

EXECUTIVE COUNCIL'S REPORT 2020





Established 1 October 1918

EXECUTIVE COUNCIL'S REPORT 2020

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PRESIDENT'S INTRODUCTION

Last year was about highs and lows. The end of a tough decade in which we've survived austerity and other attacks, but had optimism for a new era when we could turn the tide. A tremendous victory in our fight for firefighters' pensions, but then hopes dashed by a thumping majority for the Tories at the general election.

Our members rightly see their pensions as deferred pay. We have to contribute some of our hard-earned wages to ensure we get a pension after retirement. Our employers pay into the scheme with money that is ours. So when the Westminster government wanted to make firefighters pay in more, work longer and still get less, we had to fight. We took them on with strike action. We took them on at Westminster with our lobbies. And we took them on in the courts.

Last year the Westminster government ran out of excuses at the High Court. They had to accept they cheated our members when they imposed the 2015 pension scheme. The FBU was the only union in the fire and rescue service that fought those changes. Our members were outraged, but we didn't just grumble around the mess table – we campaigned, we took action and we fought. There is still a way to go before the firefighters' pension scheme is put right – but our union can be proud of our role in standing up for members.

Westminster promised that the age of austerity is over, but our members know our service is still being cut. Politicians like to praise firefighters when a large emergency incident is resolved and lives saved, but they still want to mess up our shift systems, utilise unsafe crewing levels and squeeze more out of the working week. Our members in Hereford and Worcester, Surrey and North Yorkshire have been at the sharp end of fighting so-called 'reforms' that are all about making our members work more for less. The solidarity of the whole union has to be with every brigade that decides to take action.

The Grenfell Tower public inquiry produced a blockbuster report that cannot pass without comment. Its recommendations were mild and reasonable. But the criticism of incident commanders, control staff and firefighters cannot go unanswered. The lawyers said 200 residents could have been evacuated by 30 firefighters. The union has taken this unfounded theory to pieces. The inquiry should concentrate on the real villains responsible for the Grenfell Tower fire – the businesses and the politicians – who made the big decisions about the building and fire policy in general.

The FBU had successes in the labour movement last year. We convinced the TUC to oppose all of the anti-union laws. We also worked with young activists to commit the Labour Party to a Green New Deal policy fit to tackle the climate emergency. The Labour Party pledged serious investment and improvements to the fire and rescue service in its election manifesto. Sadly, the Tories won the general election but the shadow front benches will continue to fight for the fire service on our behalf.

It will fall to the FBU to take stock, learn the lessons and lead the fightback for our members, our service and this country. The unions together make us strong. We need to reflect, to organise and continue the fight. There is no other way.

Please note: The union's conference booked for May 2020 was postponed due to the Covid-19 pandemic. The executive council decided to circulate this annual report as the record of the union's activities for 2019.

SECTION A

PAY AND CONDITIONS

A1 INTRODUCTION

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

During the year, Professor Lynette Harris from Nottingham Trent University chaired the NJC and MMNB and her first report is below.

The executive council continued to campaign on firefighters' pay throughout the year. In March, the employers wrote to the FBU with a proposal of a "non-exhaustive" list of expanded firefighters' roles, in return for a pay rise of 13.5% over three years, subject to government funding. This was emphatically rejected by 97% in an FBU members' consultative ballot. The union's strategy to negotiate on broadening the role was also confirmed in the consultative ballot by 86%.

The FBU discussed pay at a brigade officials meeting in March and at FBU conference in May. With no progress at Westminster regarding funding, the NJC decided to pause discussions on broadening the role. The employers offered a 2% increase on NJC rates of pay and CPD, which was implemented.

The FBU also held discussions with the Scottish Fire and Rescue Service (SFRS) on pay and conditions. An initial offer in June was strongly rejected by FBU members in Scotland. A revised proposal was made in December, but the executive council and Scottish FBU officials concluded that it was not acceptable and recommended rejection.

FBU officials were able to resolve other important pay and conditions matters during the year, such as the early May bank holiday.

A2 ANNUAL REPORT OF THE NJC INDEPENDENT CHAIR 2018-19

Background

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

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

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

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

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

For this year Ian Murray serves as Vice Chair of the NJC and Cllr Nick Chard as Vice Chair of the Middle Managers Negotiating Body.

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

The membership of the National Joint Council and the Middle Managers Negotiating Body during 2018/19 is attached to this report.

Introduction

In my first year as the Independent Chair of the NJC a considerable amount of work has been carried out by Members and Joint Secretaries. The main issues are outlined in this Annual Report, which covers the period from 1 October 2018 to 30 September 2019.

What do we do?

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

Meeting dates in 2018 - 2019

2. *The National Joint Council met on three occasions: 2 October 2018, 19 February and 11 June 2019. The Middle Managers Negotiating Body also met on those dates. A number of issues were considered and reports from the Independent Chair were approved. The Treasurer's Report for the year to 31 March 2018 was approved at the AGM meeting of 2 October 2018.*

Issues under consideration during 2018 - 2019

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

Broadening the role negotiation in general

4. *This has been a very complex negotiation which has continued into this year. Its aim is to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. It was agreed that it would include:*
 - *the increasing need to consider how the workforce's skills and commitment can best be utilised, including the type of activities undertaken, any additional functions that may be required and the implications of this for the nationally agreed rolemaps.*
 - *the potential to build upon, and expand, this piece of work to encompass a more wide-ranging and strategic look to the future taking into account matters of interest in England, Scotland, Wales and Northern Ireland.*
5. *The work has been informed by the deliberations of five workstream groups, each of which considered a broad category of fire service activity:*
 - *Environmental challenges*
 - *Emergency medical response*
 - *Multi agency emergency response*
 - *Youth and other social engagement work*
 - *Inspections and enforcement*
6. *Taking this forward in more detail much work has been done this year through a number of Technical Working Groups looking in particular at technical issues connected with work in respect of emergency medical response, work in the warm zone at terrorist incidents and how to ensure any national deal is best enacted in general at local level. I would like to thank all those who have contributed to that substantial body of work.*
7. *Jointly and separately, a substantial amount of time has also been spent in discussion with governments, meeting with Ministers and officials, to support the need for additional funding.*
8. *The joint Scoping Group continued to meet to develop the detail of any potential agreement. Discussion has remained constructive.*
9. *However, in July it became clear attaining additional funding across the UK was becoming even more complicated. As such the statement below was agreed:*

"A further period of intense negotiation has now taken place.

It is clear that the hypothetical nature of some of the elements of future pay awards continues to be a major obstacle. More recently this has been exacerbated by expected delay issues around the Spending Review.

This isn't going to be resolved quickly. Therefore the NJC has agreed to pause the national broadening the role negotiation at this time. Both sides are still committed to the principles of broadening the role.

The NJC is a UK-wide body and discussions, through the auspices of the NJC, can also take place with the constituent parts of the UK. That has been the case in Scotland for example where the position on funding is more advanced. That remains the case.

The employers intend to respond to the employees' side before the end of the month on the matter of the pay award for the settlement year 2019/20."

Pay

10. *Whilst negotiations are paused, both sides agreed to address the issue of pay for the settlement year 2019/20. The National Employers wrote to the employees' side in August setting out an offer of a 2% uplift in pay as the most that could be afforded for the settlement year 2019/20. Both sides agreed in September, following a period of employee consultation, to implement that uplift of 2.0% on basic salaries and continual professional development payments with effect from 1 July 2019.*

Inclusive Fire Service Group

11. *The NJC has a continuing commitment to improvement of equality, diversity and cultural issues in the fire service.*
12. *The membership of this NJC-led group involves a number of other interested parties within the fire service including the National Fire Chiefs Council, Fire and Rescue Services Association and Fire Officers Association. It has also engaged with wider special interest groups.*

13. *The group identified a number of practical strategies designed to lead to improvements at local level. The strategies published in summer 2017 were very well received. Responses from FRAs stating support, current and future actions were analysed and an overview report was provided to all interested parties. These improvement strategies should now have had sufficient time to embed. Therefore, it is time to go back out to services to assess the implementation and impact of these strategies. Work on a survey has now begun and a report will be circulated in due course. The group will also be mindful of the assessments of HMICFRS on such matters (in England).*
14. *The group has also worked with the Home Office as it developed its on-call (RDS) National Awareness Campaign. Feedback on the campaign is that it has been very successful.*

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

15. *Settlement payments have all been actioned and where linked to Employment Tribunal cases such cases have been withdrawn.*
16. *In cases where an individual could not be found or has not responded to any communication, the Tribunal is in the process of being advised that the union has withdrawn its support. Once that has concluded, the respective FRA will apply for the affected employment tribunal case/s to be struck out.*
17. *This long-running legal case has evidenced the ability of the National Joint Council to secure agreement and effectively administer the outcome including in a legal context.*

General Joint Secretariat Activity

18. *Issues under negotiation within the NJC are in the main progressed through the Joint Secretariat acting within the remit of its respective Sides.*
19. *On occasion lead members from each Side of the NJC/MMNB may meet outside of the usual round of larger meetings.*
20. *The Joint Secretariat normally meets formally every four to six weeks to exchange information and to progress negotiations. These meetings are also an opportunity for either side to identify potential local industrial relations flashpoints and subsequently to raise those concerns with the local management or union side as appropriate.*
21. *The Joint Secretariat leads discussion in National Joint Council working parties which informs negotiations and respective Side positions, as appropriate.*
22. *The Joint Secretariat also leads discussion in the sub-Committee on changes to rolemaps and national occupational standards and the joint Scoping Group in connection with the negotiation on broadening the role.*
23. *When jointly requested to do so, the Joint Secretariat also works with parties at local level who wish to explore their current industrial relations relationship with a view to seeking improvement. This involves a full day session working with key local management and union representatives. This year we have worked with 3 services.*
24. *The Joint Secretariat has handled a considerable number of requests from local parties seeking interpretation or clarification of Scheme of Conditions of Service issues or early informal assistance where a matter is likely to prove difficult to resolve at local level.*
25. *The Joint Secretariat has this year supported a service in resolving a broad range of issues to help resolve a Trade Dispute.*
26. *In addition to the above, the Joint Secretariat has a formal conciliation role when requested by both parties at local level to assist in resolution of local disagreements.*

Joint Secretariat - Local Conciliation

27. *In circumstances where discussion has been exhausted without agreement on an issue, or issues, at local level the Joint Secretariat when requested by both parties to do so can provide a confidential conciliation process in order to assist the parties in identifying a mutually agreeable outcome.*
28. *The Joint Secretariat has a very good record of assisting the parties to either reach agreement at the time of conciliation or to develop the basis of an agreement which leads to a resolution following further discussion shortly afterwards at local level.*
29. *Over the past year conciliations have taken place with 4 services, covering 11 issues.*

Resolution Advisory Panel (RAP)

30. *The Scheme of Conditions of Service Negotiation Procedure contains a number of options that local parties can explore to facilitate resolution to local issues where negotiation at local level has been exhausted. One of those options is the NJC's*

Resolution Advisory Panel whose remit is to endeavour to facilitate an agreement between the parties but where that is not possible the Independent Chair will make a recommendation based upon the positions presented and discussed during the course of the meeting and which he believes can form the basis of an agreement.

31. *I am sad to report the recent death of Professor William Brown who was the Independent Chair of the Resolution Advisory Panel for a number of years. His work in the industrial relations and labour economics fields were exceptional and he will be sorely missed.*

Technical Advisory Panel (TAP)

32. *The NJC also operates a Technical Advisory Panel which can consider whether or not a new duty system proposed at local level reflects the principles contained in Section 4 of the Scheme of Conditions of Service (Grey Book) where it has not been possible to reach an agreement on its introduction. As with RAP, the Technical Advisory Panel endeavours to facilitate an agreement between the parties, but where that is not possible the Independent Chair can, in addition to commenting on the extent of compliance with the principles, recommend a proposal that he believes may form the basis of an agreement.*
33. *The NJC's Technical Advisory Panel, which is comprised of an Independent Chair and the Joint Secretaries, met twice during 2018/19 working with two fire and rescue services.*
34. *The current Independent Chair of the TAP is Mr Steve Hodder.*

Circulars

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

NJC/7/18	Cumbria FRS TAP Report
NJC/1/19	Hereford & Worcester FRS TAP Report
NJC/2/19	Pay & Broadening the Role Update
NJC/3/19	Revised Pay rates
NJC/4/19	Revised Continual Professional Development rates

Conclusion

36. *There are several aspects to the role of Independent Chair. This year it has involved:*
- chairing of NJC and MMNB meetings*
 - consideration, with the Joint Secretaries, of items due for discussion through the NJC and/or MMNB at those meetings*
 - ensuring the NJC and MMNB are each aware of the work of the other and that an opportunity for comment is provided.*
 - raising issues relating to how the formal business of NJC/MMNB meetings is handled with Joint Secretaries as appropriate*
 - provision of this annual report*

37. *It is a privilege to have followed Professor Linda Dickens in the role of Independent Chair of the National Joint Council and the Middle Managers Negotiating Body from October last year. It quickly became apparent to me that that the formal meetings of the NJC and MMNB are the culmination of a great deal of hard work undertaken by the Joint Secretaries, their colleagues, work stream groups and other joint working parties. I should like to take this opportunity to thank all the parties involved in these activities for their work over the past year.*
38. *The NJC has had a challenging year with a great deal of time being subsumed by the complex and extensive negotiations that have taken place over pay and broadening the role of the firefighter. These ongoing negotiations have been particularly demanding in a context of funding uncertainty and the wider challenges presented by an unpredictable political environment. The efforts of all those involved in progressing these negotiations are to be commended.*
39. *The time consuming nature of these negotiations has meant that has not been possible to hold an 'away day' this year. I do hope that there may be the opportunity to hold such an event next year with the aim of encouraging broader discussion and wider engagement outside the formal business of the NJC.*
40. *It is noted that this year the Joint Secretariat has been asked by three services to work with management and trade union representatives to improve industrial relations at a local level. This is another example of the ongoing 'behind the scenes' activity that can make a positive difference but has less visibility than the matters reported at the formal meetings of the NJC and MMNB.*
41. *As a newly appointed chair there was a need to develop my knowledge and understanding of the work of the Fire and Rescue Services and I have particularly welcomed two highly informative visits, one to the Scottish Fire Service and the other to the London Fire Brigade. Two further such visits are in the process of being arranged.*
42. *Lastly, I should like to express thanks and appreciation to Simon Pannell for his valued contribution during his seven years as the Employer's Secretary and wish him well in his retirement.*

A3 PAY RATES AND CPD PAYMENTS

New pay rates were published in the FBU's all members circular (2019HOC0444MW) and are included in this report for the record (circular NJC/3/19).

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2019

	Basic annual £	Basic hourly rate £	Overtime rate £
Firefighter			
Trainee	23,366	10.67	16.01
Development	24,339	11.11	16.67
Competent	31,144	14.22	21.33
Crew Manager			
Development	33,101	15.11	22.67
Competent	34,528	15.77	23.66
Watch Manager			
Development	35,275	16.11	24.17
Competent A	36,255	16.55	24.83
Competent B	38,611	17.63	26.45
Station Manager			
Development	40,161	18.34	27.51
Competent A	41,367	18.89	28.34
Competent B	44,297	20.23	30.35
Group Manager			
Development	46,254	21.12	Not applicable
Competent A	47,641	21.75	Not applicable
Competent B	51,275	23.41	Not applicable
Area Manager			
Development	64,303	24.79	Not applicable
Competent A	55,930	25.54	Not applicable
Competent B	59,565	27.20	Not applicable

FIREFIGHTING ROLES – PAY RATES FROM 1 JULY 2019 (RETAINED DUTY SYSTEM)

	(1) £ per annum	(2) £ per annum	(3) £ per hour	(4) £ per occasion
Firefighter				
Trainee	2,337	1,168	10.67	4.10
Development	2,434	1,217	11.11	4.10
Competent	3,114	1,557	14.22	4.10
Crew Manager				
Development	3,310	1,655	15.11	4.10
Competent	3,453	1,726	15.77	4.10
Watch Manager				
Development	3,528	1,764	16.11	4.10
Competent A	3,626	1,813	16.55	4.10
Competent B	3,861	1,931	17.63	4.10
Station Manager				
Development	4,016	2,008	18.34	4.10
Competent A	4,137	2,068	18.89	4.10
Competent B	4,430	2,215	20.23	4.10
Group Manager				
Development	4,625	2,313	21.12	4.10
Competent A	4,764	2,382	21.75	4.10
Competent B	5,128	2,564	23.41	4.10
Area Manager				
Development	5,430	2,715	24.79	4.10
Competent A	5,593	2,797	25.54	4.10
Competent B	5,957	2,978	27.20	4.10

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

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

Column 3 shows the hourly rate for work undertaken.

Column 4 shows the disturbance payment per call-out.

CONTROL SPECIFIC ROLES – PAY RATES FROM 1 JULY 2019

	Basic annual* £	Basic hourly rate £	Overtime rate £
Firefighter (Control)			
Trainee	22,198	10.14	15.21
Development	23,122	10.56	15.84
Competent	29,587	13.51	20.27
Crew Manager (Control)			
Development	31,446	14.36	21.54
Competent	32,802	14.98	22.47
Watch Manager (Control)			
Development	33,511	15.30	22.95
Competent A	34,442	15.73	23.60
Competent B	36,680	16.75	25.13
Station Manager (Control)			
Development	38,153	17.42	26.13
Competent A	39,299	17.94	26.91
Competent B	42,082	19.22	28.83
Group Manager (Control)			
Development	43,941	20.06	Not applicable
Competent A	45,259	20.67	Not applicable
Competent B	48,711	22.24	Not applicable

*(95% of the respective firefighting role basic annual salary, as set out in Appendix A)

NON-OPERATIONAL STAFF – PAY RATES FROM 1 JULY 2019

	£ per annum
Fire Control Operator equivalent	
During first six months	19,901
After six months and during 2nd year	20,783
During 3rd year	21,769
During 4th year	22,840
During 5th year	24,876
Leading Fire Control Operator equivalent	26,640
Senior Fire Control Operator equivalent	
During 1st year in rank	27,323
During 2nd year in rank	28,359

JUNIOR FIREFIGHTERS – PAY RATES FROM 1 JULY 2019

	£ per annum
Aged 16	10,810
Aged 17	11,615
Aged 18	23,366

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) PAYMENTS FROM 1 JULY 2019

Fire authority	CPD (£)	Fire authority	CPD (£)
Avon	762	London	946
Bedfordshire & Luton	671	Merseyside	721
Buckinghamshire	580	Mid and West Wales	634
Cambridgeshire	594	Norfolk	625
Cheshire	768	Northern Ireland	649
Cleveland	979	Northamptonshire	680
Cornwall	309	Northumberland	830
Cumbria	533	North Wales	641
Derbyshire	793	North Yorkshire	473
Devon and Somerset	565	Nottinghamshire	949
Dorset and Wiltshire	714	Oxfordshire	706
Durham and Darlington	866	Royal Berkshire	709
East Sussex	560	Scotland	826
Essex	611	Shropshire	698
Gloucestershire	385	South Wales	666
Greater Manchester	929	South Yorkshire	1039
Hampshire	662	Staffordshire	715
Hereford & Worcester	696	Suffolk	407
Hertfordshire	741	Surrey	732
Humberside	725	Tyne & Wear	1001
Isle of Wight	329	Warwickshire	599
Kent	652	West Midlands	966
Lancashire	726	West Sussex	528
Leicestershire	677	West Yorkshire	882
Lincolnshire	397		

CPD payments were published in circular NJC/4/19 and in the FBU's all members circular (2019HOC0444MW), after negotiations at the NJC.

