£360.32	£1,440

Linked to qualified Firefighter rate of pay.

It is proposed that these are increased to the following rates:

	Brigade Membership Secretary	President
Proposed	£500	£1,500

It is proposed that the above rates be reviewed annually by the Finance Sub Committee following recommendation by the General Secretary in consultation with the National Treasurer. Any recommended amendment to be approved by the Executive Council.

3. Subsistence

It is proposed to simplify and equalise the subsistence rates as follows:

1 Within Region

	<i>2-5 hours</i>	<i>5-9 hours</i>	<i>9+ hours</i>
Day rate/Overnight with meal provided	£6.00	£12.00	£15.00
Overnight – no union meal	£25.00		

2 Outside Region

All Officials	£25.00
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3 Conferences, Schools and seminars

All attendees	£20.00
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4 FBU National meetings in London*

All officials	£30.00
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* this is to be subject to further guidance

It is proposed that the above rates be reviewed annually by the Finance Sub-Committee following recommendation by the General Secretary in consultation with the National Treasurer. Any recommended amendment to be approved by the Executive Council.

4. Telephones, Mobile phones and internet/e-mail connection

There are currently a range of measures in place within Regions in relation to telephones, mobile phones and internet/e-mail connection. The Finance Sub-Committee will consider each of these issues during 2007 and will make recommendations to the Executive Council to ensure that Officials are provided with adequate means to function efficiently and professionally.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE RE-ORGANISATION SUB-COMMITTEE

Annual Conference 2005 endorsed a Statement from the Executive Council ("Executive Council Statement to Conference – Re-organisation Sub-Committee"). The Re-organisation Sub-Committee as agreed by the Executive Council consisted of the President, Acting Vice-President, the General Secretary and the following Executive Council members: John McDonald, Dave Green, Jim Barbour, Mike Smith, Jack Ford and Vicky Knight.

The Sub-Committee met on several occasions during 2005 and 2006. Small Working Groups of two members were also created to examine each of the individual issues identified within the Conference Statement. In addition a discussion was held with Professor Mike Terry of Warwick University who has assisted other Unions in the area of re-organisation. On behalf of the Union the Sub-Committee would like to thank Professor Terry for his assistance in this matter.

All Committees of the Union (Brigade, Regional and Sectional) were invited to make submissions to the Sub-Committee for consideration. The Sub-Committee wishes to thank those Committees which provided submissions.

In relation to the issues identified in the 2005 Conference paper, the Working Groups of the Sub-Committee considered each issue in detail.

1. Implications of move from Rank to Role 'Non-uniformed' membership of the FBU

There are a number of significant issues which as yet are not fully developed which will have an impact on our future and "who" we actually represent in the Fire & Rescue Service. These include but are not limited to:

- The development of a separate NJC negotiating body for Middle Managers (MMNB)
- The shift from Rank to Role
- The definition of "Fire and Rescue staff"
- Uniform and "non-uniforming" of posts.

Who we represent in the future is becoming increasingly a focus of our attention.

We have successfully maintained the position of Watch Managers within the NJC Negotiating Body and outside the compass of the MMNB. The Executive Council and the Officers National Committee will need to monitor carefully the development of the MMNB in relation to the wider NJC.

It is apparent that in some quarters widening the definition of "Fire and Rescue staff" to include the non-uniform administrative staff and the removal of the distinction of "uniform" and "non-uniform" may create a number of potential dangers which will now need to be considered in detail.

2. Future structure of the Union to meet ever changing aspirations of members

Decision making process within the Union

Recent years have brought considerable change to the Service in which the FBU seeks to represent its members and there are many important factors to consider in the continuing development of the Fire Brigades Union.

Considerable lessons have been learnt from the Pay dispute (see materials produced by the EC following the Pay Dispute “lessons learnt” and “moving forward together” workshops) and with further work the Union could perhaps be better structured to reflect these.

Any consideration in relation to the issue of “Union – Future Structure/s” must necessarily involve wide-ranging discussion on topics including:

- Definition of “Membership”
- Impact of Rank to Role
- Impact of IPDS
- Impact of devolution, in Scotland, Wales and Northern Ireland
- New Grey Book, terms and conditions
- Key areas such as: Equality and Diversity; Health and Safety; and Discipline and Grievance
- Role of Head Office
- Role of Regional, Brigade and Sectional Committees and Annual Conference
- Legislative Change
- Finance.

This list is not intended to be exhaustive. Options need to be identified and explored in relation to all of the above prior to the development of recommendations and a full and interactive consultation process with the broad membership. Final decisions must be Conference based.

3. Future development of Sectional representation

We recognised the invaluable resources and specialist knowledge contained within each specific trade and equality section within the Union including the need for further work in this area to develop this within the organisation.

This is clearly a high profile and significant area of Union activity and indeed, its consideration is intrinsic to any discussion in respect of Union structure.

A number of areas will require detailed exploration, in consultation with the membership, including:

- The role of “Sections” within the current/future overall FBU structure
- Development, education and training needs
- Definition of Membership – important if we are to consider potential recruitment and representation of members outwith the current Grey Book
- Democracy and accountability issues.

This list is not intended to be exhaustive.

4. To fully incorporate work already complete on ‘Stress of Officials’

The past twelve months have seen several meetings take place in order to progress this area of work. Exploratory work was undertaken by Nottingham Trent University and Park Lane College, Leeds. After receiving detailed proposals from both institutions it was decided to move the work forward by utilising Park Lane College. Several meetings have been held with Trevor Cave, TUC tutor at the college and several options are being considered.