A4 PAY: EMPLOYERS' LETTER 4 MARCH

In October 2018, the FBU wrote to fire and rescue service employers through the NJC registering a pay claim of 17% relating to potential additional roles. The FBU raised the matter for discussion at the NJC meeting on 19 February 2019.

On 4 March 2019 the employers wrote to the FBU with a proposal for a draft agreement.

The executive council met on 5 March and identified many flaws with the employers' proposal. In particular the employers proposed a "non-exhaustive" list of additional responsibilities, with a pay rise of 13.57% over three years, subject to additional funding from governments.

A5 PAY: CONSULTATIVE BALLOT

On 12 March the executive council announced a consultative ballot of all FBU members in response to proposals from the fire service employers on pay and conditions (2019HOC0173MW). The pay and conditions consultative ballot opened on 18 March and closed on 8 April (HOC20190183MW).

A brigade officials meeting was organised for 21 March at the NEC Birmingham to discuss the pay proposals and consultative ballot (2019HOC0188DG).

The result of the ballot was announced on 11 April. Turnout was 58% (2019HOC0223DG). Members agreed:

- 97% that the employers' offer was unacceptable
- 86% that the FBU conference policy on broadening the role should continue.

A6 PAY: FBU CONFERENCE

FBU conference continued the discussions on pay. Two key decisions were to support emergency resolutions from the executive council and from Cambridgeshire (2019HOC0278MW).

A7 NJC PAUSES 'BROADENING THE ROLE' DISCUSSIONS

At the NJC meeting in June, the FBU pushed employers to make an offer on pay. It became clear that central government would not at that time be addressing any case for additional funding for the fire and rescue service.

In July, both sides agreed that there was no point continuing with 'hypothetical' pay proposals from the employers. Therefore, it was agreed that these discussions would be paused. NJC circular NJC 02/19 set out the decision (2019HOC0371MW).

A8 PAY AWARD

On 29 July, the employers offered a 2% pay increase on NJC rates of pay and CPD (2019HOC0391MW). After consultation with members, the executive council decided in September that the 2% pay award should be implemented (2019HOC0444MW). The union agreed to take further steps to campaign for a decent pay increase for firefighters.

A9 SCOTTISH FIRE AND RESCUE SERVICE

During the year FBU representatives, through the auspices of the NJC, held a number of discussions with the Scottish Fire and Rescue Service (SFRS) on pay and conditions (2019HOC0621MW). On 13 June the SFRS made a proposal, which was strongly opposed by FBU members across Scotland. These concerns included:

- lack of clarity over long term sustainable funding
- the proposed levels of pay and the link to additional work activity
- the loss of Additional Responsibility Allowances
- the introduction of work relating to health and social care (non-medical falls response)
- the capacity of SFRS to deliver training required to support the broadening role.

In December the SFRS sent the FBU a revised proposal. On 17 December the executive council:

- recommended rejection of the proposal in its current form (2019HOC0669MW)
- agreed that Scottish members would be consulted via the FBU structure
- agreed that a home-address ballot on the proposal amongst Scottish members would be conducted in early 2020
- agreed that the proposal would also be discussed with all members in Northern Ireland, Wales and England.

The Scottish regional committee considered the proposal and agreed to recommend rejection of the Scottish employer's proposal.

A10 TECHNICAL ADVISORY PANEL – HEREFORD AND WORCESTER

The NJC's Technical Advisory Panel (TAP) is a mechanism for resolving disputes when local agreement cannot be reached between the fire and rescue authority and the recognised trade union. Steve Hodder, who is assisted by the joint secretaries, currently chairs the panel.

In January the union published NJC circular, NJC/1/19, concerning the Technical Advisory Panel meeting about Hereford and Worcester's proposed ten hour day duty system (2019HOC0023AD). Amongst other matters, the chair raised concerns about management's equality impact assessment.

A11 EARLY MAY BANK HOLIDAY 2020

The Grey Book states that the early May bank holiday normally takes place across the UK on the first Monday in May each year. In 2020 that public holiday has been moved to Friday 8 May. In line with general arrangements by the governments within the UK, the NJC circular NJC/5/19 stipulated that the provisions contained within the Grey Book will apply in respect of Friday 8 May instead of Monday 4 May in 2020 (2019HOC0562AD).

A12 NJC – FBU AND EMPLOYERS' REPS

Employees' side		Employers' side	
<i>Fire Brigades Union</i>		<i>Local Government Association (LGA)</i>	
Simon Amos (to June)	Phil McDonald (from June)	Keith Aspden	Rebecca Knox
Andy Dark	Andy Noble	Nick Chard	Roger Phillips
Paul Embery (to June)	Peter Preston	John Edwards	Ian Stephens
Cerith Griffiths (from June)	Jim Quinn	Mark Healey	Sian Timoney
Richard Jones	Lynda Rowan-O'Neill	Judith Hughes (to May)	Fiona Twycross
Grant Mayos (to June)	Les Skarrats		
Chris McGlone	Pete Smith (from June)	<i>Scottish FRS</i>	<i>Welsh LGA</i>
Ian Murray	Matt Wrack	Kirsty Darwent	David Poole
		Bill McQueen	
		<i>Northern Ireland FRS</i>	
		Carmel McKinney	

A13 MIDDLE MANAGERS NEGOTIATING BODY (MMNB)

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

SECTION B

PENSIONS

B1 INTRODUCTION

During 2019, the FBU secured a major victory in the long-running dispute with the government over changes made to firefighters' pensions in 2015. In July the Supreme Court refused the government's application to appeal the Court of Appeal ruling, which it lost in December 2018. This was the last legal hurdle in the dispute, leaving the government with no further avenue to exhaust. The case was remitted back to employment tribunal for remedy. The union also won victories on pensionable pay and on split pensions.

B2 AGE DISCRIMINATION – VICTORY IN THE SUPREME COURT

Firefighters' pension arrangements were substantially worsened by the Westminster government with the imposition of new schemes in 2015. Alongside 2015 changes, there were transitional protection arrangements that meant that older members could stay in the existing and better pension scheme, and younger members had to transfer to a new and worse scheme, causing huge financial losses. The FBU argued that the protection imposed on younger members was unlawful on age, sex and race discrimination grounds. The union initiated more than 6,000 employment tribunal claims alleging that the changes amounted to unlawful discrimination.

The Westminster government's transitional arrangements for pensions were ruled discriminatory by the Court of Appeal in December 2018. The government applied for permission to appeal to the Supreme Court. In July 2019 the Supreme Court refused the application because the Westminster government did not raise an arguable point of law. In addition, the government was ordered to pay the costs of the case. The landmark legal case will impact on all public sector workers.

This was the last legal hurdle in the dispute, leaving the government with no further avenue to exhaust. The issue was remitted back to employment tribunal for remedy. The FBU is the only organisation in the fire and rescue service to take on this legal battle. The landmark legal case will likely impact on all public sector workers affected in a similar way in other pension schemes (2019HOC0352MW).

B3 IMPLICATIONS OF THE SUPREME COURT DECISION

The FBU's victory at the Supreme Court has implications for other aspects of firefighters' pensions. Working with our legal advisors, the union assessed the impact of the court case (2019HOC0416MW).

Members of the 1992 Scheme (the FPS)

The effect of the judgment is that members of the 1992 Firefighters' Pension Scheme (FPS) who were members on 31 March 2012, who were later transferred into the 2015 scheme, are eligible to be treated as if they are still members of the 1992 scheme. The consequences will be worked through at a remedies hearing. It may take some time to get the issues finally resolved. It is likely that any resolution will require further legislation, but as and when this is made, it will have to recognise that members' benefits since 1 April 2015 up to the date of the new legislation must recognise that members were eligible to be treated as if they were still in the 1992 scheme.

Ill-health retirements

There are implications for firefighters who have pensionable service in both the 1992 and 2015 schemes. In the case of ill health the legislation outlined that in this situation a firefighter should be dealt with as if all the service was in the 2015 scheme. However the remedy meant that in fact in this situation the firefighter could demand that they use the 1992 scheme rules as they were eligible to be treated as a 1992 scheme member. These were cases that required immediate attention and the FBU demanded they were dealt with as a priority.

As part of the remedies claim, the FBU were looking at routes to seek payment of additional compensation for the non-financial losses that firefighters have suffered, such as the stress and anxiety caused. If firefighters have incurred any out-of-pocket expense as a result of the changes (such as fees for independent financial advice) this was being explored too.

Members of the 2006 scheme (the NFPS)

The 2006 New Firefighters' Pension Scheme (NFPS) and the 2015 scheme look quite similar at a glance but there are subtle differences that need to be considered. The 2006 scheme is a final salary scheme compared to the career average revalued earnings 2015 scheme. The early retirement factors applied to the 2015 scheme are much lower than those applied to the 2006 scheme. The FBU claim was designed to take account of members in all circumstances and all schemes and took account of the fact that what suited one individual might not suit another.

'Special members' of the 2006 scheme (the modified section)

This refers to members who were retained firefighters before 6 April 2006 and who chose to join the 2006 scheme on the special terms offered as part of the part-time workers' settlement. The FBU had submitted claims for firefighters who found themselves in the same position as the 1992 scheme members. These were also covered by this outcome and the remedy also meant they were entitled to be treated as if they were still members of the modified scheme.

Members of the 2015 scheme – improvements

Any firefighter who joined a firefighters' pension scheme for the first time on or after 1 April 2012 is not affected by the age discrimination ruling and will remain a member of the 2015 scheme. However the 2015 scheme should have been improved from 1 April 2019 to reflect the outcome of the scheme valuation. The cap and floor regulations which govern the scheme costs contain a mechanism that should automatically apply if it turns out that the cost of the 2015 scheme breaches the cost floor and evidence that the scheme is less expensive to administer than anticipated.

The Government Actuary's Department examined the cost of benefits in 2019 and advised the government that that was the case. The question of how these benefits should be improved was discussed and agreed by the England Scheme Advisory board. The discussion around how benefits should be improved also took place at scheme advisory boards in Scotland, Wales and Northern Ireland.

Government put these improvements on hold pending the outcome of the transitional protection discrimination claims despite opposition from the union. The union has written to the Westminster government outlining that the cost of transitional protection is outside of this process and they must immediately apply the improvements.

B4 REMEDIES HEARING

On 18 December 2019, the employment tribunal considered the FBU's pensions case (2019HOC0664MW). The employment tribunal issued an interim declaration. This is binding on fire and rescue authorities and addresses immediate issues that arise before a final declaration is issued. The final declaration is expected after a further hearing in July 2020. The interim declaration was needed because some members are already directly affected by the application of the pensions legal judgement.

The immediately affected members were:

- Members who were members of the 1992 scheme and who are not covered by transitional protection or tapered protection
- Those who have been subject to ill-health retirement where the employer has used the 2015 rules rather than the 1992 rules; or members who are imminently approaching this position
- Those who could have retired by choice under the 1992 regulations, (i.e. who were members of the 1992 scheme, are 50 and have at least 25 years' service) but have not done so because they have been transferred to the 2015 scheme; or members who are imminently approaching this position.

The interim declaration means that the claimants are entitled to be treated as members of the 1992 scheme. This affects the application of the rules relating to ill-health pension and to retirement on grounds of age. The rules of the 1992 scheme must now be applied to them.

This applies to any claimants who are currently in the process of retiring or who have already been retired on grounds of ill-health since 31 March 2015 using the incorrect rules. It also applies to those who are eligible to retire on grounds of age and length of service and who wish to retire now.

The FBU position is that claimants and non-claimants must be treated exactly the same when dealing with these cases.

B5 PENSIONABLE PAY

On 29 March 2019 the High Court handed down a decision (Booth and others) that clarifies the elements of pay which should be treated as pensionable in the FPS, the NFPS and the 2015 scheme (2019HOC0205SS). The issue arose in Mid and West Wales and was challenged through the Pension Ombudsman, before it went to the High Court.

The main impact will be for members who work on the day-crewing duty system and its variants, including the 'DC Plus' duty systems, which some brigades introduced (and which have now been declared to be unlawful). The extra allowances paid for members working these duty systems are pensionable. The result is that their pensions will increase and they will also be asked to pay arrears of contributions. The arrears do not have to be paid as a lump sum. They can be paid over a 'reasonable' period, the length of which needs to be negotiated with the employers.

The case also looked at the position of a member who had a secondary contract as a USAR technician. The decision relating to pay the member received under this particular contract was held not to be pensionable, but the case also makes it clear that most secondary contracts are pensionable in their own right. The reason that it was not deemed pensionable in this case related to how the allowance was funded. It does not mean however that all allowances for secondary contracts even those involving USAR

are necessarily not pensionable. It was agreed that this would need to be explored in more detail and discussions are ongoing.

There is a difference in the way 'pensionable pay' is defined in the FPS on the one hand and the NFPS and 2015 scheme on the other. This case brings the definitions largely into line with each other. To be pensionable, an allowance must meet the following criteria:

- It must be paid 'in relation to the performance of the duties of the role'. That means it must be pay for work done or to be done, and not a payment for reimbursement of expenses, pay in lieu of holiday or similar
- It must be of an amount that reflects the member's role. A flat-rate allowance which does not vary according to the member's role is not pensionable. A percentage uplift in pay is, because the amount varies according to whether the member is a firefighter, watch manager etc
- It must be 'regular' (FPS) or 'permanent' (NFPS and 2015 scheme). The Booth case shows that the difference is not a difference of substance. An allowance is permanent even if the FRA could terminate it by moving the member to another duty system where that particular allowance is not paid (for instance, by moving a member from a day-crewing station to a shift duty system station). The real question in this instance is when the member starts the role in question: is it envisaged that the allowance will be paid into the foreseeable future (even if the duty system could change at some stage)? Will it be paid regularly? If the answer to those two questions is yes, the allowance is probably pensionable
- The allowance must not be irregular, one-off or temporary. This is the flip-side of the last point. If, when the allowance starts to be paid, it is clear that it will not continue indefinitely, it is probably not pensionable.

The USAR contract which the court considered was stated to be for a fixed term of one year, which would be renewed annually if continued funding was made available by the Welsh Assembly Government. In fact the contract had been renewed every year since 2009.

The court said that when each contract was started it was not envisaged that it would continue indefinitely. The payment under each contract was therefore not sufficiently permanent to be pensionable.

This is an unusual practice hence the earlier point that this may not apply to all secondary contracts. Most secondary contracts are not rolling fixed terms contracts such as this. If, when the contract starts, it is envisaged that it will continue indefinitely, the pay received for the performance of the duties under the secondary contract is probably pensionable.

However it must be recognised that it must be a contract for the performance of the duties of a firefighter. Pay received for the performance of duties not covered by any role map is not pensionable under any of the three firefighters' pension schemes.

B6 SPLIT PENSIONS

During 2019 there were important developments on split pensions (2019HOC00433SS). In 2007 the split pension rule, B5A, was introduced into the 1992 FPS as a means to protect final salary pay for pension purposes, if the scheme member had a reduction in pay and was not within three years of retirement.

There was already an equivalent rule in the 2006 NFPS, [Part 3, Rule 7], and it was felt a similar rule in the 1992 FPS could be of use to pension scheme members. Prior to the introduction of rule B5A members would have paid pension contributions on higher salary pay but, if they suffered a pay reduction and were outside three years from retirement, would have got no benefit from making those higher pension contributions.

It has always been incumbent on pension scheme managers to ensure members' pensions were checked to see if a split pension would offer a better pension than one based on the best year from the last three years of service.

However a recent challenge has shown that unfortunately not all brigades have ensured this is the case, and a significant number of members may have missed out on this. FBU officials discovered that a significant number of retired scheme members were not afforded the best pension they were entitled to under the split pension rules.

There may be several reasons for pay reductions throughout a member's career that could be covered by the split pension rule. For example:

- Reductions in rank
- Loss of flexi duty allowance
- Loss of a weighting allowance after transferring from one service to another
- Moving from a duty system that attracted a pensionable payment such as day crewing plus
- Loss of training allowance.

If a period of temporary promotion took place before 1 April 2007 and continued after that date, it should be covered by the split pension rules. Similarly, where a temporary promotion took place before 1 July 2013 and continued after that date it should also apply.

The 1 April 2007 has been clarified as the date the rule came into force by a Pension Ombudsman ruling (PO-2573) in August 2014. (Restrictions on temporary promotions in Northern Ireland and Scotland differ slightly so officials there will have to take this into account).

ARAs are not deemed pensionable and CPD is treated as an additional pension benefit. Neither of these are covered by the split pension rules.

The scheme rules were amended in 2018 to ensure indexing is applied to the first part of the split pension. The application of indexation may mean that in some cases the value of split pensions have risen at a relatively better rate than pay has risen within an affected period. This is a further area that should be considered automatically by the brigade when split pensions are involved.

In light of the FBU's victory on pensionable pay (Booth case) fire and rescue authorities have been advised to check whether all elements of higher pay are treated as pensionable or not. This must also include a retrospective check on previous payments.

SECTION C

OPERATIONS, HEALTH AND SAFETY

C1 INTRODUCTION

In 2019 FBU conference carried a wide range of resolutions, including those on mental health, cancer, gender-specific health and safety, fireground welfare facilities and personal protective equipment (PPE).

Conference resolutions and other ongoing priorities were discussed at the union's health and safety committee. This year the union made progress with major research projects into contaminants (including those that can lead to cancer) and with mental health issues.

C2 FBU HEALTH AND SAFETY COMMITTEE MEETINGS

The FBU health and safety committee held three meetings during 2019, all at head office:

- 13 March 2019
- 5 September 2019
- 10 December 2019
- A meeting planned for July had to be cancelled.

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

C3 FIREFIGHTERS' MEMORIAL DAY

Firefighters Memorial Day was marked across the UK on 4 May 2019, the third year of this campaign instigated by the union. FBU members at fire stations and other fire service workplaces hosted a remembrance occasion in honour of the bravery and sacrifice of fallen comrades.

An early day motion was laid at Westminster, gaining 80 signatures, in support of the day (2018HOC0115SS). The text read:

That this House joins with firefighters across the United Kingdom on Firefighters Memorial Day in remembering the bravery and sacrifice of over 2,300 firefighters who have lost their lives in the line of duty; extends its sympathies especially on this memorial day to all the bereaved families of fallen firefighters; acknowledges the good work of the Firefighters Memorial Trust in remembering and honouring all

firefighters who have lost their lives while serving humanity and recording their names on the Firefighters Memorial, located close to St Paul's Cathedral in London; and applauds the commitment and selfless dedication of all United Kingdom firefighters who stand ready today and every day to risk their lives to save others and protect their local communities from the consequences of fire, floods, terror attacks and numerous other emergency situations.

C4 FBU CONTAMINANTS PROJECT

In 2018 the FBU commissioned Professor Anna Stec and her team from the University of Central Lancashire (UCLan) to conduct further detailed research into the exposure of firefighters to contaminants. The project is part funded by the Firefighters 100 Lottery. In 2019 the project began with a pilot study in Lancashire Fire and Rescue Service. It was followed by the roll out of the UK-wide survey and sampling in certain brigades.

This research aims to:

- Identify potentially harmful components within fire effluents, soot deposits and residues
- Evaluate decontamination methods and equipment damage - influence of different cleaning processes, effect of equipment age on permeability and retention of contaminants
- Evaluate the different potential exposure routes - inhalation, ingestion and dermal absorption. This will use biological samples from saliva, blood and urine to estimate the absorption and release of key contaminants from the body, with and without decontamination, such as showering etc.

In February, brigade officials were asked to assist the project by providing their fire service's policies on PPE and how it is decontaminated, cleaned, stored, maintained and repaired (2019HOC0141SS).

C5 FBU CONTAMINANTS PROJECT – LANCASHIRE PILOT

The contaminants project began with a pilot study in Lancashire Fire and Rescue Service. The brigade was chosen because of strong support for the project by Lancashire principal managers and by the FBU's brigade committee, as well as the location of UCLan (2019HOC0269SS).

The Lancashire pilot involved two key tasks:

- A confidential brigade-wide questionnaire to evaluate current practice and attitudes with regards to contaminants from firefighters in Lancashire
- Workplace sampling including offices, appliance bays and appliances to identify the contamination firefighters might be exposed to.

FBU national and brigade officials met with principal managers at the FBU's conference to finalise the arrangements. The survey went live from 22 May 2019 and ran for six weeks. It was publicised through brigade communications and firefighters were allowed work time to complete it. UCLan researchers were then able to evaluate responses and finalise the UK-wide survey.

C6 FBU CONTAMINANTS PROJECT – UK-WIDE SURVEY

The UK-wide contaminants questionnaire commenced on 18 November 2019 and finished in February 2020. It was promoted through FBU communications, including circulars, Firefighter magazine, Roll Call and the union's website. Some brigades also advertised the link through their own websites.

C7 FBU CONTAMINANTS PROJECT – SAMPLING

Workplace sampling began in several fire and rescue services, including Lancashire, Essex and Kent. This involved taking wipe samples from surfaces and using pumps to filter the air. West Midlands, East Sussex, Scotland, South Wales, Bedfordshire, West Yorkshire and Lincolnshire signed the memorandum of understanding relating to the project, committing to further workplace sampling in 2020.

C8 TOXIC CHEMICALS

In July 2019, the House of Commons Environmental Audit Committee published a report, *Toxic Chemicals in Everyday Life*, which has important implications for the FBU's work on firefighters' health and safety (2019HOC0377SS).

The Environmental Audit Committee report highlights a range of chemicals that firefighters are exposed to on the fireground. It singles out and praises the FBU's contaminants project and demands the Health and Safety Executive support the work we are doing. The report also backs the FBU's conference policy in favour of presumptive legislation for firefighters' cancers.

The Environmental Audit Committee also raised the issue of toxicity with regard to flame retardants, as a threat to both firefighters' and public health. It puts the blame squarely on the chemical industry and on central government.

The FBU has raised concerns about the hazards of flame retardants and the toxic by-products of burning these materials for decades. The union fought a long campaign to secure legislation, which resulted in the Furniture and Furnishings (Fire) (Safety) Regulations 1988. Furniture manufacturers responded to the furniture regulations by introducing flame retardants, which give off substances hazardous to health.

The FBU has also fought a determined campaign over the past three decades against New Labour and Tory-led governments, big corporations and industry lobbyists, to defend the regulations and to prevent the deregulation of fire safety. However the union is investigating recent toxicity studies, which show that some flame retardants pose significant risks.

C9 FBU MENTAL HEALTH PROJECT

In February 2019 the executive council approved a research project on firefighters' mental health, in line with a range of conference resolutions in recent years (2019HOC0148SS). The proposal involves:

- Carrying out a full literature review relating to firefighters and mental wellbeing. This will include a review of all good practices available and relevant to the task
- Preparing a detailed survey of FBU members to quantify the number of firefighters suffering from mental health issues. This will include information relating to stress, PTSD, alcohol/drugs, suicide, work related illnesses and presenteeism
- Evaluating policies, guidance and training across fire and rescue services
- Drafting a best practice guidance document
- Reviewing the training and advice given to FBU officials
- Suggesting improvements to the Grey Book for negotiations.

C10 MENTAL HEALTH – COMMISSIONED RESEARCH

FBU officials met a range of individuals and organisations to find the best people to take forward our mental health project. Following these meetings the union invited Dr Rowena Hill and Dr Sally Andrews from Nottingham Trent University (NTU) to prepare a costed project brief based on the aims discussed.

Dr Hill has worked with the emergency services in this field for over 13 years and is a well published academic on the issue of emergency worker mental wellbeing. Dr Andrews is the fire lead for one of the biggest psychology departments in the UK and has a particular expertise in experimental research and data analysis.

In October 2019 the executive council agreed the project and preliminary steps were taken to get the work underway. It is expected to commence in spring 2020 and take at least a year (2019HOC0524SS).

C11 MIND BLUE LIGHT PROJECT CLOSED

The MIND blue light project lost its central government funding and was wound up during the year. FBU officials met with MIND senior project workers and obtained the results of their final survey. It found that the blue light programme had helped improve the confidence of staff to seek support, although the stigma associated with mental health still exists. The union was told that the project would be handed to the NFCC to progress.

C12 HEAT ILLNESS PREVENTION

In October the FBU announced the launch of a heat illness prevention and awareness (HIPA) course. This was possible following a successful innovation bid to the Department for Education via unionlearn at the TUC. This funding enabled the development of a full training and awareness package that will provide a recognised qualification for firefighters as well as vital information on this safety related issue.

The HIPA training package was developed following reports of firefighters suffering from heat-related illnesses and from a serious accident investigation relating to the issue. It was developed by the FBU unionlearn team, FBU head office, Beach Design and Brighton University.

SECTION D

FIRE AND RESCUE SERVICE POLICY

D1 INTRODUCTION

This year fire and rescue service policy saw the publication of the remaining reports from tranche 2 of the inspections conducted by the new fire inspectorate for England. In Scotland, a new strategic plan was brought in after consultation. The Home Office and Ministry of Housing, Communities and Local Government (MHCLG) ran a number of consultations on building regulations and guidance, as well as fire safety, arising from their response to the Grenfell Tower fire. The FBU participated in the meetings of a number of forums established by the National Fire Chiefs Council (NFCC).

D2 FIRE INSPECTORATE IN ENGLAND (HMICFRS)

During 2019, the HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) completed the publication of its reports on all individual fire and rescue services in England. This was the first cycle of reports since the inspectorate was established. The first 15 reports had been published in December 2018.

During the year:

- The second 15 reports were published in June 2019
- The final 15 reports were published in December 2019.

The FBU welcomed the regular inspection of fire and rescue services by HMICFRS. This replaced a peer assessment system by chief fire officers, which the union considered insufficiently rigorous and insufficiently objective. The peer assessment system also enabled the further fragmentation of the fire and rescue service. The HMICFRS reports revealed the stark reality of austerity – services overstretched, under-resourced and unable to fulfil key parts of their remit. Fire and rescue services no longer have enough staff or resources to carry out essential enforcement and prosecution work.

The HMICFRS reports also highlight the fragmentation of the fire and rescue service, such as wide variation in response times. Without nationally set standards, it is difficult for any inspectorate to measure performance against real benchmarks.

The HMICFRS reports rightly drew attention to the lack of adequate shower and changing facilities for women firefighters in some circumstances. However LGBT were not mentioned under inclusion. Equality has stalled since 2010, due to the government scrapping equality targets and imposing austerity. A virtual recruitment freeze for the last decade has hampered efforts to improve diversity in the workforce. The reports also exposed toxic bullying and harassment by principal management in many fire and rescue services.

The HMICFRS questioned why there was no agreement on expanding firefighters' roles to cover marauding terrorist firearms attacks (MTFAs). The union has been willing to negotiate, but wants essential protections in place. Responsibility for the delay rests entirely with fire and rescue service employers and central government, who have been complacent throughout these discussions. The FBU has insisted on much wider planning and preparation for such terrorist attacks, including firefighter training and equipment for any incident they might be sent to.

D3 APPROVED DOCUMENT B CONSULTATION

In March 2019 the FBU made a submission to the MHCLG consultation, *Technical Review of Approved Document B of the Building Regulations: Call for Evidence*. The FBU submission expressed our disappointment with the Westminster government's approach to the review of Approved Document B, which failed to challenge the overall system failure that led to the Grenfell Tower fire. The FBU expected the Westminster government to examine the whole process of regulation, going back at least to 1985, when the Approved Documents were first introduced alongside the vastly reduced 'functional' requirements in the building regulations.

The FBU believes the Building Regulations 1985 and the introduction of Approved Document B were a deregulatory step, which gave the construction industry too much latitude to determine how dwellings, including high rise residential flats, were built and could subsequently be altered.

The FBU also warned that regulation would be rendered meaningless unless it was backed by rigorous monitoring and enforcement. Weaker enforcement bodies mean that some building companies, architects and other parties are able to get away with unsafe practices.

The FBU argued for:

- Clear, baseline, prescriptive national standards for fire safety
- Mandatory fire certification for certain designated premises
- Properly resourced fire authorities to inspect and enforce fire safety legislation
- Statutory national competency standards and accreditation for risk assessors
- Scrapping private approved inspectors and an end to the 'no rejections, no delays' culture – bringing all building control back in-house
- A rolling review of building regulations and guidance, with new legislation and publications at least every five years in light of new developments
- Statutory stakeholder committees that include the trade unions and other fire professionals, not secretive groups of industry lobbyists and senior civil servants, should review and propose improvements to regulation and guidance.

D4 BUILDING REGULATIONS CONSULTATION

In July 2019, the FBU made a submission to the MHCLG consultation, *Building a Safer Future: Proposals for reform of the building safety regulatory system*.

The consultation was the Westminster government's attempt to take forward the proposals from the Hackitt review, whose final report was published in 2018. Hackitt found that the whole system of building safety regulation was not "fit for purpose". Instead she proposed a new, more robust regulatory framework.

However Hackitt did not take the opportunity to evaluate the building regulations themselves or explore the balance between statutory prescription and voluntary guidance. Some of Hackitt's proposals left too much scope for decision-making in the hands of private businesses, and did not challenge the deregulatory, free market free-for-all that has weakened fire safety.

The FBU's main concern with the Westminster government's proposals for a new "building safety regulator" for high rise residential buildings (HRRBs) did not embed in statute the role of the fire and rescue service at every stage. The fire and rescue sector could become marginalised in a new regime involving the Health and Safety Executive (HSE), local authority building control, the Local Government Association (LGA) and others.

The FBU argued that the role of representing the service cannot be left solely to the NFCC, as appears to be the case at present. HSE, the LGA, the NFCC and other bodies were all complicit in creating the light-touch, weak regulatory regime that led to the Grenfell Tower fire. Other stakeholders, including trade union representatives across these sectors, should have a prescribed, statutory role in the new building safety regime, so that the views of the workforce – particularly those whose work includes inspecting premises – are heard loud and clear.

The FBU wants any new legislation to apply to all residential buildings above 11m in height and to both HRRBs and multi-occupancy 'institutional residential buildings', particularly those where people sleep, such as hospitals, care homes, hotels, prisons, halls of residence and boarding schools.

D5 FIRE SAFETY ORDER CONSULTATION

In July 2019 the FBU made a submission to the Home Office consultation, *Regulatory Reform (Fire Safety) Order 2005 Call for Evidence*. The union argued that a review of the Fire Safety Order was long overdue and that deregulation has undermined the fire safety regime.

The FBU warned the Westminster government when it introduced the Fire Safety Order that the enforcement regime was weakened. In particular, the union raised concern at the abolition of the fire certification process in the Fire Precautions Act, which gave fire authorities considerable leverage to bring about improved safety standards across a range of premises. The Fire Safety Order introduced a self-compliance regime without providing the necessary safeguards for those carrying out risk assessments, particularly for complex buildings governed by multiple regulations. Fire services have not had the resources necessary to enforce the legislation.

The FBU raised these concerns with the Westminster government and MPs before the legislation came into force. The union and other fire stakeholders gave warnings subsequently. The coroner who investigated the Lakanal House fire sent a Rule 43 letter to ministers warning of the significant gaps regarding the 'responsible person', competency of risk assessors and lack of clarity in the regulations. The Westminster government ignored these warnings while imposing austerity on the fire and rescue service (and other public services). This deprived fire safety professionals of the resources needed to remedy the situation.

D6 FIRE STANDARDS BOARD

In 2018, the Home Office created the Fire Standards Board (FSB), in recognition of the need for professional standards and technical (or industry) standards. Last year the board comprised:

Suzanne McCarthy, Chair
Alison Sansome, Vice-Chair
Roy Wilsher, NFCC
Nick Chard, LGA
Julia Mulligan, APCC
Jonny Bugg, Home Office
Susan Ellison-Bunce, NFCC.

The FBU has not been invited to join the board. The union receives formal updates on the FSB at the NFCC Strategic Engagement Forum (SEF), where the union is represented.

D7 SCOTTISH FIRE AND RESCUE SERVICE STRATEGIC PLAN

This year the Scottish Fire and Rescue Service (SFRS) consulted on its *Draft Strategic Plan 2019-22*. In July 2019 the FBU made a submission to the consultation, expressing our professional concerns with the plan. Many of the outcomes were poorly formulated, containing language that may not be familiar to the public but imply quite specific and probably adverse changes to professional firefighters' terms and conditions. The plan also lacked clarity on the means by which these aims will be put into practice. The questions focused on prevention and left little room for discussion of emergency intervention.

The FBU submission highlighted SFRS cuts to firefighter jobs, fire station closures and reduction of pumping appliances, which have affected service delivery. Instead, the union demanded sustained investment in the SFRS and a voice for firefighters in the direction of the service through the FBU. The *Strategic Plan 2019-22* was published in October 2019.

SECTION E

GOVERNMENT POLICY AND LEGISLATION

E1 INTRODUCTION

Westminster matters were dominated by events in the Conservative Party. Theresa May failed to force her Brexit Bill through the House of Commons, leading to her resignation in June. Boris Johnson won the leadership contest. He attempted to prorogue parliament in September and failed to get his own Brexit withdrawal agreement through. A general election was called for 12 December. The result was a Tory majority government.

FBU conference in 2019 carried two executive council policy statements on government policy. These were:

- Grenfell Tower: never again
- Rebuilding our fire and rescue service.

During 2019 the FBU allocated substantial resources to political work. These included submissions to governments at Westminster and the devolved administrations, lobbies by FBU members, meetings with ministers and civil servants and the production of briefings and bulletins, as well as campaigning.

E2 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – ENGLAND

The Home Office is responsible for the fire and rescue service in England. Sajid Javid MP was home secretary until July, followed by Priti Patel. Nick Hurd MP was the fire minister until July, followed by Kit Malthouse MP. FBU officials held several meetings with ministers during the year.

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

The fire and rescue service in Northern Ireland is a devolved matter and the responsibility of the Department of Health. The Northern Ireland Executive did not reconvene during 2019. FBU officials held numerous meetings with Members of the Legislative Assembly (MLAs) during the year.

E4 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – SCOTLAND

The Scottish Fire and Rescue Service (SFRS) is a devolved matter and the responsibility of the Scottish government. During 2019, Humza Yousaf MSP was cabinet secretary for justice. Ash Denham MSP was minister for community safety, with responsibility for the fire and rescue service in Scotland. FBU officials held meetings with numerous ministers and Members of the Scottish Parliament (MSPs) during the year.

E5 GOVERNMENT RESPONSIBILITY FOR THE FIRE AND RESCUE SERVICE – WALES

The fire and rescue service in Wales is a devolved matter and the responsibility of the Welsh government. FBU officials held meetings with ministers, Assembly Members (AMs) and Welsh government fire branch civil servants during the year. Julie James AM was minister for local government and public services, with responsibility for the fire and rescue service.

E6 LOCAL GOVERNMENT SETTLEMENT IN ENGLAND

In February 2019, the Ministry for Housing, Communities and Local Government (MHCLG) confirmed its local government settlement, providing figures for the central grant allocated to metropolitan and combined fire authorities in England. Westminster provided more than a billion pounds of central funding to fire and rescue services in England in 2016-17. This was cut by £155 million for 2019-20. Over the five year period, the cuts amount to 15%.

In August 2019 the FBU made a submission to the Treasury's fast-tracked spending round to set departmental budgets for 2020-21. In October, the union also made a submission ahead of the Budget on 6 November. The submissions showed the range of risks firefighters have to tackle, from fires to climate-related incidents. They explained the devastating effects of firefighter job cuts and made the case for investment in the fire and rescue service.

E7 NORTHERN IRELAND ASSEMBLY

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

E8 SCOTTISH GOVERNMENT

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

The FBU made a robust submission to SFRS consultation Strategic Plan 2019-22. The union criticised the vague objectives, which masked transformation plans that included cuts to firefighter jobs and stations (see Section D7).

E9 WELSH GOVERNMENT

The FBU represents firefighters on the Wales Fire and Rescue Consultative Forum, which includes senior civil servants, chief fire officers and employers' representatives. During the year the forum met quarterly and discussed a range of issues.

The Welsh government held its white paper consultation on reform of the fire and rescue authorities in Wales' governance and funding arrangements. The FBU made a submission to defend the service.

E10 GRENFELL TOWER PUBLIC INQUIRY

FBU conference discussed the Grenfell Tower fire and the union's strategy for defending firefighters, getting justice for residents and holding politicians and construction firms to account.

On 30 October 2019 the Grenfell Tower Inquiry (GTI) published its phase 1 report, dealing with events on the night of the fire. The public inquiry did not hold any hearings during the year. The GTI's Phase 1 report was expected to be released in June, but was delayed.

Before the report was published, the FBU undertook media and research to anticipate the expected criticism of firefighters regarding the 'stay put' policy (2019HOC0539MW). Head office also responded to allegations of racism in the operational response, which initially appeared to have been made by Doreen Lawrence in a Channel 4 programme. The union strongly refuted such allegations and met with Baroness Lawrence to address the concerns raised by members (2019HOC0536MW). She subsequently underlined that her comments referred to housing policy, not the firefighters' response to the Grenfell Tower fire.

The FBU played a prominent role in discussions around the report in the media. Head office set out the issues covered and answered the criticisms made, particularly the scapegoating of incident commanders, control staff and firefighters (2019HOC0542MW).

The GTI phase 1 report consisted of four volumes, 34 chapters and several appendices – more than 900 pages in total:

- Volume 1 on the building, regulations and the London Fire Brigade (LFB)
- Volume 2 on the events of the night from 00:54 to 02:20
- Volume 3 on the events from 02:20 to 08:10, when the last survivor was rescued
- Volume 4 on a long series of conclusions and 45 recommendations.

The FBU's initial response rejected the GTI's Phase 1 report conclusion that a decision for some sort of 'mass evacuation' should have been taken at 01.30 (or at least by 01.50). This was unprecedented in the UK, where there had never been a mass evacuation of a high rise residential building involved in fire and for which there was no procedure nor any training. The union expressed regret that the GTI had come to its 'mass evacuation' conclusion while apparently ignoring much evidence from firefighters and residents from the incident and without taking evidence from its own appointed firefighting expert.

The FBU did however welcome the GTI's recommendations and pledged to work with other interested parties to ensure they are implemented swiftly. The FBU published its detailed response to the GTI's Phase 1 report in early 2020.

E11 POLICE AND CRIME COMMISSIONERS IN ENGLAND

The Policing and Crime Act 2017 enabled police and crime commissioners (PCCs) in England to take over fire and rescue services in their area. Essex, Staffordshire, North Yorkshire and Northamptonshire currently have Police, Fire and Crime Commissioners (PFCCs). West Mercia (Shropshire, Hereford and Worcester) and Cambridgeshire want to become PFCCs, but are subject to judicial review. PCCs may adopt the 'representation', 'governance' or 'single-employer' model. Currently PCCs have adopted either the representation or governance model.

FBU Conference 2018 underlined the union's opposition to PCCs:

"Conference is extremely concerned at the Conservative Party policy of allowing Police and Crime Commissioners (PCCs) to run Fire and Rescue Services (FRSs). This policy is an attack on democracy at the corporate level of local Fire and Rescue Services and links the FRS with the Police far too closely which can cause real issues for firefighters on the frontline of our humanitarian service. Therefore Conference demands that the Executive Council take all necessary steps to resist PCC takeovers and influence the Labour Party to produce a clear manifesto and work in Parliament to reverse the decision to allow PCCs to run FRSs."