Advice that is coming from the college revolves around dealing with the issues of “time management” and “work prioritisation”, rather than dealing with the issue of stress as a single issue. To this end a pilot course is being devised that will enable Officials to address work and time pressures. It is envisaged that further meetings planned over the year will enable firmer proposals to be formulated.

5. Necessary and/or desired Rule changes

At this stage there are no recommended Rule changes arising from the work of the Sub-Committee

The Sub-Committee considered the individual issues identified above within the context of the overall issue of the possible re-organisation of the structure of the Union. This would obviously be a major project and would impact on the other current work of the Union at all levels. In discussing this issue the Sub-Committee gave consideration to the feedback received at the Executive Council, at other Committees of the Union and to the number of submissions received. In the light of this, the Sub-Committee has concluded that there is not a consensus or desire at this stage for a wholesale re-organisation or re-structuring of the Union. This does not mean of course that the issue should not be re-considered in the future. Any organisation needs to occasionally review the effectiveness of its structures.

The Executive Council recommends to Conference that the work of the Sub-Committee should continue and should at this stage focus on the following areas:

1. Head Office – especially around issues relating to the support and training of Head Office officials
2. Stress of Officials – ensuring that previous work already carried out on this issue is progressed
3. Membership of the FBU. The Executive Council is aware of moves to introduce non-uniformed employees in areas of work traditionally carried out by FBU members. This is a complex issue which needs further attention within the Sub-Committee and elsewhere in the Union.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE POLITICAL STRATEGY

In 2004 the Fire Brigades Union Annual Conference voted to disaffiliate from the Labour Party. This was a hotly debated issue and the outcome undoubtedly reflected the anger of FBU members at the Union's treatment during the 2002/3 Pay campaign.

The decision to disaffiliate did not; of course mean the end of the union's Political involvement. As our Rule Book makes clear, the Fire Brigades Union is part of the Working – class movement and linking itself with the international trade union movement, has as its ultimate aim the bringing about of the socialist system of society and has seen the need to play a part in broader politics at local, national and international level. This has been the case since 2004 and will continue to be so.

1. Parliamentary Work

The Union's Parliamentary Group has been firmly established over the past three years and currently has 44 members. All the members of this group are Labour Party MPs. The Parliamentary Group has proved invaluable in a number of areas of work including;

- Campaigning against the Regionalisation of Emergency Fire Controls
- Supporting members involved in local disputes
- Challenging departmental policy where appropriate
- Obtaining information and statistics which are difficult to obtain through other means.

The Group has also assisted in a number of wider campaigns such as that around the Trade Union Freedom Bill.

It is essential that this work continues and is developed. It is recommended that during 2007 further work is done to ensure that membership of the Group grows and that links are developed and improved between members of the Group and local Brigade and Regional Committees. This will assist the Union in local campaigning around issues such as IRMP cuts, Health and Safety etc.

2. The Devolved Administrations

In the devolved administrations (Wales, Northern Ireland and Scotland) the responsibility for Fire Policy has been removed from the Westminster Government. The three Regions affected have already developed strategies to engage with local politicians and this has met with this has met with success. During 2007 this work will be further developed by the Officials within the respective regions. Consideration will need to be given to whether Assembly/Parliamentary Groups could be developed along similar lines to the Group at Westminster. Dealing with devolved powers is a relatively new challenge for the Union and may mean that additional resources will need to be directed to the three Regions affected.

3. Political Education and Training

As Public Sector workers the pay and conditions of FBU members are determined by political decisions, albeit decisions taken within the constraints determined by the wider social and economic situation. It is essential therefore that FBU Officials at all levels have a sound grasp of the political process. This should include Fire and Rescue Service funding, decision making, the establishment of central policy, lobbying etc.

This has always formed a part of the Union's Education and Training programme. This needs to be developed to take account of such changes as devolution, the shift to the DCLG in England, new targets set for the Service etc. Training and Education will be developed to take account of these issues and will make use of the assistance which can be provided by the Parliamentary Group and other supportive politicians.

4. The Labour Party question

The decision to disaffiliate has not ended debate around this issue. Concern has been expressed that disaffiliation has closed a number of doors to the Fire Brigades Union. There can be no denying that there are differences in operating as a non-affiliate to the situation prior to 2004. However, the situation we have faced has not been as cataclysmic as some predicted.

Nevertheless, it is right that the Union should continue to debate its political direction and this will inevitably include the issue of possible re-affiliation to the Labour Party. In order that this debate is conducted in a systematic and constructive manner the Executive Council will, during 2007, arrange a structured debate involving discussion at local and national schools, debates at local Committees and the production of discussion material through the pages of Firefighter and elsewhere.

5. Key Targets for 2007/8

- To build membership of the FBU Parliamentary Group
- To examine the possibility of similar groups in the devolved administrations
- To discuss at Executive Council level and with Regions 1, 2 and 8 the issue of devolution and the requirements and challenges for the Union around this issue
- To provide Education and Training in relation to the political process, lobbying etc.
- To organise a structured debate on the Union's political direction.

INTERNAL

Resolution 1 – VICTIMISATION

This Conference condemns recent developments where FBU members have been victimised by the British National Party or other right wing organisations. This Conference demands that the E.C formulate a strategy to give full commitment and support to all FBU members who receive such harassment.

**B&EMM
AS AMENDED BY CLEVELAND**

Resolution 2 – EQUALITY ISSUES

This Conference calls upon the Fire Brigades Union to report annually and provide a league table of all Fire Brigades within the British Fire Service, in their performance on equality issues.

The criteria for such a report to be produced by the relevant National Committees, in agreement with the Executive Council.