In May 2019 fire minister Nick Hurd outlined a change of approach from the Home Office, delaying consideration of PCCs to take on fire governance until after the May 2020 PCC elections.

In July 2019, the High Court rejected an application for a judicial review into the home secretary's decision to allow the takeovers in West Mercia and Cambridgeshire. However, the judge said while he believed the home secretary had taken adequate consideration of public safety, they had not followed the proper 'tests' in arriving at the decision. He felt that had the home secretary followed the correct test she would most likely have arrived at the same decision.

E12 GENERAL ELECTION DECEMBER 2019

The general election on 12 December 2019 resulted in an 80-seat majority for the Conservative Party under Boris Johnson. As an organisation affiliated to the Labour Party in England and Wales, the FBU recommended a vote for Labour candidates in the relevant constituencies. FBU members Sophie Wilson and Cameron Matthews ran as Labour candidates, but were unsuccessful.

E13 FBU PARLIAMENTARY GROUP

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

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

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

More than half the MPs in the FBU parliamentary group held shadow frontbench positions. Group meetings are regularly attended by a significant number of the frontbench team, including the leader of the opposition and the shadow chancellor.

In the general election on 12 December 2019, some MPs stepped down (#) and others were defeated at the polls (*).

FBU PARLIAMENTARY GROUP, DECEMBER 2019
Roberta Blackman-Woods, City of Durham (#)
Richard Burgon, Leeds East
Jenny Chapman, Darlington (*)
Dan Carden, Liverpool Walton
Rosie Cooper, Lancashire West
Jeremy Corbyn, Islington North
Jon Cruddas, Dagenham and Rainham
John Cryer, Leyton & Wanstead
Alex Cunningham, Stockton North
Nic Dakin, Scunthorpe (*)
Emma Dent Coad, Kensington (*)
Peter Dowd, Bootle
David Drew, Stroud (*)
Gill Furniss, Sheffield Brightside and Hillsborough
Mary Glendon, North Tyneside
Nia Griffith, Llanelli
Louise Haigh, Sheffield Heeley
Mike Hill, Hartlepool
Kelvin Hopkins, Luton North (#)
Imran Hussain, Bradford East
Ian Lavery, Wansbeck
Karen Lee, Lincoln (*)
Clive Lewis, Norwich South
Rebecca Long Bailey, Salford and Eccles
Sandy Martin, Ipswich (*)
Rachael Maskell, York Central
Kerry McCarthy, Bristol East
Andy McDonald, Middlesbrough
John McDonnell, Hayes & Harlington
Conor McGinn, St Helens North
Liz McInnes, Heywood & Middleton (*)
Jim McMahon, Oldham West and Royton
Ian Mearns, Gateshead
Grahame Morris, Easington
Kate Osamor, Edmonton
Laura Pidcock, North West Durham (*)
Angela Rayner, Ashton-under-Lyne
Lloyd Russell-Moyle, Brighton Kemptown
Paula Sherriff, Dewsbury (*)
Dennis Skinner, Bolsover (*)
Ruth Smeeth, Stoke-on-Trent North (*)
Cat Smith, Lancaster and Fleetwood

Laura Smith, Crewe and Nantwich (*)
Jo Stevens, Cardiff Central
Karl Turner, Hull East
Chris Williamson, Derby North (*)

E14 TRADE UNION CO-ORDINATING GROUP (TUCG)

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

E15 CAMPAIGNING AND LOBBYING

The FBU produced four issues of the Fire and Rescue Service Matters bulletin, aimed at ministers and elected representatives at Westminster and in the devolved administrations. These were on rescues, local government settlement in England, the Grenfell Tower fire, and firefighter jobs. FBU brigades and regions organised lobbies of Westminster parliament, to raise local issues with their MPs.

SECTION F

TRADE UNION AND LABOUR MOVEMENT

F1 INTRODUCTION

The FBU sent delegations to a range of important trade union and labour movement conferences, to promote the interests of firefighters and seek solidarity for FBU campaigns. The FBU strengthened its links with firefighter unions across the world during the year. The union affiliates to a wide range of labour movement-backed campaigns. FBU conference included a number of resolutions on the trade union and labour movement, including on the Democratic Republic of Congo, the Truth about Zane campaign and Care4Calais.

F2 TUC CONGRESS

The annual Trades Union Congress (TUC) took place in Brighton on 8-11 September 2019. The FBU's delegation – Matt Wrack, Ian Murray, Andy Noble, Ben Selby, Jo Foot and Cameron Matthews – moved two resolutions at the conference, on the Grenfell Tower fire and on repealing all the anti-union laws. Both were carried.

The FBU amended motions on the public ownership of energy and on public service pensions. The union submitted an emergency motion to oppose Boris Johnson's proroguing of parliament, but this was ruled out in favour of a TUC general council statement. FBU delegates also supported resolutions on anti-racism and Brazil solidarity.

The FBU supported a Free Our Unions fringe meeting, as part of the union's campaign to repeal all anti-union legislation, not just the Trade Union Act 2016. The union also backed a Campaign against Climate Change fringe meeting. Matt Wrack was elected to the TUC general council and executive committee.

F3 TUC BLACK WORKERS' CONFERENCE

TUC black workers' conference took place at Congress House, London on 12-14 April 2019. The FBU was represented by Joseph Mendy, Dean Pounder and Karen Bell. The delegation moved a motion on working class history week. Joseph Mendy was elected to serve on the TUC race relations committee for 2019-20.

F4 TUC LGBT CONFERENCE

TUC LGBT conference took place at Congress House, London on 4-5 July 2019. The FBU delegation consisted of Yannick Dubois, Pat Carberry, Maria Buck and Rebecca Savin. The FBU delegation moved a motion calling on the TUC LGBT Committee to campaign to the Office of National Statistics (ONS) to include a specific question relating to sexual orientation and gender identity in the 2021 census. The motion was passed by conference and it has now been confirmed by the ONS that those questions will form part of the next census. Pat Carberry was re-elected to serve on the TUC LGBT committee for 2019-20.

F5 TUC WOMEN'S CONFERENCE

TUC women's conference took place at Congress House, London on 6-8 March 2019. The conference theme was Sisters in Solidarity. The FBU delegates were Holly Ferguson, Robyn Chaney, Nicola Hobbs and Kathryn Duncan. The FBU delegation spoke on many issues and supported a motion from the POA relating to achieving suitable facilities for women at work.

F6 ICTU BIENNIAL DELEGATE CONFERENCE

The Irish Congress of Trade Unions (ICTU) held its biennial delegate conference at the School of Business in Trinity College, Dublin, 2-4 July 2019. The theme of the conference was *Building a Better Future for All*. The FBU delegation comprised Dermot Rooney and Phil Millar.

F7 STUC CONGRESS

The annual Scottish Trades Union Congress (STUC) took place in Dundee on 15-17 April 2019. The FBU delegation consisted of Ian Murray, Chris McGlone, Denise Christie, Seona Hart and Brian Cameron. The FBU moved resolutions on fire service cuts, firefighters' mental health and the blockade of Gaza. These were carried. Denise Christie was elected to the STUC general council.

F8 STUC WOMEN'S CONFERENCE

The STUC women's conference took place in Perth on 28-29 October 2019. The FBU delegation consisted of Rachel Rogers, Alison Robertson and Denise Christie. The FBU moved two resolutions on non-disclosure agreements and on abortion rights. Both resolutions were carried. Rachel Rogers was elected to the STUC women's committee.

F9 STUC LGBT+ CONFERENCE

The STUC LGBT+ conference took place in Glasgow on 26 May 2019. The FBU was represented by Nicola Morrow. The FBU moved two resolutions on the torture of LGBT people in Chechnya and the mental health issues facing LGBT people. Both resolutions were carried.

F10 WALES TUC

The Wales TUC is a biennial conference. There was no conference in 2019, the next will be held in Llandudno in 2020. Cerith Griffiths sits on the Wales TUC general council and the FBU plays a full part in the movement in Wales.

F11 LABOUR PARTY

During the year, the FBU maintained strong links with the Labour Party at various levels: with the Labour leadership, shadow fire minister Karen Lee, through the national Trade Union and Labour Party Liaison Organisation (TULO) and our parliamentary group of MPs at Westminster.

The Labour Party held its annual conference in Brighton on 21-25 September 2019. The FBU delegates were Matt Wrack, Andy Noble, Denise Christie and Ben Selby. FBU president Ian Murray sits on Labour's NEC and this year became its vice-chair. The FBU worked closely with the Labour for a Green New Deal campaign to secure the passage of a composite motion on the socialist Green New Deal. The motion to tackle the climate emergency combined FBU conference policy with a resolution passed by more than 100 CLPs. FBU representatives also took part in a range of fringe and The World Transformed events alongside the conference.

F12 LABOUR'S MANIFESTO: FIRE AND RESCUE

Labour's 2019 election Manifesto, *It's Time for Real Change*, contained strong commitments to support the fire and rescue service:

The Conservatives have cut 11,500 firefighter jobs and closed dozens of fire stations. Response times have got slower and lives have been put at risk.

A Labour government will halt the cuts and further invest in our Fire and Rescue Service, recruiting at least 5,000 new firefighters. We will learn lessons from the public inquiries into Grenfell and earlier disasters. We will establish a broadly based implementation taskforce, but will not wait for final recommendations to make urgently needed changes. We will ensure dedicated fire controls under Fire and Rescue Service governance and provide resources for a public Fire and Rescue College to ensure that necessary training, research and planning is undertaken.

We will conduct a review of the Fire and Rescue Service, evaluating safe staffing levels and consulting on national minimum standards. We will establish in law a standards body for fire prevention, protection and intervention, with trade union representation at all levels. We will reinstate separate governance arrangements for Fire and Rescue Service and police services. We will give fire services the duty to co-ordinate the emergency response to floods locally.

F13 PARTY CONFERENCES

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

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

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

F14 INTERNATIONAL SOLIDARITY

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

The FBU participates in the European Federation of Public Service Unions (EPSU) firefighters' network, which includes most firefighter unions across Europe. The annual EPSU firefighters' meeting was held in Rome on 11-12 December 2019. Chris McGlone and Paul Hampton attended on behalf of the FBU. The main discussion was on adaptation to climate change and firefighters' role tackling floods and wildfires.

The FBU assisted Scandinavian firefighters with their study visit to the UK in May 2019. Head office hosted a discussion with delegates and Dave Green gave a detailed presentation on the Grenfell Tower fire. Dave Green attended the firefighters' conference in Reykjavik on 18-19 October, where he made a further presentation on the Grenfell Tower fire.

F15 AFFILIATIONS

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

LABOUR MOVEMENT ORGANISATIONS

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

FIRE ORGANISATIONS

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

NATIONAL CAMPAIGNS

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

INTERNATIONAL CAMPAIGNS

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

F16 BLACKLISTING AND POLICE SPYING ON UNIONS

The public inquiry into undercover policing chaired by John Mitting again made no significant progress this year. The FBU has core participant status in the inquiry after the union presented evidence of police spying on some FBU officials over many years. The inquiry will not reveal the identities of police officers who over decades spied on trade unionists, campaigners and activists. Core participants, including the FBU, continue to campaign on the issues.

F17 TRUTH ABOUT ZANE

Zane Gbangbola was a seven year old boy who lost his life on 8 February 2014 during the severe flooding on the River Thames in Surrey. The coroner judged Zane's death to be from carbon monoxide poisoning after the family returned home after the floods. However the deadly nerve gas hydrogen cyanide was also detected, and independently verified by HAZMAT teams within Surrey Fire and Rescue Service. This was believed to have been released from an unregulated landfill site that lay adjacent to Zane's home.

Zane's parents Nicole and Kye set up the Truth about Zane (TAZ) campaign to demand an independent panel inquiry into his death. FBU conference voted to support the campaign, with Surrey FBU officials participating in its committee.

F18 CARE4CALAIS

FBU conference 2019 passed policy on the refugee crisis, including the humanitarian response to the Mediterranean and other areas by FBU members and other international firefighters. The executive council agreed to set up exploratory solidarity visits as part of the Care4Calais initiative.

Two visits were organised in August and December 2019 to explore the feasibility of delivering solidarity to refugees from the FBU. The trips were used to develop an educational programme on the refugee crisis. The FBU negotiated discounted tickets for ferry crossings because of the humanitarian purpose of the trip.

All attendees were required to produce a report on their experience and develop a presentation for use at local committees and at branch level. Reports from each visit were given to the executive council and a summary published in *Firefighter* magazine.

F19 WIDER LABOUR MOVEMENT CAMPAIGNING

Significant FBU mobilisations for trade union marches or events included:

- Stand Up to Racism march – 16 March
- Climate Emergency rally in Parliament Square – 1 May
- Demonstration outside the British embassy supporting firefighter Miguel Roldan – 9 May
- Durham Miners' Gala – 13 July
- Tolpuddle Martyrs' festival – 19-21 July
- Pride events, including London and Belfast
- March for democracy – 18 August
- Harland and Wolff occupation – 23 August
- Labour for a Green New Deal rally outside Labour conference – 21 September
- Rally outside Conservative Party conference – 29 September.

FBU members and officials attended numerous events in solidarity with the bereaved, survivors and residents of the Grenfell Tower fire, including every monthly silent walk.

SECTION G

EDUCATION

61 INTRODUCTION

The executive council recognises the importance of ongoing trade union education and supported a national programme of schools and seminars during the year. A total of 360 FBU officials completed these approved and accredited courses.

62 FBU TRADE UNION EDUCATION STRATEGY AND PROGRAMME

The ambition of the FBU trade union education programme in 2019 was to enable officials at all levels to:

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

As in previous years the FBU education programme 2019 consisted of a number of interlinked parts – the introductory offer for new officials, education in health, safety and welfare, a progression offer for officials in brigade and regional positions, and a range of schools and seminars to support sectional members and representatives. These were complemented with political education through national school.

The development of the programme continued in line with the expressed wishes of regions and Conference. The 2019 programme continued to reflect the needs analysis information gathered from a survey of regions in 2018. In July 2019 regions were invited to complete a questionnaire designed to help identify education priorities for 2020. Courses in the branch and new brigade officials' introductory offer were again identified as a priority. The content of courses continued to be updated to ensure relevance to officials in the current industrial and political landscape.

In total, 508 places were filled on 29 courses during the year and feedback was largely very positive.

63 INTRODUCTORY OFFER FOR BRANCH AND NEW BRIGADE OFFICIALS

The introductory programme for branch and new brigade officials sought to ensure that officials received essential training on organising their branch, supporting members and working with management. The offer consisted of an initial pathway package including the *Introductory Branch Officials* course, the *Preparing Discipline Casework and Representation at Hearings* course and the *Grievance and Fairness at Work*

course. All courses were fully rewritten to ensure that the initial package gave new officials confidence and knowledge in representing members both individually and collectively, and encouraged them to strengthen the presence of the union in their workplace.

This year, one in three of the 154 reps who undertook the *Introductory Branch Officials* course went on to complete another FBU trade union education course. In 2019, compared to 2018, there has been:

- a 14% increase in the number of reps undertaking the *Introductory* course
- a 54% increase in the number of reps being trained in *Preparing Discipline Casework and Representation at Hearings*
- a 34% increase in the number of reps participating in the *Grievance and Fairness at Work* course compared to uptake of the previous *Introduction to Fairness at Work* course.

64 HEALTH, SAFETY AND WELFARE EDUCATION

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

The health, safety and welfare pathway programme consisted of the *Introduction to Health, Safety and Welfare* and the *Mental Health for Trade Unionists in the UKFRS* course. The *Serious Accident Investigations* course was postponed while the Executive Council conducted a review of the relevant guidance. Safety reps were also encouraged to engage in TUC health and safety courses where available.

65 PROGRESSION FOR BRIGADE AND REGIONAL OFFICIALS

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

The progression offer in 2019 included a new *Social Media for Trade Unionists* course which was developed as a result of Conference 2018 resolution, an *Equality Law Update* facilitated by Thompsons solicitors, and an *Organisers' Seminar*. The *Pensions and Medical Appeals* course was postponed while the pensions case was pending to ensure that officials received accurate information.

A resolution from Conference 2018 required head office to develop a political education offer for those members interested in standing for elected office. Three officials took part in a Trade Union and Labour Party Liaison Organisation (TULO) residential school, which was well-received. Subsequently an FBU school was designed and offered to enable a wider group of officials the opportunity to find out more about local and national electoral politics and explore some of the processes, skills and challenges involved in standing for office. Unfortunately only five applications for this course were received and it did not take place.

During 2018-2019 the focus of the education programme has been the development of the Introductory pathway, with improved participation and updated content and approach. While this work will continue, a renewed focus on the progression pathway began later in 2019. A wider range of courses is anticipated for new and existing brigade officials next year, with newly created or reworked courses on Conference, bargaining and negotiation, ADAE, accident investigations, and communication and campaigning skills.

66 SECTION SEMINARS AND SCHOOLS

Educational events for members of the union's equality sections were a significant part of the 2019 programme. One in four of the members who attended equality section schools in 2019 also attended branch or brigade officials' education or a health and safety course.

Women's school 2019 took place at Wortley Hall in April. It was supported by tutors Julie Weekes and Helen Nolan. Sessions included speakers from Stand up to Racism and Period Power, and a range of workshops on themes such as women firefighters' health, the best practice documents (referred to in Section H), the Equality Act, FBU conference, making your voice heard, and being a feminist firefighter.

B&EMM school 2019 was held at Wortley Hall in October and entitled, *Equality and diversity in the workplace: why we must organise collectively for progress*. The event was well attended and participants heard from speakers including Roger McKenzie, Unison AGS, and Kye and Nicole Gbangbola from the Truth About Zane campaign. Sessions focused on FBU structures, why we need trade unions, the need for diversity among service managers, migration and scapegoating, and FBU Conference. The tutor for the school was Michael Cudjoe of West Thames College.

LGBT school 2019 was held in Manchester in October and included presentations from Mermaids, Gendered Intelligence and Mind Out. Tam McFarlane led a session as the national officer with the remit for equality in the union. Group work sessions focused on LGBT history, understanding the FBU as a democratic and collective organisation, trade union organising, and priorities for the section in 2020. A closed session enabled members to share their experiences and support one another.

67 SOLIDARITY EDUCATION

This year the focus of solidarity education has been to support the refugee solidarity work with Care4Calais. An education session has been developed to run in Dover before departure, engaging participants in discussions around the need for authentic working class witnesses, the geography and history of countries refugees in Calais may have come from, and the difference between charity and solidarity.

68 NATIONAL SCHOOL

For the first time in a number of years national school became a two-stage educational event, as members who participated in the November 2018 school were invited to join a second part held in County Durham in July 2019.

Part II began with two half-day classroom sessions at a venue in Sedgefield, with discussions including 'austerity, neoliberalism and the global economy', 'the far right – are they a threat to workers?', campaign skills and strategic working. The general secretary addressed the event. Following a move to Durham city centre, the group made a visit to Redhills (the Durham Miners' Hall) with a tour by Dave Temple from the Durham Miners' Association, and had a joint evening event with activists from the National Education Union exploring similarities and differences in engaging trade union members in the current public sector environment. On Saturday the group marched with the FBU delegation in the Durham Miners' Gala and campaigned on the field to engage those assembled in the Grenfell – Never Again campaign, which was met with unanimous support.

The event was successful and received very positive evaluations. The same approach will be taken with Part II next year and the event will return to the Durham Miners' Gala, as recommended unanimously by 2019 participants.

National school (Part I) took place at Wortley Hall in November for the 2019-20 cohort.

The school was opened by the president. The busy four-day programme included the following sessions:

- *The ABCs of Ideologies* with Gregor Gall
- *2020 Vision Reclaiming Control of our Services* – a panel discussion with Matt Wrack and the general secretaries of the University and College Union and the Communication Workers Union, exploring similarities in the attacks on each service and the possibilities for solidarity and unity across the trade union movement
- A half-day on *The Changing UKFRS* which included speaker input, group work and a plenary session in which participants debated the relative pros and cons of four potential future options for the UKFRS
- An exploration of climate crisis issues with a speaker from the Campaign Against Climate Change Trade Union Group and group work considering the implications for the UKFRS
- A presentation on organising and recruitment featuring the Union's new tools for showcasing the FBU to recruits
- Speaker sessions that sought to illustrate the impact of the state on the lives of individuals, with a discussion about police infiltration and blacklisting (which most participants were previously unaware of) and an account of the refugee camps in northern France and the solidarity action around the people living there
- Two Labour parliamentary candidates, Laura Pidcock and FBU member Sophie Wilson, took time from general election campaign activities to address the school.

Participants worked in small groups in sessions on the second and third day of the event to research and make a campaign film to bring about change around an issue raised during the school. The filmmaking was supported throughout by Shaun Dey of Reel News.

Evenings were occupied with the Banner Theatre performance celebrating 150 years of the labour movement, a poetry workshop with Anthony Anaxagorou, and the annual quiz followed by songs from the movement late into the final night.

National school sessions were chaired by the president, the members of the executive council education subcommittee, and the national officer with the equality remit. The tutors were Helen Nolan and Dave Smith and the school was accredited through CONEL.

Last year it was hoped that regions and brigades would come to regard the school as an essential part of the development of their emerging activists and officials, and that as the positive feedback from that school was shared at local level, then the nominations this year would increase. This was indeed the case as the 2019 school was oversubscribed.

Participants were predominantly identified as developing officials by their regions and sections, although some more established officials attended as they had not taken part in national school previously and had not filled their region's allocated places. All regions were represented and LGBT, B&EMM and Control sections also nominated participants. The general requirement to have contributed to FBU trade union education recently (in 2018 or 2019) was applied to all nominations. It is anticipated that the same approach will be taken to building participation at next year's school.

Feedback was incredibly positive, including that provided verbally to tutors and officials during the course, emails received in the days after the event, and feedback submitted through the evaluation forms. Enquiries have already been received in anticipation of national school 2020.

69 REGIONAL EDUCATION AND LEARNING ORGANISERS (RELOS)

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

A meeting of RELOs took place in September and discussion included feedback from the regional survey and an initial draft of the proposed programme for 2019 was made available for comment in the meeting. The discussion included matters such as suitable venues, course content including equality issues, and new courses in development.

610 TUC EDUCATION

Courses in the FBU trade union education programme in 2019 were accredited by the National Open College Network through trade union studies departments in the following further education colleges:

- The College of Haringey, Enfield and North East London (CONEL)
- Shrewsbury Colleges Group
- City of Bristol College.

The relationship with CONEL, our college partner for accreditation of the core programme, continues to develop and thrive. As reported in recent years, the national picture regarding future public funding for TUC education courses remains dire. This year saw the closure of more trade union studies departments and further complication of the funding mechanisms. Union education officers from the affiliate unions continue to meet with relevant TUC staff to emphasise the impact of the vastly reduced number of colleges offering trade union education and the continuing need for education that brings workers from different unions together.

611 UNION LEARNING FUND

The 2019-20 year was the start of a multi-year funding bid. The multi-year aspect relies on payment by results, which breaks down to achieving monthly targets and reaching yearly profiles, which increase year on year within the multi-year bid. The project and learning centre staff are seeking further engagement and support from officials, members, family and friends as these challenging targets are set from Unionlearn and in agreement with the Department for Education.

It has been another successful funding year for the FBU ULF and Learning Centre. Examples included a successful audit, meeting our contractual targets from the DfE, numerous case studies appearing in TUC publications, ongoing Matrix accreditation, successful due diligence, admission onto the Register of Approved Training Providers (RoATP), the numbers completing our courses and gaining accreditation, updating our dyslexia awareness course, FBU ULR school, new ULRs in regions and producing our ground-breaking three-part heat illness prevention and awareness (HIPA) learning package, supporting the region 1, 2 and 8 devolved bids and delivering level 3 personal training apprenticeships.

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

The learning centre remains fully accredited through City and Guilds, British Computer Society, NCFE/Cache, TQUK and ActiveIQ and our members of the British Dyslexia Association and also offers an online British Sign Language course at a discounted price.

SECTION H

EQUALITY AND FAIRNESS AT WORK

H1 INTRODUCTION

During the year the National Joint Council (NJC) led Inclusive Fire Service Group (IFSG) made further progress implementing equalities strategies for the fire and rescue service. The union's equality sections continued to organise, representing members facing discrimination, bullying, harassment or victimisation at work, as well as campaigning in the fire and rescue service and the wider world.

H2 INCLUSIVE FIRE SERVICE GROUP (IFSG)

The NJC's Inclusive Fire Service Group (IFSG) has been the main vehicle for improvement of equality, diversity and cultural issues in the fire and rescue service. Representatives from the FBU, the employers and other interested parties make up the group.

In 2017 the IFSG undertook a comprehensive piece of work by engaging directly with fire and rescue services and their staff to consider equality, diversity, cultural and behavioural issues. The purpose was to develop improvement strategies at local level. The strategies were published and taken forward within fire and rescue services.

To further support this important work, the IFSG has commissioned LGA Research to independently conduct a series of focus groups. These focus groups are intended to capture the current experiences of employees working within the fire service. The union will be encouraging involvement in these groups from members in our equality sections.

The IFSG also examined HMICFRS assessments of equality and diversity matters in England.

H3 B&EMM SECTION REPORT

During 2019 the B&EMM national committee continued its work to progress equality, diversity and inclusion in the workplace, as well as championing wider societal equality issues.

Part of this work has been being engaged at strategic level discussion at the NJC Inclusive Fire Services Group (IFSG). FBU B&EMM officials have assisted the IFSG in reviewing whether these strategies have been embedded and to what degree they have been successful or not. A series of surveys, focus

groups and workshops have been arranged to that end assessing success in recruitment, retention and progression of BAME, women and LGBT firefighters.

Following conference resolutions and amendments to the All Different, All Equal policy, B&EMM officials were part of the task and finish group undertaking the review work.

B&EMM officials were engaged with the international working class solidarity initiative to Calais, extending our support to other working class people. The initiative is not charity, it is solidarity. Our working class movement must be international or it is nothing. This initiative received wide support from other external parties, who recognised the union's humanitarian and outward-facing campaign, which rejects isolationism and division along ethnic lines.

B&EMM national chair Cameron Matthews was an FBU delegate at TUC Congress and spoke in support of the motion tackling racist ideologies, as well as playing an active role in deliberating the FBU position on other motions.

National B&EMM school was held at Wortley Hall, Sheffield on 4-6 October 2019 and was entitled Equality and diversity in the workplace: why we must organise collectively for progress. The school was well attended, with a programme and students heard from numerous guest speakers over the weekend. The education programme covered: the FBU and wider trade unionism, political and workplace organisation, how we effect positive change.

The B&EMM national committee met three times during the year:

- 19 March in London
- 14 June in London
- 3 September at Wortley Hall.

B&EMM officials have regularly attended the monthly Grenfell silent walk throughout the year, standing in solidarity with the local community and London firefighters. We demand justice for Grenfell and will not stop until it is achieved.

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

H4 LGBT SECTION REPORT

The FBU's lesbian, gay, bisexual and trans (LGBT) committee continues to provide support, representation and advice on LGBT issues to members and officials of our union. The HMI-CFRS reports identified that almost all fire and rescue services are failing in their duty to provide an inclusive service. The second wave of inspections will review improvement since the initial inspections. This is motivating fire services to engage with FBU equality sections.

However the inspectorate report released in January 2020 made reference to the issues around race and gender, but failed to include LGBT in its findings. The LGBT committee will continue to ensure issues affecting our members are included in future inspection reports, as well as being at the heart of any future inclusion initiatives.

The annual LGBT school was held in Manchester on 29-31 October. The LGBT committee met on four occasions in 2019:

- 12 February in London
- 20 June in London
- 2 August in Belfast
- 11 December in London.

The December committee meeting also included the section and committee AGMs. During 2019 the LGBT chair and secretary and other equality section officials met with the president, general secretary, executive council and national officers.

During the summer Pride season LGBT committee members attended and supported various Pride events. Notably the LGBT committee attended Belfast Pride to support members and officials from region 2. This was part of the campaign to promote the entitlement to recognition of equal marriage in Northern Ireland. In January 2020 the necessary legislation came into effect in Northern Ireland.

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

H5 WOMEN'S SECTION REPORT

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

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

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

In 2019, there have been changes to the NWC executive. Kathryn Duncan is now secretary, with Louise Connell remaining chair and Holly Ferguson in the vice chair position. The annual NWC women's school was held at Wortley Hall in April, and once again was a huge success, with a record number of first time attendees. The NWC met on four occasions during the year:

- 31 January in London
- 5 June in Nottingham
- 10 September in Bristol
- 28-29 November at Wortley Hall.

During 2019 the NWC and other equality section officials attended meetings with the general secretary and the executive council.

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

H6 ADAE REPRESENTATION REQUESTS

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

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

SECTION I

ACCIDENT AND INJURY FUND (AIF)

11 INTRODUCTION

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

In 2019 executive council members on the committee were:

Andy Noble
Matt Lamb
Cerith Griffiths
Brian Hooper

Dave Green was secretary.

On joining the union, all members should be urged by brigade and branch officials to access the potential benefits of the AIF, by becoming a member of the fund.

Officials at brigade and branch level should also ensure that members adhere to the rules of the fund, with particular attention to the time limits required for submitting claims.

Accident and injury fund									
Summary for the year ended 31 December 2019									
Region		Temporary disablement on duty		Permanent disablement	Death of member	Ex-gratia	Death of dependant	Total number of payments	Total amount
		ON DUTY	OFF DUTY						
1	No. of payments		1		6		4	11	£140,904.70
	Amount paid		£1,531.10		£115,186.80		£24,186.80		
2	No. of payments	66	48		7		3	124	£222,007.00
	Amount paid	£54,822.70	£53,463.50		£95,401.00		£18,319.80		
3	No. of payments						4	4	£24,247.40
	Amount paid						£24,247.40		
4	No. of payments	4	5		3		4	16	£77,578.10
	Amount paid	£9,059.50	£5,672.20		£38,420.00		£24,426.400		
5	No. of payments	4			5	3		12	£119,114.00
	Amount paid	£4,071.80			£103,361.40	£11,680.80			
6	No. of payments	18	5		4	1	1	29	£123,219.55
	Amount paid	£18,939.55	£4,006.40		£90,167.00	£4,000.00	£6,106.60		
7	No. of payments	1		1	1	1	1	5	£33,164.20
	Amount paid	£2,238.60		£14,819	£5,000.00	£5,000.00	£6,106.60		
8	No. of payments	34	25	1	1			61	£80,475.50
	Amount paid	£37,486.90	£22,722.10	£15,266.50	£5,000.00				
9	No. of payments	17	14		4		1	36	£101,974.10
	Amount paid	£12,406.40	£10,301.70		£73,279.20		£5,986.80		
10	No. of payments	17	6		5		1	29	£119,843.40
	Amount paid	£14,727.40	£7,621.60		£91,387.80		£6,106.60		
11	No. of payments	3	8		8	1		20	£173,414.40
	Amount paid	£2,129.60	£9,127.00		£147,157.80	£15,000.00			
12	No. of payments	13					1	14	£22,906.20
	Amount paid	£16,799.60					£6,106.60		
TOTAL NO. OF PAYMENTS		177	112	2	44	6	20	361	
Total amount		£172,682.05	£114,445.60	£30,085.50	£764,361.00	£35,680.80	£121,593.60		£1,238,848.55

SECTION J

LEGAL REPORT

J1 INTRODUCTION

In 2019, the FBU legal scheme and Thompsons Solicitors secured more than £5.6m in compensation for members and their families, at and away from work. The union provided advice, assistance and representation to a large number of members in employment rights, professional misconduct and personal injury, as well as providing advice to the union itself.

Some of the most significant cases of the year in each practice area are summarised below. All settlements are 'out of court' settlements unless reference to a trial or tribunal is included. The vast majority of our successful claims are concluded without the need for FBU members to attend court.

J2 GRENFELL TOWER INQUIRY

During 2019, Thompsons continued to represent the FBU in the Grenfell Tower Public Inquiry (GTI) before Sir Martin Moore-Bick, liaising throughout with national and regional officials. In October 2019, the GTI produced its report on Phase 1 of the inquiry focussing on the events of the night in question. The report, on which the FBU has set out its response in detail elsewhere (see Section E), relied heavily on the candid and open testimony of dozens of FBU members.

Phase 2 of the inquiry opened in 2020. The FBU legal team will seek to place the corporate witnesses under similar scrutiny to firefighter witnesses. In Phase 2 the GTI should start to uncover the systemic failures that led to the impossible position firefighters found themselves in at Grenfell Tower on the night of the fire.

J3 EMPLOYMENT RIGHTS

FIVE-FIGURE SETTLEMENT IN CONSTRUCTIVE DISMISSAL CASE

Thompsons were able to secure a significant settlement after an FBU member resigned following a substantial reduction in responsibility. A group manager was assigned to a post in the strategic risk group in July 2017, having held the role on a temporary basis since June 2016. However, shortly after his appointment he received an email from his line manager of an adjustment to team management lines with immediate effect. This resulted in the member losing more than 75% of his responsibilities.

The member approached the manager assigned to act as his mentor, the deputy chief fire officer, who was unable to provide any support. A week later he tendered his resignation, indicating this was for a number of both personal and professional reasons. The member decided not to expressly refer to his change in role as the reason for his resignation as he did not feel it would make a difference and wanted to leave on the best terms possible. He did however refer to his line manager's conduct as the reason for his resignation in a subsequent email.

The employing fire and rescue service tried to argue that the member was performing poorly in their role and that his line manager was entitled to make the changes made. However, none of these issues had been raised with the member previously. In fact, the member's most recent appraisal had been entirely positive. A claim was submitted for constructive dismissal and eventually settled through ACAS for £40,000, a sum that represented nearly all of the member's losses.

SETTLEMENT SECURED FOLLOWING UNFAIR DISMISSAL

Following 16 years of exemplary service, a station manager was disciplined and subsequently dismissed for alleged bullying and harassment. The matter was settled confidentially following a three-day hearing, where the member was reinstated and the respondent employing fire and rescue service agreed to a financial settlement.

J4 ACCIDENTS AT WORK

EMPLOYER PAYS OUT AFTER TRAINING DRILL INJURY

In March 2018, an FBU member was taking part in a training drill at work. His colleagues were in a building. One was involved with dropping fire hoses, prior to lowering by line from an upstairs window. The firefighter was outside the building when the first hose was dropped. A shouted warning was given. However, when the second hose was dropped, no such warning was given and nobody was monitoring the area below. When the hose was dropped, it struck the member on his head.

The member accepted there was a warning given in respect of the dropping of the first hose, but not the second, larger hose. The defendant denied liability on the basis that there were proper warnings given and the member had simply walked back into the danger zone when he should have been standing clear after giving the appropriate command for the colleague to start lowering the hose. A key feature was whether a warning should have been given on each occasion that hose was being dropped and lowered from the building.

Witness evidence obtained on behalf of the member confirmed that there had been warnings given for the first hose, but no warning was given for the second hose. They also confirmed that the colleague who was lowering the hose had not been monitoring the area below. The defendant disclosed various documents, including an investigation report, which identified possible failures with the exercise drill. Compensation of £10,000 was secured.

CONTAMINATED WATER LEFT MEMBER WITH SICKNESS AND DIARRHOEA

Following a training session at Tees Barrage International White Water Rafting Centre, an FBU member suffered from sickness and diarrhoea after ingesting contaminated water. Thompsons advised the client to reject an initial offer of £1,100 put forward by the employing fire and rescue service and Tees Active, and negotiated an improved out-of-court settlement figure of £3,000.

MEMBER PUT AT UNNECESSARY RISK WHEN ATTENDING HOUSE FIRE

An FBU member was sent into a burning building after a crew member had confirmed the only occupant was deceased. While he was in the building attempting to tackle the roof fire, the loft hatch collapsed under the weight of the debris from the roof, falling on the member and injuring him.

It was alleged that the risk of sending the member into the burning building outweighed any potential benefit. It was also alleged that the remaining fire could have been fought using an aerial appliance. The fire authority denied liability on the basis that a dynamic risk assessment had been carried out and that the incident commander considered the property structurally sound.

The trial was adjourned after the employing fire and rescue service failed to disclose all relevant documentation, and despite only disclosing a few additional documents ahead of the re-listed trial, the employer applied to adjourn for a second time, claiming the incident commander was not available to attend. The court refused the application and the matter proceeded to trial. One witness gave evidence for the fire and rescue service, but the judge found in favour of the member and he was awarded £6,300.

MEMBER PUT IN INDUCED COMA RECEIVES £40,000

An FBU member was taking part in a heat training exercise when he removed his demand valve on the advice of an instructor, resulting in him inhaling excessive amounts of heated external air. The member was overcome with the heat and became very ill. He was treated at a specialist hospital where he was eventually placed into an induced coma. The member ultimately accepted an offer of £40,000 damages.

WATER RESCUE TRAINING LEAVES MEMBER INJURED

An FBU member was acting as a casualty in a water rescue training exercise at Cardiff White Water Centre. He was instructed to float down part of the water course so that other firefighters could rescue him. However, when he was being pulled in, his colleague lost his footing, dropping the line. This resulted in the member falling over the waterfall section of the course, hitting his lower back on an underwater bollard.

The member sustained an injury to his coccyx and his employment with the fire and rescue service was ultimately terminated on the grounds of ill health. The defendant's insurers refused to negotiate a settlement, so Thompsons issued court proceedings to secure £75,000 in gross damages.

INCORRECT STORAGE LEADS TO BACK STRAIN

An FBU member in Scotland was left injured during an inspection of rescue equipment. The member was required to use a forklift truck to move two units which were stored incorrectly and were entangled, as they were blocking the way to the rescue equipment. After the inspection the member was required to move the two units back into place and as he did so, he suffered an injury to his back. A medical report was obtained, confirming the member had suffered a left lower back strain, which took eight weeks to recover from. The employer admitted liability and settled for £2,000.

TYRE EXPLOSION CAUSES HEARING LOSS

An FBU member was exposed to loud noise causing subsequent hearing impairment when a tyre of a lorry unexpectedly exploded next to him when attending a call out. A medical report was obtained, which confirmed the member had minimal hearing loss but had developed tinnitus as a result of the incident. The supportive report was disclosed to the employing fire and rescue services' insurers who denied liability, as they stated his injury was not foreseeable. Court action was raised and a further expert report obtained by

Thompsons on behalf of the member from an acoustic consultant, who confirmed the levels of noise to which the member had been exposed. The defendants argued that the symptoms were not work-related. However settlement was agreed for £6,000.

J5 ASBESTOS EXPOSURE

RETIRED FIREFIGHTER'S WIDOW RECEIVES SIX-FIGURE SETTLEMENT

An FBU member was employed as a firefighter at Doncaster fire station from 1970 to 1983 and then at Edlington fire station from 1983 until he retired in 1999. He was exposed to high levels of asbestos dust during the course of his employment when attending various fires at premises that had roofs and walls made from asbestos products. He was also exposed to high levels of asbestos dust while carrying out breathing apparatus training in the heating tunnels under Doncaster fire station, while cleaning and dry sweeping the boiler house at Doncaster fire station and while checking fire blankets.