The first report to be produced by the Executive Council for Annual Conference 2008.

**B&EMM
AS AMENDED BY GLOUCESTERSHIRE & WEST MIDLANDS**

Resolution 3 – RACE EQUALITY SCHEME

This Conference calls on the Fire Brigades Union to produce a race equality scheme.

This race equality scheme to be produced in line with the Race Relations Act (Amended 2000), Specific Duty.

This is to be produced by the B&EMM National Committee, and presented to Annual Conference 2008.

**B&EMM
AS AMENDED BY SOUTH YORKSHIRE**

Resolution 4 – AGM PROCESS

This Annual Conference recognises that the NWC has the responsibility within the FBU of dealing with issues that 'primarily concern women'. Women recognise that the issue contained within this Resolution may affect the other sections but it is being persistently raised by women through their structures at brigade, regional and national level.

This Annual Conference acknowledges that changes were made at Annual Conference 2002 which enabled the National Women's Committee to submit 3

Resolutions to Annual Conference, however, currently the National Women's Committee cannot amend their own Conference Resolutions, cannot amend any other Conference Resolutions or policy statements, cannot submit Emergency Resolutions, cannot submit rule changes or proposed amendments to Annual Conference Standing Orders.

This Annual Conference calls upon the Executive Council to formulate the relevant changes to the processes required to address this issue and for this to be reported back to the Women's AGM 2007 and will include the required rule changes which shall be submitted by the Executive Council to Annual Conference 2008.

NWC

AS AMENDED BY GLOUCESTERSHIRE

Resolution 5 – PFI

This Annual Conference has seen first hand problems surrounding facilities for women at many new build PFI Fire & Rescue Service workplaces.

Examples of these problems include:

- Unisex facilities – affording little privacy
- No floor to ceiling partitions on toilets and showers
- Joint locker rooms
- Lack of sanitary machines and sanitary disposal vestibules

This Annual Conference believes that the finances required to provide adequate facilities for women at these workplaces are being sacrificed in order to maximise profit for the private companies who have gained the PFI contract.

This Annual Conference believes that the above circumstances add further authority to the FBU policy of opposing PFI buildings within the UK Fire & Rescue Service and demands that the Executive Council produce an up to date record of all PFI buildings within the Service which lists the facilities provided for women at each.

This record to be produced by the 2007 Women's AGM.

NWC

Resolution 6 – CONTROL STAFFING

This Conference instructs the Executive Council to investigate the present staffing levels within controls including secondments out of the controls and their replacements. Many controls are now running at less than minimum staffing, and the level of experience is diminishing. This is also placing an onerous burden on staff to work overtime, which is often above the 24 hour a month (averaged over a 6 month period) national agreement. This report to be completed within 6 months and should include recommendations on how Officials should deal with its findings.

CSNC

AS AMENDED BY GLOUCESTERSHIRE

Resolution 8 – NATIONAL HR STRATEGY DOCUMENT

This Conference notes with concern the National HR Strategy Document developed by CFOA. CFOA claims that this strategy document has been developed through the collaborative work of HR Practitioners and supported by external stakeholders. It is notable that the objectives of this document are at odds with a range of FBU policies.

Amongst the issues of concern raised by the document are multi-level entry, a role for the private sector in provision and delivery of service and means of attracting leaders from other sectors. Such issues have significant implications for officer/middle management members.

CFOA recommends this document to key National stakeholders and intends that it will be the subject of regular reports to the Practitioners Forum.

This Conference demands that the Executive Council develops a strategy with ONC Representatives, aimed at challenging the objectives of this document that do not comply with FBU policies and ensuring that FBU policies are not swept aside whilst CFOA's recommendations are foisted on and adopted by various FRS's.

ONC

Resolution 14 – ELECTIONS FOR OFFICIALS

This Conference demands that elections for officials when due, must run in accordance with the FBU rule book.

HAMPSHIRE

Resolution 17 – TEXT MESSAGING

This Conference calls upon the Executive Council to carry out a feasibility study into the use of mobile phone text messaging, as an additional means of communicating with our members. This study should consider the cost, and all other practical issues regarding the implementation of this communication medium.

A report should be submitted for consideration by the Executive Council no later than 6 months after the close of this Conference. Details of the report, and the Executive Council decision on whether or not to implement this particular measure should be circulated to the members by means of an All Members circular as soon as possible following the Executive Council meeting at which the report is discussed.

CLEVELAND

Resolution 20 – HEALTH & SAFETY HANDBOOK

This Conference demands that the Executive Council secure production of an up to date FBU Health and Safety handbook containing guidance on current Health and Safety legislation for FBU Health and Safety representatives. This handbook to be produced within 6 months of the close of this Conference.

**STAFFORDSHIRE
AS AMENDED BY CLEVELAND**

Resolution 22 – NEW EQUIPMENT/PRACTICES

This Conference demands that it becomes national policy that all brigade committees challenge any detrimental changes to working practices/equipment before they are introduced into their workplace and ensure that any such practices/equipment are used by members within the appropriate role map only.

**NORTH YORKSHIRE
AS AMENDED BY TYNE & WEAR**

Resolution 26 – MOTORING EXPENSES

With the massive increase in petrol prices and insurance premiums; this Conference demands an immediate review by the Executive Council, with a view to increasing the out-of-pocket motoring expenses paid to lay officials and representatives.

SHROPSHIRE

Resolution 28 – UNION FINANCES

Annual Conference acknowledges the improvements in the Union's financial position over the last 2 years in placing the Union finances in a stronger position to face the continuous campaigning and work as a trade union in representing our membership in all spheres of the workplace, and political, trade union, socialist and international movement.