Tragically, the member developed mesothelioma as a result of the exposure and he died before his claim could be settled. The union continued to fund the case on behalf of his widow and after negotiation she received a gross settlement of £225,000.

J6 PERSONAL INJURY

AMPUTATION FOLLOWING ROAD TRAFFIC ACCIDENT

An FBU member sustained a below-knee amputation, following an off-duty road traffic accident. The member was riding a motorcycle when the defendant, driving a motor car (a hire vehicle) during a police chase, drove onto the wrong side of the road, at speed and collided with him. The defendant continued driving and collided with a number of other vehicles. They eventually ploughed into the garden wall of a house and all four occupants of the vehicle decamped. A number of arrests were made and despite extensive investigations, including DNA samples, the police were unable to establish who the driver was and, as a consequence, no prosecution was ever brought.

Liability was denied and court proceedings were commenced against the defendant and his insurers. The insurers argued the member had provided insufficient evidence to establish the identity of the driver, although they accepted that the driver, whoever he was, had been negligent. They suggested that the driver's negligence was not the sole cause of the accident and reserved the right to consider whether the police were at fault. They had also, prior to proceedings commencing, suggested that the delay of the ambulance in arriving at the scene may have contributed to the outcome. Once proceedings were commenced, that argument was dropped.

Extensive enquiries were made of Kent Police and an application made for disclosure of all documents and reports the police had prepared during their investigation. Upon consideration of the evidence from the police, a draft application for summary judgment against the defendant was prepared. The material disclosed by the police overwhelmingly showed that the defendant was the driver of the relevant motor car at the time of the accident, that he had had the opportunity to take the car from the hirer as they shared a flat, he had been identified as the driver by two other passengers in the car at the time of the accident and his DNA had been found in the car. The draft application for summary judgment was sent to the insurers with an invitation that they concede liability, failing which the application would be lodged. Following receipt of that application, the insurers finally accepted that the defendant had been identified correctly.

An interim payment was secured for the member to undergo rehabilitation and pay for private prosthesis. His rehabilitation had been poor and the experts in the case suggested he could make further improvements with good rehabilitation. A case manager was appointed and the member was able to purchase private prosthesis. He subsequently saw a significant improvement in his pain levels and mobility which enhanced his everyday activities. Directions were made and the parties proceeded to secure all medical evidence. Ahead of joint statements of the experts and a trial in November 2019, the insurers requested a settlement meeting. This was held at the beginning of May 2019, following which the claim finally settled for a seven figure sum.

DOG WALKING ACCIDENT RESULTS IN SIGNIFICANT COMPENSATION

While off-duty, an FBU member was out walking her dog when she tripped over a kerb near a new housing development being built by Kier Homes. Despite this section of the development being considered “completed” by the developer, there was still ongoing building works and no street lighting. The kerb was raised and not in line with the surrounding footway. Liability was eventually admitted and damages were secured in the sum of £12,500.

RETIRED MEMBER SECURES SETTLEMENT FOLLOWING FALL

A retired and out of trade (ROOT) member fell while exiting a toilet cubicle, sustaining a minor head injury and short-lived soft tissue injuries to her right arm and fingers. She also suffered psychological symptoms in the form of nervousness and anxiety for around six to nine months after the accident. She was subsequently diagnosed with benign paroxysmal positional vertigo (BPPV) although this was not found to be as a result of the accident.

The member was therefore considered to have reached full recovery from her physical injuries within three to four months, and from her psychological symptoms within three to six months, of the accident. Due to the short-lived nature of the symptoms, the claim could have easily settled within the minor injuries bracket, which limits compensation to £2,150, but Thompsons were able to negotiate settlement at £3,500.

This case shows how important it is for members to continue their association with the FBU once they have left the fire and rescue service by becoming retired and out of trade members.

J7 ROAD TRAFFIC ACCIDENTS

LORRY HITS FIREFIGHTER CYCLIST

An FBU member was injured while cycling to work when he struck a lorry turning left across a cycling lane in which the member was cycling. The lorry driver did not indicate his intention to turn and the member was therefore unable to avoid the collision. The cyclist sustained a number of soft tissue injuries as a result of the accident. However, he also developed a significant psychiatric disorder. As a result, he was unable to continue in his employment with the fire and rescue service and was retired on medical grounds. To date, he has not been fit to resume any form of employment.

The lorry driver’s insurers refused to negotiate a settlement and it was necessary to commence court proceedings. Thompsons attended a settlement meeting, but the other side refused to reach a suitable compromise. The parties recently entered into further negotiations and satisfactory settlement terms were finally agreed, with Thompsons securing the member £775,000 in compensation.

WORKSHOP ACCIDENT RESULTS IN BIKER'S EARLY RETIREMENT

An FBU member was riding his motorbike into a newly allocated staff parking area at Scarborough fire station. The member's front wheel slipped on boards covering an inspection pit in the workshop, which, unbeknown to him, were covered in debris and oil. He fell onto his left side and medical evidence confirmed a one to two-year acceleration of onset Dupuytren's syndrome in his left hand. He was subsequently ill-health retired.

It was initially claimed the member was travelling too fast and should have taken more care; however, this was refuted by witness evidence from a colleague driving behind him. The employing fire and rescue service then tried to argue that unrelated conditions affecting the member's feet would have resulted in his early retirement anyway. There was some suggestion of this condition on his records, however medico-legal evidence found that the member would have been able to carry on employment despite this issue. The employer made an offer of £38,000 prior to trial, which the member accepted on our advice.

COURT PROCEEDINGS ISSUED TO ENSURE £75,000 IN COMPENSATION

An FBU member suffered an injury to his left eye following his involvement in a road traffic accident. The other driver's insurers refused to negotiate a settlement and therefore Thompsons commenced court proceedings. Settlement terms were then agreed and the member was awarded a sum of £75,000.

DRIVER REQUIRES PHYSIOTHERAPY FOLLOWING REAR-END COLLISION

An FBU member in Scotland was driving his van in heavy traffic when he had to come to a sudden halt. The driver behind failed to react quickly and drove into the back of the van, causing soft tissue injuries to the member's neck, back and shoulder. He attended his GP for medical attention and underwent a course of physiotherapy. Thompsons negotiated compensation of £4,500.

SECTION K

ORGANISING AND MEMBERSHIP

K1 INTRODUCTION

The FBU put more resources into organising this year, to renew the membership system and develop new officials. The union continued to recruit working firefighters of all roles and all duty systems, retired and out of trade (ROOT), as well as non-operational staff.

FBU members in Surrey began action short of a strike (ASOS) in a dispute about cuts and related matters. There were ongoing issues in Hereford and Worcester and campaigning across a range of brigades.

FBU industrial sections – in control, officers and retained – organised during the year (equality section reports are in section H). The task and finish group on organising continued its work. FBU membership fell slightly during the year.

K2 INDUSTRIAL DISPUTES

SURREY

On 19 November 2019 the FBU registered a trade dispute with Surrey Fire and Rescue Service over inadequate provision of frontline crewing and staffing in control rooms, the casual out-duties guidance, the allocation of overtime, a bullying management culture, unsafe working practices and the 2019 IRMP (2019HOC0569MW).

On 10 December the FBU announced the ballot result of Surrey members, which saw a 94% “yes” vote for industrial action short of a strike on a 72% turnout.

In light of the ballot result the FBU and as the person authorized to make the call for industrial action, the called on all members (apart from any who had transferred into the employment of Surrey from East Sussex Fire and Rescue Authority in the course of the ballot period, to do the following on a continuous basis from 09.00 am on 24 December 2019:

- A refusal to work any pre-arranged over-time
- A refusal to work any additional voluntary hours for pay
- A refusal to work any additional voluntary hours in exchange for time off in lieu
- A refusal to agree any new Temporary Contracts for promotion
- A refusal to Act Up to a higher role

- A refusal to undertake any variation to members' usual contracted hours of work as defined by their duty rota, to cover staffing shortfalls, or to facilitate attendance at medicals, fitness assessments or training courses
- A refusal to transport Personal Protective Equipment or any other service owned equipment in members' private vehicles
- A refusal to crew Initial Response Vehicles (IRVs).

K3 ORGANISING AND RECRUITMENT

The organising task and finish group made significant progress this year. The group consists of executive council members Pete Smith and Richard Jones and brigade organisers Seona Hart (Scotland) and Leoni Munslow (London).

A national presentation for trainee firefighters (including control) was completed and rolled out to brigade organisers through a series of sessions at head office. The presentation is designed for brigade organisers to give to new recruit/trainee courses. Its purpose is to give new recruits a full understanding of the importance of joining the FBU. It has been designed following feedback from new recruits who gave experiences of their own initial recruitment sessions.

The presentation uses two videos to reinforce the importance of joining the FBU. The first video is designed to connect the work of a firefighter with membership of the FBU. The second is designed to show the support that the FBU gives to members and families in times of greatest need.

The presentation has been designed to avoid 'death by PowerPoint', which was a key point arising from the feedback of previous trainees. To do this, the presentation avoids repetitive bullet point graphics and instead uses striking graphics, bold text and single words to convey powerful themes.

The presentation comes with a detailed script to assist the organiser with context to the videos and more detail around the single words and graphics. In order to give organisers flexibility, the presentation can be amended to run from 10 to 30 minutes, depending on the time available.

The presentation is accompanied by a membership pack for every attendee. The pack contains a number of items, the most important of which is the membership form. Clearly, the aim of the presentation is to sign 100% of the attendees. Brigade organisers have been encouraged to channel any feedback regarding the presentation to head office.

An online joining form is also in development, designed to meet the requirements of the rule book while ensuring that potential members can apply online with more ease than in a written form.

K4 BRIGADE ORGANISERS SEMINAR

The brigade organisers' seminar was held at head office on 12-14 February 2019. It was chaired by Tam McFarlane, national officer, with Lindsey McDowell as tutor. There were 24 participants. The seminar was well received and provided a good opportunity to receive feedback on the work of the 'Brigade Organisers Task & Finish Group'.

The overall aim of the seminar was to assist current organisers with building membership and workplace activity within the union. Practical sessions ran on building the role and organising within the workplace.

These sessions included input on:

- Use of the membership system
- Direct debit transfer

- Recruitment practices
- 25 year and 40 year award identification and implementation
- AIF
- Making a success of workplace visits
- The use of, and best practice around, social media in organising.

Other sessions focussed on assessing the strength of the union in each workplace and prioritising activity through effective mapping. Organisers were encouraged to outline their experiences to identify and share best practice.

The second day of the seminar involved a series of round robin sessions. This proved very popular, with many brigade organisers commenting that this was their first opportunity to attend head office. The organisers were given the opportunity to meet the membership department and discuss practical issues relating to how they undertake organiser tasks with head office.

A further session gave the facts around membership density, broken down by brigade and also shown as a national statistic. Organisers discussed the importance of density and the practicalities of building it. FBU head of education Lindsey McDowell collated feedback received and it is listed below:

K5 CSNC SECTION REPORT

This year the FBU's control staff national committee (CSNC) has continued to deal with issues that are important to our control members. The CSNC met twice with Incomes Data Research (IDR) to discuss the ongoing research into control pay. A delegation from CSNC attended annual conference in May 2019 and recall conference in July 2019.

CSNC reps supported control members who were on duty for the Grenfell tragedy and those who subsequently gave evidence to the inquiry. CSNC members joined the monthly silent walk in support of Grenfell victims and survivors on 14 November.

Conference 2019 carried one resolution from the CSNC. This resolution dealt with the issue of training in fire controls and, in particular, Fire Survival Guidance training.

Following the release of the Grenfell Inquiry Phase 1 Report, the CSNC met to prepare a contribution to assist the FBU's national response, particularly on 'Chapter 29: The Control Room'.

The CSNC met four times in 2019:

- 22-23 January
- 24-25 April
- 11-12 September
- 13-15 November.

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

K6 RETAINED SECTION REPORT

During the year the FBU's national retained committee (NRC) continued to campaign on behalf of the retained duty system (RDS) members. The committee submitted several reports to the executive to raise awareness of retained issues, including the growing trend of reduced crewing (riding three or fewer), recruitment and retention, retained membership and the retaining fee.

At annual conference, the NRC submitted three resolutions, two of which were carried with the third being withdrawn to support another. The two carried resolutions were on the retaining fee and on recruitment and organisation of the retained membership. On 14 September, an NRC delegation took part in the Grenfell silent walk.

The NRC attended the NFCC's on-call practitioners and steering group meetings during the year. NRC officials are constantly having to remind participants of the role of the NJC and of the fact that the FBU is the recognised negotiating body for anything contractual, including pay and duty systems.

The NRC held four business meetings during the year at head office in London:

- 2 February
- 29 June
- 14 September
- 30 November.

The NRC AGM was held prior to the November business meeting. A list of retained regional reps is found in Section L.

K7 OFFICERS' SECTION REPORT

During the last year the FBU Officers National Committee (ONC) has supported members on a range of officer issues and wider matters. FBU officer membership increased nationally through the work of the ONC. The union now has officer representatives in all but one region across the UK. However the committee still requires assistance from brigade, regional and sectional officials to achieve our goal of having a more diverse committee structure, representative of our officer membership.

During 2019 leading ONC officials represented members on the Middle Managers Negotiating Board (MMNB). The ONC made proposals to the MMNB with a view to making changes to Grey Book terms and conditions for flexi-duty officers on working past the end of a shift, overtime on public holidays and recall to duty rates of pay. The impact of the Finance Act 2017 on flexi-duty officers was suspended, but is due to go live on 6 April 2020. Many fire and rescue services across the UK have changed their car schemes through pressure from FBU officer members. The ONC is campaigning for legislation to exempt officers from the unintended consequences of this law.

In March, the ONC delivered our first critical witness support development course, designed to support officers who may be called to give evidence at a public enquiry or court of law. To support and underpin its work, the ONC published its 2020-21 ONC strategic plan. During conference, the ONC remitted one resolution and withdrew the other.

The ONC met four times during the year:

- 18 February in London
- 10 June in York
- 9 October in London
- 19 December in London.

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

K8 MEMBERSHIP SERVICES

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

- Legal protection from Thompsons Solicitors
- Home, travel, car and pet insurance from UIA Mutual
- Cycle insurance 15% discount from Velosure
- A health cash plan from BHSF
- Up to 30% off brand new cars
- Union prepaid plus card
- UnionRewards.com for online shopping
- Financial planning advice from Lighthouse
- 15% off Brook Hotels room bookings
- Discounts on entertainment and more from Rewards for Rescue.

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

K9 MEMBERSHIP STATISTICS

STATISTICS AS AT 31 DECEMBER 2019

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Head office	National official	4	–	–	–	4	4	–	–	4	4	–	4	4	–	4
Total		4	–	–	–	4	4	–	–	4	4	–	4	4	–	4
1	Scottish	3,225	1,004	157	1	4,387	3,469	148	770	4,387	4,235	152	4,387	4,011	376	4,387
Total		3,225	1,004	157	1	4,387	3,469	148	770	4,387	4,235	152	4,387	4,011	376	4,387
2	Northern Ireland	798	694	55	–	1,547	188	611	748	1,547	1,513	34	1,547	1,445	102	1,547
Total		798	694	55	–	1,547	188	611	748	1,547	1,513	34	1,547	1,445	102	1,547
3	Cleveland	283	50	14	2	349	55	222	72	349	319	30	349	315	34	349
3	Durham	263	63	18	1	345	170	134	41	345	309	36	345	314	31	345
3	Northumberland	104	103	15	2	224	78	139	7	224	224	–	224	191	33	224
3	Tyne and Wear	524	9	20	–	553	97	313	143	553	535	18	553	499	54	553
Total		1,174	225	67	5	1,471	400	808	263	1,471	1,387	84	1,471	1,319	152	1,471
4	Humberside	422	136	27	13	598	340	188	70	598	544	54	598	539	59	598
4	North Yorkshire	230	101	7	5	343	152	76	115	343	306	37	343	319	24	343
4	South Yorkshire	499	41	19	8	567	97	381	89	567	539	28	567	511	56	567
4	West Yorkshire	794	35	14	9	852	282	257	313	852	783	69	852	793	59	852
Total		1,945	313	67	35	2,360	871	902	587	2,360	2,172	188	2,360	2,162	198	2,360
5	Cheshire	345	96	32	11	484	416	30	38	484	466	18	484	414	70	484
5	Cumbria	171	146	–	–	317	182	67	68	317	284	33	317	292	25	317
5	GMC	1,235	–	–	2	1,237	797	351	89	1,237	1,216	21	1,237	1,161	76	1,237
5	Isle of Man	27	52	–	–	79	47	2	30	79	67	12	79	75	4	79
5	Lancashire	580	203	–	1	784	464	246	74	784	771	13	784	724	60	784
5	Merseyside	484	–	24	20	528	320	170	38	528	472	56	528	450	78	528
Total		2,842	497	56	34	3,429	2,226	866	337	3,429	3,276	153	3,429	3,116	313	3,429
6	Derbyshire	328	172	28	5	533	271	162	100	533	504	29	533	471	62	533
6	Leicestershire	298	55	9	–	362	186	115	61	362	353	9	362	341	21	362
6	Lincolnshire	166	248	16	4	434	313	69	52	434	417	17	434	386	48	434
6	Northamptonshire	171	30	4	–	205	43	133	29	205	200	5	205	187	18	205
6	Nottinghamshire	413	135	–	15	563	223	258	82	563	543	20	563	518	45	563
Total		1,376	640	57	24	2,097	1,036	737	324	2,097	2,017	80	2,097	1,903	194	2,097
7	Hereford and Worcester	173	73	15	2	263	164	25	74	263	248	15	263	229	34	263
7	Shropshire	135	64	11	1	211	84	59	68	211	196	15	211	194	17	211
7	Staffordshire	249	150	1	16	416	194	152	70	416	392	24	416	373	43	416
7	Warwickshire	164	27	12	–	203	54	48	101	203	189	14	203	176	27	203
7	West Midlands	1,103	–	48	–	1,151	517	471	163	1,151	1,036	115	1,151	1,011	140	1,151
Total		1,824	314	87	19	2,244	1,013	755	476	2,244	2,061	183	2,244	1,983	261	2,244
8	Mid and West Wales	333	225	24	–	582	280	244	58	582	559	23	582	534	48	582
8	North Wales	237	317	26	4	584	326	190	68	584	573	11	584	512	72	584
8	South Wales	751	263	31	–	1,045	578	376	91	1,045	964	81	1,045	990	55	1,045
Total		1,321	805	81	4	2,211	1,184	810	217	2,211	2,096	115	2,211	2,036	175	2,211
9	Bedfordshire	232	43	14	4	293	121	119	53	293	271	22	293	257	36	293
9	Cambridgeshire	209	60	13	–	282	131	62	89	282	261	21	282	253	29	282
9	Essex	562	153	23	–	738	398	241	99	738	709	29	738	692	46	738
9	Hertfordshire	328	43	16	1	388	207	138	43	388	369	19	388	360	28	388
9	Norfolk	223	135	15	–	373	191	165	17	373	365	8	373	350	23	373
9	Suffolk	146	105	–	–	251	145	82	24	251	230	21	251	234	17	251
Total		1,700	539	81	5	2,325	1,193	807	325	2,325	2,205	120	2,325	2,146	179	2,325
10	London	4,562	–	26	–	4,588	2,684	1,544	360	4,588	4,318	270	4,588	4,218	370	4,588
Total		4,562	–	26	–	4,588	2,684	1,544	360	4,588	4,318	270	4,588	4,218	370	4,588

STATISTICS AS AT 31 DECEMBER 2019

Region	Brigade name	Wholetime	Retained	Control	Non-Grey Book	Total	Political levy	Political levy no affiliation	No political levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
11	Berkshire	333	23	28	9	393	225	100	68	393	378	15	393	349	44	393
11	Buckinghamshire	206	39	-	1	246	157	14	75	246	237	9	246	231	15	246
11	East Sussex	294	60	17	9	380	119	56	205	380	348	32	380	343	37	380
11	Hampshire	425	75	27	-	527	149	165	213	527	481	46	527	485	42	527
11	Isle of Wight	68	58	-	-	126	55	46	25	126	126	-	126	121	5	126
11	Kent	590	196	17	4	807	348	151	308	807	781	26	807	753	54	807
11	Oxfordshire	191	130	1	-	322	193	35	94	322	298	24	322	295	27	322
11	Surrey	417	33	18	-	468	311	113	44	468	460	8	468	437	31	468
11	West Sussex	258	66	1	1	326	206	64	56	326	315	11	326	304	22	326
Total		2,782	680	109	24	3,595	1,763	744	1,088	3,595	3,424	171	3,595	3,318	277	3,595
12	Avon	395	91	32	-	518	213	201	104	518	454	64	518	466	52	518
12	Cornwall	177	151	16	1	345	97	134	114	345	335	10	345	326	19	345
12	Devon and Somerset	468	326	30	-	824	301	160	363	824	741	83	824	760	64	824
12	Dorset and Wiltshire	348	190	18	3	559	206	231	122	559	524	35	559	516	43	559
12	Gloucestershire	116	35	9	-	160	60	37	63	160	153	7	160	123	37	160
Total		1,504	793	105	4	2,406	877	763	766	2,406	2,207	199	2,406	2,191	215	2,406
Grand Total		25,057	6,504	948	155	32,664	16,908	9,495	6,261	32,664	30,915	1,749	32,664	29,852	2,812	32,664

SECTION L

INTERNAL ADMINISTRATION

L1 INTRODUCTION

During 2019 the FBU organised a large number of elections, as part of the democratic renewal of the organisation. The executive council records our thanks to those who have served and welcomes those elected to represent our members.