Our acknowledgement is not without concerns of the vital elements of budgeting and accountability of our finances to ensure a strong long-term financial basis required to continue as an important and independent organisation within the Fire and Rescue Service and trade union movement.

Following the 2002 'Red Book' of the FBU Financial structure it is 5 years since this was agreed we therefore instruct the Executive Council to review the Union finances and the current levels of all Union expenditure to report and make recommendations to the 2008 Annual Conference on the Union's current and future financial strategy.

BERKSHIRE

Resolution 31 – EDUCATION

Conference acknowledges the good work undertaken by the National Education Committee and recognises that the education of our members is crucial in giving them the skills and confidence to be effective Union Officials.

However, Conference has real concerns that there is no coherent education strategy that links together training in regions and nationally or any audit trail to evaluate training in place.

Conference therefore demands that the Executive Council develop a national strategy that links in with the regions to enable the Union to embark on a comprehensive training policy and with sufficient budget to achieve results. This strategy to be developed and in place by Conference 2008.

DERBYSHIRE

Resolution 35 – FBU STRATEGY

Conference instructs the Executive Council to bring to Annual Conference 2008 a detailed, long term strategy for dealing with the Fire Service management's approach to consultation, negotiation and the modernising agenda.

There is a need for a detailed debate and clear strategy on how the FBU is to tackle national and local employers in seeking to achieve the objects of the Union (Rule 3 of our Rule Book) in order to best represent the interests of FBU members and the public, both of whom are under attack by today's modern management.

The long term strategy brought to Conference 2008 will be debated in closed session.

The Executive should produce a detailed guidance document for all Officials within 6 months of Conference 2008 outlining what the strategy is and how all the recommendations should be implemented.

**WILTSHIRE
AS AMENDED BY GLOUCESTERSHIRE**

COMPOSITE A

[Incorporating Resolutions 9, 18, and 36]

ULF PROJECTS

This Conference reaffirms support for and acknowledges the work of the FBU Learning Fund Projects in providing learning opportunities for hundreds of our members. This is another positive benefit of FBU membership and places the FBU at the forefront of lifelong learning within the UK Fire and Rescue Services.

Conference recognises that the current funding is due to finish in April 2008 with no guarantee of further funding being made available post 2008.

Conference believes that in order to sustain the spirit of Annual Conference 2004 Resolution 65 and to mirror the recent moves within the TUC Union Learn, we need to act quickly to ensure the sustainability of the Lifelong Learning agenda beyond April 2008.

Conference therefore instructs the Executive Council to set up a working group utilising Education Sub-Committee members, ULF Project Committee members and Regional Education Officers to look at how lifelong learning is mainstreamed into the FBU at all levels.

To this end Conference instructs the Executive Council to form a working group from members of the Executive Council Education Sub-Committee, FBU ULF Project Committee and Regional Education Officers to produce a report for no later than 1st October 2007 for the Executive Council. This report should include proposed recommendations on how lifelong learning is embedded.

**MOVED BY LONDON
SECONDED BY FIFE**

NATIONAL JOINT COUNCIL

Resolution 37 – RETENTION OF WOMEN FIREFIGHTERS

This Annual Conference notes that some brigades spend a lot of time and thought on encouraging women to become firefighters because of the Government's targets, but very little work is done to ensure that women remain in their chosen profession. Complacency towards breaches of equalities policies is the normal response. Complaints are difficult to make, and when made are often dealt with poorly. Women leave rather than put up with an isolating and unfriendly environment.

Women have been full-time firefighters in the UK for more than 23 years. Many women have joined the Service, but numbers of women are still very low due to the Fire and Rescue Service being unable to retain women. Retention rates are not being made available to the Fire Brigades Union.

We therefore demand that the Executive Council negotiate within the NJC an effective strategy for brigades to create workplaces which women are happy to work and remain in.

NWC

Resolution 38 – FLEXIBLE DUTY SYSTEM

This Conference calls upon the Executive Council and Brigade Officials to resist any attempts by the national and/or local employers from implementing any proposals to detrimentally alter the flexible duty system supplement as currently contained within the Scheme of Conditions of Service (Sixth Edition).

ONC

AS AMENDED BY SOUTH YORKSHIRE

Resolution 42 – REDUCTION OF PAY

This Conference is concerned by the number of members who are being placed on half pay, and then no pay, during periods of prolonged sickness absence.

Conference instructs the Executive Council to carry out a national study of the number of members in each Fire and Rescue Authority who are currently on either half pay or no pay, while on sickness absence.

Following this national study an assessment should be made of the number of Authorities who are failing to use discretion before reducing the pay of staff.

The result of the study should form the basis of a best practice guidance note for Officials to refer to when lodging appeals against any pay reductions for our members. This guidance should be produced within 6 months of Conference ending.

This issue should then be raised with the Employers at the NJC.

CLEVELAND

AS AMENDED BY GLOUCESTERSHIRE & NORTHERN IRELAND

Resolution 43 – FLEXIBLE WORKING

Conference welcomes the introduction of the right to ask for flexible working which aims to help employers and workers agree on work patterns that suit everyone. However since the introduction of this legislation the application of this in the UK Fire and Rescue Service appears to be patchy with brigades applying criteria, considered to be relevant, differently. Others seem to be unaware of the responsibility to deal with such requests timeously and fairly or of their obligation to supply not only a reason for refusal but an explanation of why the request was refused.

Therefore, Conference instructs the Executive Council to carry out a survey of brigades to ascertain the types of flexible working that have been requested and the experiences of members making these requests with a view to preparing a document which can highlight good practice and aid FBU officials in assisting members making such requests.

FIFE

Resolution 44 – COMPETENCE

This Conference instructs the Executive Council to negotiate a nationally agreed system for carrying out workplace assessment for the purpose of assessing competence.

STAFFORDSHIRE

Resolution 45 – RANK TO ROLE STRATEGY GROUP

Brigades and Regions around the country are at different stages of the rank to role process and the in depth understanding of this topic by local officials will have a great bearing upon the future of all FBU members both financially and otherwise.

Due to this important subject having contractual implications on FBU members, Conference demands that the Executive Council immediately form a Strategy Group to advise, assist and provide education for Officials involved in the local Consultation/Negotiation of the Rank to Role process.

HUMBERSIDE

Resolution 48 – NJC

Conference deplores the apparent lack of commitment from Fire and Rescue Employers both nationally and locally to the principle role and effective functioning of the NJC, as evidenced by the disgraceful actions of Merseyside Employers resisting the involvement of NJC Joint Secretaries, and their reluctance to convene regular NJC meetings.

Conference demands that the Executive Council seek from the Employers a firm commitment to the primacy of the NJC and to ensure that its constitutional aims, structures, resourcing and the role of the NJC Joint Secretaries are fully supported.

**DORSET
AS AMENDED BY TYNE & WEAR**

Resolution 49 – ADDITIONAL RESPONSIBILITY ALLOWANCES

To allow for a consistent approach in local negotiations by Brigade Officials; this Conference instructs the Executive Council to produce national guidelines on minimum levels of payments for additional responsibility allowances.

SHROPSHIRE

Resolution 50 – MATERNITY UNIFORM

This Annual Conference notes the progress made by some Fire & Rescue Services in updating their maternity policies using the FBU Model Maternity policy as guidance, but is concerned that the issue of maternity uniform is still a big problem for our women members whilst pregnant.

Conference believes that if the Fire & Rescue Service is serious about wanting to retain and recruit more women, then it needs to seriously look at the provisions of such uniform and ensure that where good policies are written that they are implemented correctly.

Conference calls on all Brigade Officials to revisit the Brigade's Maternity policy with their management and when doing so to emphasise the importance of correct fitting maternity wear for our women members to be available through all stages of pregnancy. We further call upon the Executive Council to report progress of this issue back to Annual Conference 2008.

HEREFORD & WORCESTER

Resolution 51 – EQUAL OPPORTUNITIES FOR TRAINING

This Annual Conference notes that many members who are primary carers are being restricted from partaking in some Fire and Rescue Services training courses due to management's lack of consideration for childcare. We believe that all our members should be given the same opportunities for training without the individual incurring unnecessary childcare costs.

Conference calls on all Brigade Officials to enter into negotiations with management to ensure that childcare is given serious consideration when planning and offering courses to employees. We further call upon the Executive Council to report this issue back to Annual Conference 2008.

HEREFORD & WORCESTER

Resolution 54 – PUBLIC HOLIDAY SHIFTS

Conference deplores the actions of the Merseyside Fire and Rescue Authority, and any others, who intentionally remove operational fire cover on public holiday shifts below that which is set within the local IRMP, in order for firefighters to be instructed not to attend for their rostered duty.

Conference condemns this practice as being one that removes fire cover in order to result in a reduction of an overall wage bill for a period that attracts premium rates of pay, a practice that is immoral, unsafe and provides a lesser Fire and Rescue Service for the community at that period.

Conference instructs that Brigade Committees oppose such reduction in fire cover by all means necessary up to and including strike action.

MERSEYSIDE

Resolution 56 – ITOP/ADC

This Conference acknowledges the changes in the promotion procedure, with the abolition of the examination system and practical assessment to the introduction of the ITOP and ADC system. However, Conference believes that these systems are fundamentally flawed with no consistency of application or practical assessment of potential and are surrounded in secrecy. All this has a potentially detrimental effect on the health and safety of our members.

This Conference demands that the Executive Council set up a Working Group to look at the new systems of advancement throughout the country and report back to Conference 2008 with recommendations to take forward to our employers.

DERBYSHIRE

Resolution 58 – SECOND CONTRACTS

This Conference condemns Fire Authorities attempting to introduce second contracts for firefighters, to undertake additional duties that fall within their role maps. Whilst performing these duties firefighters should be covered by all Grey Book Conditions of Service, including overtime payments.

Therefore, this Conference demands the FBU ensures that all duties that are undertaken by firefighters and that are within their role maps are covered by the Grey Book.

CHESHIRE

Resolution 59 – SECONDARY CONTRACTS

Conference demands that operational Trainers/Instructors, who have a commitment to train Local Authority firefighters and control staff, are employed under and in accordance with the current NJC 'Scheme of Conditions of Service' (Grey Book). This is unless it is specialist training being given and that the skills are not currently available in-service.

LANCASHIRE

Resolution 61 – PAY FORMULA

Conference instructs the Executive Council to ensure the current pay formula that links annual pay rises in the Fire Service to the average pay rise achieved by the Associate, Professional and Technical group of workers is retained.

We urge all members to support whatever action is necessary to achieve this, up to and including strike action.

**STRATHCLYDE
AS AMENDED BY NORTHERN IRELAND**

Resolution 66 – PAY

Conference demands that the negotiations around the 2007 pay rise attracts only increased payment for existing duties that are set out in the current rolemaps.

Conference demands that any future pay award/formula is not in any way linked with further additional duties the employers may wish members to undertake.