The executive council met 38 times during the year. The finance and administration committee (FAC) monitored the finances of the union. The Firefighters 100 Lottery and Red Plaque project continued to flourish during the year.

L2 EXECUTIVE COUNCIL MEETINGS

17 January 2019	11 April 2019	20 June 2019	27 November 2019
24 January 2019	30 April 2019	10 July 2019	3 December 2019
24 January 2019	14 May 2019	31 July 2019	3 December 2019
25 January 2019	15 May 2019	3 September 2019	4 December 2019
5 February 2019	16 May 2019	17 September 2019	5 December 2019
6 February 2019	11 June 2019	18 September 2019	5 December 2019
7 February 2019	12 June 2019	9 October 2019	5 December 2019
19 February 2019	12 June 2019	10 October 2019	17 December 2019
6 March 2019	18 June 2019	14 October 2019	
20 March 2019	19 June 2019	8 November 2019	

L3 EXECUTIVE COUNCIL ATTENDANCE RECORD

	POSSIBLE	ACTUAL	REASONS FOR NON-ATTENDANCE
Ian Murray (President)	38	35	2 – Other Union Business 1 – Family Leave
Matt Wrack (General secretary)	38	35	3 – Other Union Business
Andy Dark (Assistant general secretary)	38	37	1 – Other Union Business
EXECUTIVE COUNCIL MEMBERS			
Chris McGlone	38	35	2 – Annual Leave 1 – Excused Attendance under Procedure
Jim Quinn	38	38	
Andy Noble	38	35	1 – Excused Attendance under Procedure 1 – Annual Leave
Pete Smith	38	38	
Les Skarratts	38	38	
Ben Selby	38	34	1 – Excused Attendance under Procedure 1 – Family Leave 2 – Compassionate Leave
Matt Lamb	38	38	
Grant Mayos	15	15	
Cerith Griffiths	23	22	1 – Annual Leave
Brian Hooper	38	38	
Paul Embery	22	12	2 – Excused Attendance under Procedure 8 – Suspended
Steve White (acting)	1	1	
David Shek	12	11	1 – Annual Leave
Richard Jones	38	36	1 – Other Leave 1 – Travel Difficulties
Trevor French (acting)	30	28	1 – Annual Leave 1 – Family Leave
Trevor French	8	8	
NATIONAL OFFICERS			
Dave Green	38	33	2 – Other Union Business 3 – Family Leave
Tam McFarlane	38	37	1 – Other Union Business
Mark Rowe	8	8	
Sean Starbuck	38	30	5 – Other Union Business 3 – Sick Leave

L4 FINANCE AND ADMINISTRATION COMMITTEE

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

In 2019, the FAC met on the following occasions:

- 18 January
- 11 April
- 24 October.

Membership of the FAC comprised the following officials in 2019:

Matt Wrack	Ben Selby
Andy Dark	Les Skarratts
Ian Murray	Grant Mayos
Andy Noble	Chris McGlone
Jim Quinn	Dave Green

L5 ELECTIONS

ELECTION OF EXECUTIVE COUNCIL MEMBERS

Election of executive council member Scotland (region 1)

Number of voting papers returned	1406
Number of voting papers found to be invalid (blank/spoilt)	4
Denise Christie	672
Chris McGlone.....	730

Certified by Popularis Ltd 23 July 2019

Chris McGlone elected to office 23 July 2019

Election of executive council member Wales (region 8)

Number of voting papers returned	498
Number of voting papers found to be invalid (blank/spoilt)	4
Cerith Griffiths.....	363
Grant Mayos.....	131

Certified by Popularis Ltd 22 May 2019

Cerith Griffiths elected to office 22 May 2019

Election of executive council member London (region 10)

David Shek elected to office 4 October 2019

Election of executive council member South West (region 12)

Number of voting papers returned	720
Number of voting papers found to be invalid (blank/spoilt)	3
Karen Adams.....	272
Trevor French.....	445

Certified by Popularis Ltd 15 November 2019

Trevor French elected to office 15 November 2019

ELECTION OF REGIONAL AND SECTIONAL SECRETARIES

Election of regional secretary Northern Ireland (region 2)

Steven Boyd re-elected to office 14 January 2019

Election of regional secretary Northern Ireland (region 2)

Phil Millar elected to office 2 May 2019

Election of regional secretary Wales (region 8)

Arwel Roberts re-elected to office 15 August 2019

Election of NWC national sectional secretary

Nicola Hobbs elected to office 14 January 2019

Election of ONC national sectional secretary

Phil McDonald elected to office 20 March 2019

ELECTION OF REGIONAL AND SECTIONAL CHAIRS

Election of regional chair (elect) North East (region 3)

Jim Bittlestone re-elected to office 26 July 2019

Term of office commenced on 1 November 2019

Election of regional chair Yorkshire and Humberside (region 4)

Number of voting papers returned856

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

Neil Carbutt486

Stephen Howley370

Certified by Popularis Ltd 4 January 2019

Neil Carbutt elected to office 4 January 2019

Election of regional chair South West (region 12)

Guy Herrington re-elected to office 20 March 2019

Election of LGBT national sectional chair

Yannick Dubois re-elected to office 20 March 2019

Election of NWC national sectional chair

Louise Connell elected to office 20 March 2019

ELECTION OF REGIONAL TREASURERS

Election of regional treasurer Scotland (region 1)

Number of voting papers returned1468

Number of voting papers found to be invalid (blank/spoilt)1

Seona Hart818

Ian Sim649

Certified by Popularis Ltd 11 April 2019

Seona Hart elected to office 11 April 2019

Election of regional treasurer Northern Ireland (region 2)

David Nichol elected to office 20 March 2019

Election of regional treasurer Yorkshire and Humberside (region 4)

Gavin Marshall elected to office 10 April 2019

Election of regional treasurer North West (region 5)

Number of voting papers returned665

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

Andrew Fox-Hewitt.....421

John Muggleton244

Certified by Popularis Ltd 18 March 2019

Andrew Fox-Hewitt elected to office 18 March 2019

Election of regional treasurer West Midlands (region 7)

Sasha Hitchins re-elected to office 26 July 2019

Election of regional treasurer London (region 10)

Number of voting papers returned959

Number of voting papers found to be invalid (blank/spoilt)2

Jason Hunter.....541

Daniel Lawrie.....416

Certified by Popularis Ltd 14 January 2019

Jason Hunter elected to office 14 January 2019

Election of regional treasurer South West (region 12)

Val Hampshire re-elected to office 14 January 2019

L6 REGIONAL OFFICES AND OFFICIALS

REGION 1 – SCOTLAND

FBU Regional Office

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

Executive council member

Chris McGlone

Regional secretary

Denise Christie

Regional chair

Brian Cameron

Regional treasurer

Seona Hart

REGION 2 – NORTHERN IRELAND

FBU Regional Office

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

Executive council member

Jim Quinn

Regional secretary

Stephen Boyd (Jan-Mar)

Phil Millar

Regional chair

Dermot Rooney

Regional treasurer

David Nichol

REGION 3 – NORTH EAST

FBU Regional Office

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

Executive council member

Andy Noble

Regional secretary

Tony Curry

Regional chair

Russ King (Jan-Oct)

Jim Bittlestone

Regional treasurer

Dave Howe

Brigades

Cleveland
Durham

Brigade secretary

Dave Howe

Jim Bittlestone

Brigade chair

Karl Wager

Steve Hagar (Jan-Mar)

Holly Ferguson (Apr-Dec)

Dave Welsh

Steve Walker

Brian Harris

Northumberland
Tyne and Wear

Guy Tiffin

Russ King (Jan-Oct)

Wayne Anderson

REGION 4 – YORKSHIRE AND HUMBERSIDE

FBU Regional Office

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

Executive council member

Pete Smith

Regional secretary

Dave Williams

Regional chair

Neil Carbutt

Regional treasurer

Gavin Marshall

Brigades

Humberside
North Yorkshire

Brigade secretary

Gavin Marshall

Steve Howley

Brigade chair

Rob Vaux

Adam Lee (Jan-Feb)

Edmund Billing

Matt Nicholls

Mick Loney (Jan-Jun)

Dave Gillian

South Yorkshire
West Yorkshire

Neil Carbutt

Martyn Bairstow

REGION 5 – NORTH WEST

FBU Regional Office

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

Brigades

Cheshire
Cumbria
Greater Manchester

Isle of Man
Lancashire

Merseyside

Executive council member

Les Skarratts

Regional secretary

Mark Rowe (Jan-Nov)

Regional chair

Gary Keary

Regional treasurer

Steve Shelton (Jan-Mar)
Andrew Fox-Hewitt

Brigade secretary

Andrew Fox-Hewitt
Edward Burrows
Gary Keary

Peter Cain
Kevin Wilkie

Kevin Hughes

Brigade chair

John West
Shane Parkinson
Rob Grundy (Jan-Sept)
Ross Strother
Ian Alder
Andrew Hewitson (Jan-Aug)
Tom Cogley
Lee Hunter

REGION 6 – EAST MIDLANDS

FBU Regional Office

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

Brigades

Derbyshire
Leicestershire

Lincolnshire
Northamptonshire

Nottinghamshire

Executive council member

Ben Selby

Regional secretary

Adam Taylor

Regional chair

Marc Redford

Regional treasurer

Clare Hudson

Brigade secretary

Chris Tapp
Adam Taylor (Jan-Jun)
Mark Drinkwater
Richard Wright
Nick Ferrison (Jan-Jul)
Mark Jones
Mark Stilwell

Brigade chair

Tony Dempsey
Graham Vaux

Simon Thomas
Mark Jones (Jan-Jul)
Nick Ferrison
Dean Gillam (Jan-Oct)
Stephen Tucker

REGION 7 – WEST MIDLANDS

FBU Regional Office

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

Executive council member

Matt Lamb

Regional secretary

Andrew Scattergood

Regional chair

Richard Williams

Regional treasurer

Sasha Hitchins

Brigades

Hereford and Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands

Brigade secretary

Gareth Taylor
Kent Hallihan
Richard Williams
Stephen Rule
Steve Price-Hunt

Brigade chair

Trevor Connolly
Simon Morris
Mark Tattum
Neil Stuart
Sasha Hitchins

REGION 8 – WALES

FBU Regional Office

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

Executive council member

Grant Mayos (Jan-May)

Cerith Griffiths

Regional secretary

Cerith Griffiths (Jan-May)

Arwel Roberts

Regional chair

Alex Psaila

Regional official

Arwel Roberts (Jan-Aug)

Brigades

Mid and West Wales
North Wales
South Wales

Brigade secretary

Simon Jones
Duncan Stewart-Ball
Spencer Gray

Brigade chair

Dieniol Lloyd
Blythe Roberts
Steve Saunders

REGION 9 – EASTERN

FBU Regional Office

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

Executive council member

Brian Hooper

Regional secretary

Riccardo la Torre

Regional chair

Cameron Matthews

Regional treasurer

Mav Langdon

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Brigade secretary

Mark Woodworth
George White
Alan Chinn-Shaw
Darren Scotchford
Ben Jones
Roy Humphries

Brigade chair

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

REGION 10 – LONDON

FBU Regional Office

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

Executive council member

Paul Embery (Jan-Jul)
Steve White (acting)
Dave Shek

Regional secretary

Dave Shek (Jan-Oct)
Jon Lambe (acting)

Regional chair

Gareth Beeton

Regional treasurer

Jason Hunter

REGION 11 – SOUTH EAST

FBU Regional Office

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

Executive council member

Richard Jones

Regional secretary

Joe Weir

Regional chair

Mark Simmons

Regional treasurer

Andy Petch

Brigades

Berkshire
Buckinghamshire
East Sussex

Hampshire
Isle of Wight
Kent

Oxfordshire
Surrey
West Sussex

Brigade secretary

Steve Collins
Greg O'Neill
Mark Brown (Jan-Sept)
Steve Oakman
Gary Jackson
Spencer Cave
Mark Simmons

Josie Fullerton
Lee Belsten
Anthony Walker

Brigade chair

Paul Mortimer
Chris Wycherley
Simon Herbert

Mark Chapman
Peter Mawhood
Rob Sherwood (Jan-Jun)
Rob Parkin
James Harris
Jamie Devey
Mick Cambers

REGION 12 – SOUTH WEST

FBU Regional Office

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

Executive council member

Tam McFarlane (Jan-Jul)
Trevor French

Regional secretary

Trevor French (Jan-Oct)
Guy Herrington

Regional chair

Brent Thorley (Jan-Feb)
Guy Herrington

Regional treasurer

Val Hampshire

Brigades

Avon
Cornwall
Devon and Somerset
Dorset and Wiltshire
Gloucestershire

Brigade secretary

Gary Spindler
Stuart Pulley
James Leslie
Karen Adams
Scott Turner
Ben Gwyer

Brigade chair

Steve McGreavy
Guy Herrington
Scott Young
Kate Scott
Vacant

EQUALITY SECTION REPRESENTATIVES

	B&EMM	LGBT	NWC
Secretary	Joseph Mendy	Pat Carberry	Nicola Hobbs
Chair	Cameron Matthews	Yannick Dubois	Louise Connell
Region 1	Walid Thabet	Nicola Morrow	Colleen Murray Rachel Rogers
Region 2	Vacant	Karen McDowell	Jess Doran
Region 3	Gavin Meisuria	Linzi Blake	Holly Ferguson
Region 4	Vacant	Rebecca Savin	Louise Connell
Region 5	Leila Asoko	Vacant	Caroline Sturgess
Region 6	Ronnie Stanley	Maria Buck	Clare Hudson
Region 7	Leon Johnson	Stephen Riddell	Louise Fletcher
Region 8	Vacant	Vacant	Becci Newton
Region 9	Tariq Khan	Vacant	Vacant
Region 10	Karen Bell	Vacant	Kathryn Duncan
Region 11	Vacant	Jaye Kaye	Robyn Richardson
Region 12	Enrico Temple	Sharon Lewis-King	Diane Critchlow

TRADE SECTION REPRESENTATIVES

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

OTHER REPRESENTATIVES

	Education and learning	Fairness at work	Health and safety
Region 1	Ian McGregor	Joseph Mendy	Dave Hart
Region 2	Phil Millar	Rod O'Hare	Dermot McPoland
Region 3	Russ King	Sarah Gartland	Karl Wager
Region 4	Mick Thompson	Dave Gillian	Greg Tucker George Peers
Region 5	Stuart Guy	Steve Wiswell	Ian Kennedy
Region 6	Laura Wilton Stephen Tucker	Carina Peel Sarah Turner	Mark Hudson
Region 7	Jane Gummery	Jayne Mason	Louise Fletcher
Region 8	Hannah Lodder	Andrew Hearne	Simon Fleming
Region 9	Martin Harding	Peter Greeves	Steve Kerridge John Blakemore
Region 10	Vacant	Vacant	Gareth Beeton
Region 11	Jo Foot	Lee Belsten	Martin Hyndman
Region 12	Vacant	Vacant	Dave Roberts
B&EMM	Vacant	Vacant	Gavin Meisuria
CSNC	Lynda Rowan-O'Neill	Vacant	Lynda Rowan-O'Neill
LGBT	Yannick Dubois	Vacant	Pat Carberry
NRC	Diane Critchlow	Vacant	Tam Mitchell
NWC	Vacant	Vacant	Clare Hudson
ONC	Vacant	Vacant	Greg Ashman

L7 RETIRED OFFICIALS

Kevin Brown	Executive council member region 5
Steve Shelton	Standing orders committee chair and regional treasurer region 5
Stephen Boyd	Regional secretary region 2
Russ King	Regional chair region 3
Sandra Brown	CSNC chair
Andrew Hewitson	Brigade chair Lancashire
Derek MacLeod	Brigade chair Hertfordshire
Rob Sherwood	Brigade chair Kent
Mick Cambers	Brigade chair West Sussex

L8 FINAL APPEALS COMMITTEE

Region/Section	Name
1	Denise Christie
2	Dermot Rooney
3	Tony Curry
4	Neil Carbutt
5	Mark Rowe
6	Marc Redford
7	Richard Williams
8	Cerith Griffiths
9	Riccardo la Torre
10	Jason Hunter
11	Joe Weir
12	Guy Herrington
B&EMM	Joseph Mendy
ONC	Phil McDonald
NRC	Paul Revill
CSNC	Lynda Rowan O'Neill
NWC	Nicola Hobbs
LGBT	Pat Carberry

L9 UNION TRUSTEES

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

L10 POLITICAL FUND

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

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

L11 COMMUNICATIONS REPORT

The communications department is responsible for all external communications, campaigning and communicating with the media, members, key influencers and the public. The department is responsible for all national communications channels inclusive of the FBU website, social media – Facebook, twitter and YouTube, bi-monthly *Firefighter* magazine, *Rollcall*, campaign resources, online content and media relations.

Media coverage on Grenfell remained high in 2019, and continues to be a key theme for the union's reputation externally. At FBU Conference 2019, delegates mandated the union to initiate a national campaign titled 'Grenfell Never Again', to pull together the campaigning demands of the union's work in the inquiry and with the community. The campaign was launched on the second anniversary of the fire, in partnership with the *Daily Mirror*, and received widespread national coverage in print, online and among MPs and Parliament. The campaign's demands formed the basis of a petition, which has amassed nearly 13,000 signatures, through the TUC's megaphone site. The campaign branding has been utilised by members to show solidarity with the Grenfell community at silent walks and at other external events, including Durham Miners' Gala and Tolpuddle. It has been a key tool for engaging with officials and other members, and formed part of education events for members. We have used the campaign demands to put political pressure on the government on specific areas of building and fire safety, and have used the campaign to engage with politicians at Labour and TUC conferences.