LINCOLNSHIRE

COMMUNITIES AND LOCAL GOVERNMENT

Resolution 68 – TRAINING INDUCTION

This Conference instructs the Executive Council to raise with the relevant committees a realistic minimum training induction programme for all Firefighter/Control staff. The minimum 3 weeks that some brigades currently undertake is totally unrealistic due to increasing workloads and complexity of Firefighter/Control duties.

CSNC

Resolution 69 – INCIDENT COMMAND SYSTEM

This Conference demands that the Executive Council ensures the views of officer members are represented in any review of the incident command system.

To that end this Conference calls on the Executive Council to constitute a working group to consider any proposals to amend the current incident command system.

ONC

Resolution 71 – WORKPLACE RELATED CANCERS

Conference demands that the Executive Council mounts a national campaign to look into the dangers of workplace related cancers in the UK Fire Service with a view to having them included on the industrial illness list. This campaign should include a survey of all UK Fire Services to establish the possible causes of contracting cancer in the workplace.

TYNE & WEAR

Resolution 72 – FIREFIGHTING AT SEA

The 1998 Executive Council Policy Statement (as amended by Lothian & Borders, Cleveland and Strathclyde on Firefighting at Sea, including the use of helicopters) provides Brigade Committees with comprehensive guidance on what the minimum requirements should be achieved for Firefighting at sea.

However, in light of the Marine and Coastguard Agency (MCA) Marine Incident Response Group (MIRG) being formed Conference must now recognise that Firefighting at Sea is no longer an issue that Brigade Committees can deal with effectively without assistance from the Executive Council.

Therefore, Conference demands that the Executive Council's Sub Committee on Firefighting/Helicopters at Sea is reformed with a view to reviewing FBU policy with consideration of MIRG.

LOTHIAN & BORDERS

Resolution 73 – HEALTH & SAFETY POLICIES

Conference instructs the Executive to carry out a full audit of all FBU Health & Safety policies, this to be completed by no later than Annual Conference 2008. On completion these should be promulgated to all Brigades who should then confirm whether they have achieved the various policies.

GREATER MANCHESTER

Resolution 74 – AERIAL TELECOMMUNICATION MASTS

Conference views with concern the ongoing practice of the siting and usage of aerial telecommunication mast installations and associated ancillary equipment on Fire Service premises and workplaces. Conference further recognises the scientific research that indicates that such installations and equipment are potentially unsafe and could cause health problems for members on affected workplaces and accordingly demands that the Executive Council produce a report in time for Conference 2008 which will include findings that take into account the research regarding the relevant health risks members may be exposed to. Such a report to be undertaken with the assistance of Regional Committees.

MERSEYSIDE

Resolution 75 – TARGETED RESPONSE VEHICLES

This Conference condemns the use by Fire Authorities of Targeted Response Vehicles with 3 riders to deal with small FDR3 and car fires. This practice does not allow safe systems of work and adherence to Technical Bulletin 1/97 and CAST planning scenarios.

This Conference therefore demands that the Fire Brigades Union work with the Health and Safety Executive to ensure that this practice is stopped.

CHESHIRE

Resolution 76 – CREWING LEVELS

Recent IRMP proposals have clearly demonstrated Fire Authorities' willingness to compromise existing safe operating procedures in the pursuance of financial savings. A typical example of this has been proposals to reduce normal crewing levels to four riders.

This Conference reaffirms its commitment that fire appliances responding as the pre-determined initial response to incidents that may require the use of breathing apparatus (BA) teams, must under normal circumstances be crewed with five riders to ensure that adequate BA entry control procedures are implemented.

In addition, and in light of these recent attacks on firefighters safety, this Conference instructs the Executive Council to make representation at national level, to ensure that guidance governing BA safe operating procedures, as detailed in Technical Bulletin 1/97, are not compromised and that Fire Authorities IRMP's adhere to national standards.

LANCASHIRE

Resolution 77 – IRMP'S

Conference instructs the Executive Council to explore the possibilities of the FBU's Health and Safety Committee working closely with the Health and Safety Executive with reference to IRMP's throughout the UK Fire and Rescue Service. The Executive Council to produce a report on this matter by the end of December 2007.

NORTHUMBERLAND

TRADE UNION AND LABOUR MOVEMENT

Resolution 79 – CLIMATE CHANGE AND ENVIRONMENT REPS

Conference recognises the urgency of the need to tackle climate change and therefore calls upon the Executive Council to do the following:

1. To press the Government to give statutory rights to Trade Union Environment Reps to inspect, be consulted and trained similar to rights enjoyed by Trade Union Safety Reps.
2. To take a lead within the Trade Union movement by becoming environment champions by, for example, performing environmental audits of all FBU offices and practices and by raising awareness within the membership, the wider Trade Union movement and the TUC itself of the challenges and possible solutions to tackle climate change.
3. To press Unionlearn to provide appropriate training for reps and officers.
4. To participate in Earth Day (April 22) every year and to encourage all TUC affiliated Trade Unions to do the same.
5. To encourage Employers to work in partnership with the FBU and The Carbon Trust with the aim of making every Fire and Rescue workplace carbon neutral within two years.

DEVON

Resolution 80 – VIOLENCE AT WORK

Conference commends the work of the STUC and the Scottish Executive led by a seconded FBU official on tackling violence at work. This has resulted in an unprecedented response from all sectors involved in serving the public and provided a platform for similar work in other areas of the UK and Europe.

However, Conference notes that Fire and Rescue Services in Scotland, apart from superficial acknowledgements have not participated and prefer to condemn attacks on firefighters rather than enter into proactive attempts to train staff in protection techniques including the psychology of rage and how to manage conflict.

Conference believes that attacks on any FBU member or anyone serving the public are unacceptable. However until staff are properly trained and protected these attacks will continue and our members placed in unacceptable danger.

Conference therefore calls on the Executive Council to use the resources provided by the Scottish Executive to:

- Provide guidance for FBU members in understanding the psychology of rage and anger and protection techniques which do not involve physical restraint.
- Place the success of the STUC/Executive campaign and resources available on the negotiating table with Fire and Rescue Service managements.
- Promote the success of the trade union movement in bringing about real change for workers in the workplace.

FIFE

PENSIONS

Resolution 83 – PENSION ABATEMENT

Conference demands that the Executive Council makes every effort to have any rule within:

- The Firefighters Pension Scheme
- The New Firefighters Pension Scheme
- The Local Government Pension Scheme

which allows abatement of our members pension payments, removed or amended to stop this practice.

Conference instructs the Executive Council that if this cannot be done by negotiation then legal action should be considered.

KENT

Resolution 84 – ILL-HEALTH RETIREMENT

This Conference is concerned that many Fire Authorities are using the Disability Discrimination Act, and the amendments to The Firefighters Pension Scheme implemented in September 2004 to prevent our members retiring on ill health.

Members who have no prospect of returning to operational duty are being forced to either return to work in unsuitable day duty positions, or are being faced with the prospect of resigning from the Service following prolonged periods on half pay, or no pay, with subsequent loss of pension entitlements.

Conference instructs the Executive Council to carry out a national study into the scale of this problem and to produce a report within 6 months of the close of this Conference.

CLEVELAND

Resolution 85 – SURVIVORS CLAUSE

Conference demands that negotiations are commenced in order to achieve the addition of a 'survivors clause' into the Firefighters Pension Scheme.

**NORFOLK
AS AMENDED BY MERSEYSIDE**

EMERGENCY RESOLUTIONS CARRIED ...

Emergency Resolution No. 1

PAY

Conference notes with concern the statement to the House of Commons on 1st March 2007 from the Chancellor regarding public sector pay. The government's intention to restrict public sector pay increases to below 2% for 2007 will increase hardship in our public services.

In relation to the Fire and Rescue Service, this approach follows four years of rapid change. Conference believes the Fire and Rescue Service would benefit from a period of stability and notes that on this basis the Executive Council has lodged our formal claim with the employers that the pay formula agreed under the 2003 Pay and Conditions Agreement should be applied for 2007.

Should the employers choose to de-stabilise the service by refusing to pay the increase determined by the operation of the formula without detrimental changes to conditions of service, then the Executive Council are instructed to fully consult with members on all options, including strike action.

EXECUTIVE COUNCIL

Emergency Resolution No. 2

DOWNGRADING

Annual Conference condemns the decision of Cornwall County Council of 13 February 2007 to approve a budget that if implemented will see the downgrading of the only two 24 hour crewed fire stations in Cornwall to day crewed.

Annual Conference recognises that this decision is based on finance and not due to any other factor, which is contrary to the concept and guidance of Integrated Risk Management Planning.

Annual Conference recognises the increased risk to firefighters and communities from any downgrading of fire stations and calls upon the Executive Council to raise, as a matter of urgency, this issue with the Minister with responsibility for the Fire and Rescue Service.

Annual Conference also congratulates Fire Brigades Union members in Cornwall in their opposition to these dangerous proposals and offers full support to any action they take in defence of these cuts in service.

MOVED BY CORNWALL

Emergency Resolution No. 3

IRAQ – GFIW SUPPORT

The trade union movement in Iraq is the victim of a continuing campaign of targeting, torture and murder of its officials. As recently as March 2007 the General Secretary of the Mechanic Workers Union was abducted and murdered.

We call upon conference to condemn the continuing kidnappings, torture and murder of Iraqi Trade Union Officials, and demand that the General Secretary meets with the General Federation of Iraqi Workers so that the Fire Brigades Union may assist morally and materially in the following:

1. To make representation to the Iraqi authorities to ensure this recent outrage is fully investigated and that those responsible are detained and brought to justice.
2. That immediate steps are taken to ensure that the deliberate targeting of trade unionists is stopped.
3. To expose the inexplicable hostility from the US and Iraqi military forces towards Iraqi Trade Unionists.
4. That we join the GFIW in their bid for an apology for these unprovoked attacks, the return of confiscated items and financial compensation for damages caused.
5. That we assist the GFIW in making representation to those responsible for the freezing of all union assets.
6. That the Executive Council through the International Committee initiate a structured strategy to support the Trade Union movement in Iraq in consultation with the GFIW.

MOVED BY GREATER MANCHESTER

Emergency Resolution No. 4

THE TRAGIC LEGACY OF AGENT ORANGE

Conference applauds the continuing works of the Medical and Scientific Aid to Vietnam, Laos and Cambodia Association.

We also congratulate them on their continuing fight to seek financial support for victims and families still affected by the dispersal of Agent Orange.

In February 2007 MSAVLC requested support from trade unions for a campaign for generous support from governments. Generous financial support of a level that only governments can give. This to aid in adapting housing and provide equipment to enable the moderately disabled as much independence as possible. In turn aid will lighten the crippling financial burden on those families affected.

This Conference demands that the General Secretary and the Executive Council assist MSAVLC, by whatever means possible, to generate the political pressure to ensure the campaign succeeds.

MOVED BY GREATER MANCHESTER

Emergency Resolution No. 6**FIRST/CO-RESPONDING**

Conference welcomes the decision of the Liverpool Employment Tribunal of the 1st May 2007, regarding actions taken against the FBU by former members who were subject to internal union discipline for continuing to co-respond in breach of FBU policy. Conference also welcomes the Court of Appeal decision of the 28th February 2007 regarding the contractual position with regard to co-responding.

Conference again re-affirms Conference policy on first/co-responding as agreed by Conference in 2001, 2004 and 2005.

MOVED BY MERSEYSIDE

Emergency Resolution No. 7**SECONDARY CONTRACTS**

Conference demands that the Executive Council investigate the pension implications for members who were issued a secondary contract after 6th April 2006, and seek advice for Brigade Officials where Fire Authorities propose to issue a single contract containing more than one role map. This information must be obtained as a matter of urgency and reported back to all Officials as soon as possible.

MOVED BY HEREFORD & WORCESTER

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL ...

Emergency Resolution 9

IQMP GUIDANCE

Conference notes the recently circulated guidance for Consultation regarding IQMPs.

Conference rejects:-

- (1) Any guidance which could result in member's employment being terminated on the grounds of medical capability.
- (2) Any move to compulsorily redeploy any member in a job outside their rolemap as an alternative to termination of employment.

Conference instructs the EC to consult with Brigade Committees before any agreement is reached on the Guidance with a view to opposing industrially if necessary.

NORTHAMPTONSHIRE

Resolution 33 – MEMBERSHIP

Conference instructs the Executive Council to review membership eligibility and membership fee rates, to ensure recent changes within the British Fire Service are taken into account.

On completion of this review a paper will be prepared and submitted for Conference 2008.

NORTHAMPTONSHIRE

Resolution 62 – WATER RESCUE

Conference demands that the Executive Council secure a national agreement that ensures all Fire Authorities seeking to introduce or already providing a water rescue service adhere to the following principles.

- A water rescue service is only introduced after full consultation with and the agreement of Fire Brigades Union Officials.
- All training courses for boats/personal water craft are to Royal Yachting Association standard.
- An agreed standard for a) all communications when working on in or near water and b) for all personal and other protective equipment.
- The provision of appropriate and safe access slipways.
- An agreed inoculation programme and regular health checks to protect against water borne diseases, for all members working on water.
- Nationally agreed procedures for training and attendance in/or around water rescue incidents.
- An agreement to pay additional responsibility payments to those personnel who undertake such duties. Failure for such a payment to be made will result in personnel withdrawing from undertaking any water rescue responsibilities.

STRATHCLYDE

MOTIONS DEFEATED ...

Resolution 19	– REGIONAL MANAGEMENT BOARDS	STAFFORDSHIRE
Resolution 55	– UNSOCIAL HOUR'S PAYMENT	NOTTINGHAMSHIRE
Resolution 82	– AFFILIATION	SOUTH YORKSHIRE
Composite Resolution B [Incorporating Resolutions 23 & 24]	– ANNUAL CONFERENCE CANCELLING	WEST YORKSHIRE
Composite Resolution C [Incorporating Resolutions 10 & 21]	– NON STATUTORY ELECTIONS – POSTAL BALLOT	HUMBERSIDE

EXECUTIVE COUNCIL PROPOSED ALTERATIONS TO THE RULES OF THE UNION

<i>RULE 30 (3) (b)</i>	Accident Injury and Death Benefit Fund	CARRIED
<i>RULE 30 (4) (a)</i>	Accident Injury and Death Benefit Fund	CARRIED
<i>RULE 30 (4) (b)</i>	Accident Injury and Death Benefit Fund	CARRIED
<i>RULE 30 (5) (a)</i>	Accident Injury and Death Benefit Fund	CARRIED
<i>RULE 30 (5) (c)</i>	Accident Injury and Death Benefit Fund	CARRIED
<i>RULE 30 (5) (d)</i>	Accident Injury and Death Benefit Fund	CARRIED
<i>RULE 30 (5) (e)</i>	Accident Injury and Death Benefit Fund	CARRIED

BRIGADE COMMITTEES PROPOSED AMENDMENTS TO STANDING ORDERS OF ANNUAL CONFERENCE

Standing Order 4

Gloucestershire

CARRIED

Standing Order 4

The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade and National Sectional delegation, prior to Conference, with the Standing Orders Committee's reason for rejection.

Standing Order 15

Gloucestershire

CARRIED

Standing Order 15

The method of voting at each Conference shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.

Final Appeals Committee

REGION/SECTION	NAME
Region 1	Gavin Barrie
Region 2	Jimmy Quinn
Region 3	Steve Hedley
Region 4	Paul Matthewman
Region 5	Neil Thompson
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Chris Howells
Region 9	Tennyson Turney
Region 10	Joe MacVeigh
Region 11	Mark Simmons
Region 12	Danny Whitelock
Region 13	Phil Jordan
CSNC	Sue Offland
ONC	Allan Guest
NWC	Kerry Baigent
B&EMM	Samantha Samuels
G&L	
NRC	Harry Cotter

Firefighter Representatives

REGION/SECTION	NAME
Region 1	Ken Ross
Region 2	Tony Maguire
Region 3	Dave Turner
Region 4	Sean Cahill
Region 5	Steve Harman
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Roger Perry
Region 9	Kevin Napier
Region 10	Paul Embery
Region 11	Danni Jones
Region 12	Eduardo Cardoso
Region 13	Val Hampshire
CSNC	Sharon Peverett
ONC	John Allen
NWC	Samantha Rye
B&EMM	Leroy Phillpotts
G&L	
NRC	Harry Cotter

Election of Standing Orders Committee

Re-Elected

Brother Stewart Kinnon (Strathclyde) for 4 Annual Conferences

Elected

Brother Phil Jordan (Gloucestershire) for 4 Annual Conferences



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