The communications team have prioritised the e-newsletter *Rollcall*, ensuring frequent and engaging content delivered straight to inboxes. In 2019, the subscription to *Rollcall* increased by nearly 3,000. In addition, and in the absence of a membership email system, we have created workaround solutions to reach our members via email regarding ballots, both nationally and in Scotland, producing good online turnouts.

Engagement has continued to increase on social media, gaining 5,000 new followers on Twitter in the past year. For the first time, we have trialled social media adverts to increase engagement with members, notably to increase participation in the survey on contaminants, which secured more than 10,000 responses.

At the TUC Communications Awards, the union won 'Best designed publication' for the centenary ceremony brochure 'Celebrating 100 years of service' and highly commended for *Firefighter* magazine in 'Best membership communication – print journal'.

Firefighter magazine continues to be a key communications tool with members. Features in 2019 included the union's successful pensions win, the impact of climate change internationally and in the UK, the Grenfell Tower Inquiry, red plaque unveilings and research on contaminants with the University of Central Lancashire. Internationally, we interviewed Brendan Woodhouse, a firefighter who works with an NGO rescuing refugees in the Mediterranean and supported Miguel Roldan, a Spanish firefighter who faced prison time for doing the same humanitarian work.

The Firefighters Story, a film to mark the FBU's centenary in 2018, became available online late in the year, and has nearly 6,000 views. The film has been used across the UK for recruiting new members.

L12 RESEARCH REPORT

The research and policy department works to the priorities of annual conference and the executive council, under the direction of the general secretary and national officers.

The department assisted elected officials with their interventions at Westminster (including the general election). This included providing the secretariat for the union's parliamentary group, attending all-party parliamentary groups on fire matters, the production of the *Fire and Rescue Service Matters* bulletin and assisting with lobbies of MPs. The department assisted officials with the general election, which is subject to severe financial and administrative burdens for trade unions.

A major part of the department's work involves drafting submissions to Westminster government consultations and Westminster legislation, including those on the building regulations, the Regulatory Reform (Fire Safety) Order 2005 and other submissions (see Section D). The department also assisted FBU officials with submissions to the Scottish fire and rescue service. It monitored developments on police and crime commissioners and assisted local and regional officials tackling these issues (see Section E).

The Grenfell Tower Inquiry (GTI) again made enormous demands on the union, its representatives and its members during the year. The department assisted the general secretary and national officers with a range of work, including the FBU's response to the GTI's phase 1 report, preparation for phase 2 of the inquiry (beginning in January 2020), coordination with the FBU's legal team and assistance with briefing MPs (see Section E).

The research and policy department assisted national officers with health and safety work. The department assisted with the contaminants project at the pilot stage and with the roll out of the full survey. Similarly, the department assisted with commissioning the union's work on firefighters' mental health (see Section C).

The research and policy department assisted leading elected FBU officials with interventions into the TUC Congress, Labour Party conference, the LGA conference and other major events. It also continued with the archives and records management project, aimed at improving head office and regional office record keeping, as well as the preservation of the union's historic materials.

L13 RED PLAQUE PROJECT

The Red Plaque project was initiated by the FBU in 2017. The first plaque, honouring the lives of London firefighters Billy Faust and Adam Meere, was unveiled on 1 December 2017.

The aims of the red plaque project are:

- For local firefighters to better remember and honour the bravery and sacrifice of firefighters who gave their lives in the line of duty
- For bereaved families and relatives to know their loved one's sacrifice is remembered
- For local communities, elected representatives and passing visitors to remember the ultimate sacrifice of fallen firefighters or significant incidents where firefighters saved lives or property and by so doing reflect on the dedication, commitment and sacrifices of firefighters everywhere.

The project has proved highly successful to date, capturing the imagination and support of FBU members, the families of those honoured and the wider fire service community. As each plaque is unveiled, it creates interest in the project and generates further requests. The role of the union is highly appreciated by family members and FBU members alike.

To date, 18 red plaques have been laid with a further eight proposed. A dedicated page on the FBU website is also under development.

L14 FIREFIGHTERS 100 LOTTERY

The Firefighters 100 Lottery was set up to support firefighters, bereaved families and the firefighting profession. The union commissioned an external lottery company, Gatherwell Ltd, to independently manage the sales of tickets, weekly draws and paying out prizes. Each lottery ticket has remained at £1, with at least 50% going to support good causes, 20% for the weekly prize draw winner, 6% for second prize and 3% for third. This year the lottery maintained more than 5,000 average weekly ticket sales throughout the year. The prize structure was expanded to provide more winners for each draw.

Since it was launched three years ago, the Firefighters 100 Lottery has raised more than £435,000 for good causes. Over the same period it has paid out more than £250,000 in cash prizes to supporters – about £1,500 a month.

The Firefighters 100 Lottery is co-funding research into contaminants that can cause firefighter cancers. The project was successfully piloted and launched nationally in the last year (see Section C). The lottery has continued to fund the commemorative plaques scheme to honour firefighters who have died in action. During 2019 plaques were laid for firefighters killed in the line of duty in Scotland, West Yorkshire, Cambridgeshire, London, Hampshire and Cornwall.

L15 FBU ONLINE SHOP

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

The shop is under regular review and a number of changes have been made, driven by members’ feedback. These include the ability to pay for goods online via PayPal, a reassessment of postage and packaging costs, the introduction of new ranges and the introduction of online promotions around certain events such as Firefighters Memorial Day. A number of professional photoshoots to advertise the goods have also been undertaken, using FBU members within the context of a fire station.

The shop has achieved significant success with a continued increase in sales throughout 2019. In addition, the union has been approached by UK sports firm Endura who have supplied high quality sports gear for sale in the shop as part of their solidarity and support to firefighters.

L16 TRADE UNION RELEASE AND CONDUCT OF SENIOR OFFICIALS

The executive council discussed trade union release and conduct of senior officials of the FBU at its meeting on 31 July 2019. The executive council agreed the following statement, which was then issued as an all members circular on 1 August (2019HOC0400MW):

TRADE UNION RELEASE OF SENIOR OFFICIALS OF THE FIRE BRIGADES UNION

The Executive Council did not believe that this statement should have been necessary. The principles set out in it are so self-evident that they should not have required to be set out in writing. Nevertheless, recent events have highlighted the need to reiterate some basic principles around which the Fire Brigades Union operates and the expectations that are made of senior officials of the union.

The FBU is a Voluntary Organisation

The Fire Brigades Union is a voluntary and lay-led organisation. This means that the rule book only allows for five officials employed by the union. The overwhelming majority of officials remain employed by their fire and rescue service. As such the union has always relied on the voluntary activity of large numbers of officials. This work is overwhelmingly conducted outside of normal working time and depends on the demands of campaigning, negotiating and representing members. Without this voluntary effort by large numbers of voluntary lay officials across the organisation, the union could not function.

Trade Union Leave

The demands of trade union duties and activities on various officials within the FBU mean that employers agree to release some officials from normal fire service duties. Some of this release is covered by statutory rights, other areas may not be. There are various mechanisms by which release is organised; these may include a set number of hours up to full release. These arrangements have been under a great deal of attack in recent years in many fire and rescue services, making it more difficult for FBU officials to be given the appropriate time at brigade level to represent and negotiate on behalf of members.

National and Regional Arrangements

At national level (Executive Council members) and regional level (normally the Regional Secretary), it has sometimes become necessary to reach agreements with employers to pay reimbursement to the employer for the release of the relevant FBU official. This is a costly process using money from FBU members' union contributions. These issues have been debated several times at recent conferences and as a result, the Executive Council takes management of these costs and all related matters, extremely seriously.

Outside Employment or Paid Work by Senior FBU Officials

The Executive Council is aware that due to the pressures of the cost of living and a decade long squeeze on real wages, some FBU members have had to undertake outside employment. The union campaigns to improve pay and conditions so that such additional earning should not be necessary. Nevertheless, the policy set out here does not relate to the activities of non-officials.

This statement does not address the activities of officials of the union other than those set out below.

To be clear, the policy set out here applies only to FBU officials who are on trade union release where the employer is reimbursed by the FBU. It applies to all members of the Executive Council and all Regional Secretaries.

None of these categories of FBU official shall undertake any outside employment or paid work of any kind.

If any doubt arises as to whether this policy applies, the matter should be raised with the General Secretary and President.

SECTION M

FINANCIAL ACCOUNTS

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2019

M1 INTRODUCTION

GENERAL SECRETARY'S AND NATIONAL TREASURER'S INTRODUCTION

2019 ACCOUNTS

In 2019 our total income was £10.93m (2018 – £10.95m) and our running costs £10.05m (2018 – £10.47m). This gave us an operating surplus of £877.5k (2018 – £481k), before actuarial pension adjustments. The surplus after actuarial pension adjustments was £173.5k (2018 – £1.22m) and our general fund surplus has increased to £2.45m (2018 – £2.01m).

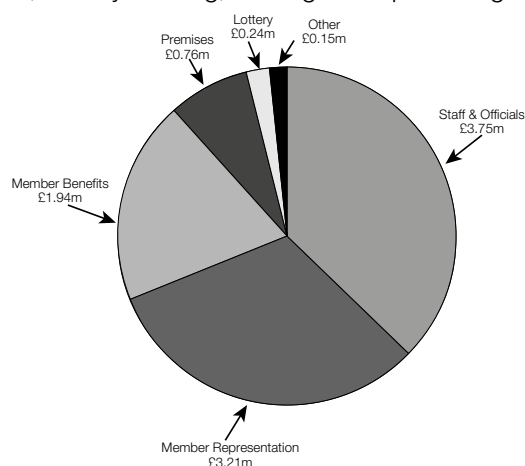
An adverse pension scheme actuarial adjustments of £704k (2018 – positive £744k) contributed to the reduction in the surplus of £173.5k (2018 – £1.22m). These adjustments are calculated using external factors completely out of our control and therefore cannot be forecast with any accuracy and do vary significantly from year to year.

During 2019 our ordinary membership levels fell by 33 [0.001%] (2018 – 345, 1%) to 32,664 (2018 – 32,697). Membership income from contributions increased to £9.8m (2018 – £9.5m) due mainly to the increase in the contribution rates in 2019.

Our running costs decreased by £417k (2018 – £511k increase) during 2019 and this was mainly due to £721k (2018 – £230k loss) in the positive revaluation of investments.

Set out below is a chart which shows a breakdown of our expenditure for 2019. As you can see the bulk of our expenditure is in three areas, namely: staffing, running costs protecting our members' interests, and member benefits.

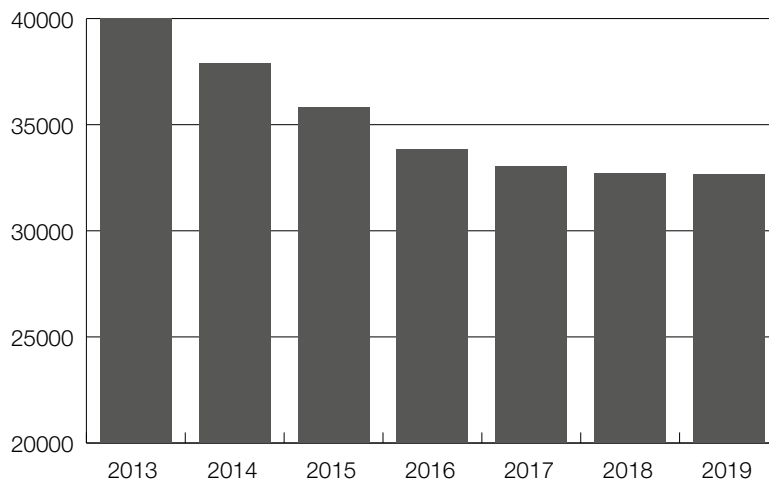
Expenditure £10.05m



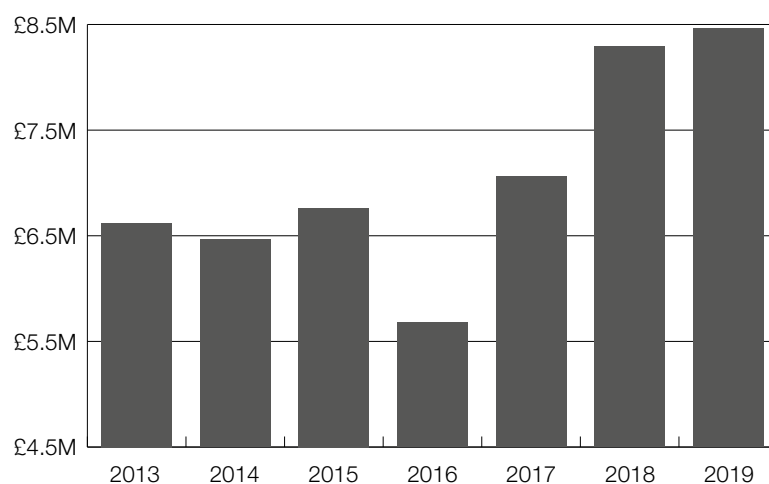
As a result of the overall surplus of £173.5k for 2019, our funds have now increased from £8.29m to £8.47m. This is made up of the accident and injury fund £5.28m, political fund £580k, general fund £2.45m and the lottery fund £152k

7 YEAR TRENDS

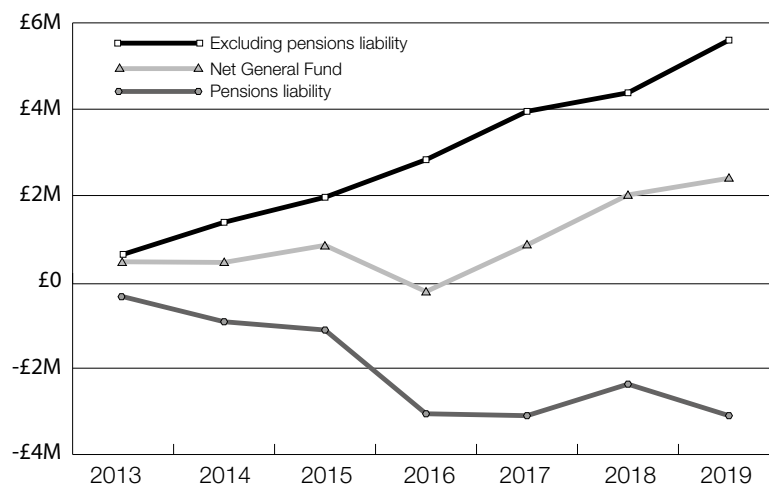
Number of members



Total funds



General Fund



GENERAL FUND BUDGET 2020

We have taken a prudent approach to the preparation of the 2020 budget by gaining increased knowledge from prior years positive outcomes against budgets. Whilst the 2020 budget is projecting a lower operating surplus than the prior year, this is to ensure the budget reflects the increased investment in member representation and support, whilst still contributing to the long term sustainability of the general fund.

The budget for 2020 is summarised below:

	£'000
Income	
Contributions	8,313
Other	177
Total	8,490
 Expenditure	
Members benefits and associated (note 1)	1,098
Staff and officials	3,312
Member representation (note 2)	2,551
Premises (note 3)	599
Other (note 4)	699
Total	8,259
 Operating surplus	 231

The Executive Council has recently taken action to reduce the adverse effect that the COVID-19 pandemic could potentially have on the Union.

Senior management have been tasked with ensuring that the key areas of need and risk are appropriately managed and funded. Early assessments indicate that membership levels will hold up, and that the recent decisions made by the Executive Council to cease all travel, and delay elections, conferences and educational activities should ensure that the Union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing the financial statements.

Summary of financial results of the last 5 years

	2019	2018	2017	2016	2015
	£'000	£'000	£'000	£'000	£'000
Income					
Contributions	9,762	9,540	9,576	9,890	10,338
ULF grants	728	978	1,279	979	764
Other	437	430	446	137	89
	10,927	10,948	11,301	11,006	11,191
Expenditure					
Members benefits (note 1)	1,764	1,569	1,587	1,957	1,826
Staff and officials	3,747	4,295	4,332	4,282	4,155
Member representation (note 2)	2,668	2,846	2,697	2,707	3,302
Premises (note 3)	588	792	738	829	943
Other (note 4)	1,283	965	602	358	405
	10,050	10,467	9,956	10,133	10,631
Operating surplus	877	481	1,345	873	560
Pension adjustments	(704)	744	42	(1,959)	(257)
Overall result	173	1,225	1,387	(1,086)	303
General fund	2,448	2,014	936	(225)	846
Accident & injury fund	5,282	5,504	5,435	5,242	5,236
Political fund	581	659	592	640	681
Lottery	152	113	102	20	–
Total funds	8,463	8,290	7,065	5,677	6,763

Notes:

1 Includes the cost of 'Firefighter'

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

3 Includes depreciation.

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



Matt Wrack
General Secretary



James Quinn
National Treasurer

Date 20 May 2020

M2 ACCOUNTS AND FINANCIAL STATEMENTS

STATEMENT OF THE EXECUTIVE COUNCIL'S RESPONSIBILITIES

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

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

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

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

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

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

OPINION

We have audited the financial statements of The Fire Brigades Union (the 'Union') for the year ended 31 December 2019 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2019 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

USE OF OUR REPORT

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

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

OTHER INFORMATION

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

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

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- A satisfactory system of control over transactions has not been maintained.
- The union has not kept proper accounting records.

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

We have nothing to report in this regard.

RESPONSIBILITIES OF THE EXECUTIVE COUNCIL

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

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

BDO LLP

Gareth Jones (Senior Statutory Auditor)

BDO LLP

Chartered Accountants Statutory Auditor
150 Aldersgate Street
London EC1A 4AB

Date 22 May 2020

STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2019

	Note	General fund £	Accident and injury fund £	Political fund £	Lottery fund £	Union learning fund £	2019 £	2018 £
Income								
Contributions	1(i)	8,230,608	1,298,014	233,848	–	–	9,762,470	9,539,795
Investment income		144,297	–	–	–	–	144,297	107,107
Grants		–	–	–	–	727,808	727,808	978,149
Other income	16	2,597	–	–	276,919	–	279,516	304,170
Commission received		7,035	–	–	–	–	7,035	11,957
VAT recoverable		6,460	–	–	–	–	6,460	6,623
		<u>8,390,997</u>	<u>1,298,014</u>	<u>233,848</u>	<u>276,919</u>	<u>727,808</u>	<u>10,927,586</u>	<u>10,947,801</u>
Expenditure								
Benefits	2	427,739	1,336,467	–	–	–	1,764,206	1,406,873
Conferences		271,784	–	6,263	–	–	278,047	366,250
Affiliations		152,109	–	48,125	–	–	200,234	188,516
'Firefighter'		178,937	–	–	–	–	178,937	162,603
Commissions		35,216	18,063	9,030	–	–	62,309	49,850
Union learning costs		–	–	–	–	299,966	299,966	501,549
Staff and officials	3	3,079,098	165,000	75,353	–	427,842	3,747,293	3,720,561
Member representation	4	2,496,353	–	171,916	–	–	2,668,269	2,241,612
Premises	5	587,689	–	–	–	–	587,689	621,426
Other expenditure	6	500,933	–	1,320	–	–	502,253	600,140
Depreciation	1(b)	177,255	–	–	–	–	177,255	170,196
Lottery good causes and prizes	16	–	–	–	237,561	–	237,561	266,684
Deficit/(surplus) on disposal of fixed assets		6,153	–	–	–	–	6,153	(1,200)
Surplus on disposal of investments	8a	(15,571)	–	–	–	–	(15,571)	(48,519)
(Surplus)/deficit on revaluation of quoted investments	8a	(721,012)	–	–	–	–	(721,012)	229,851
Deficit on revaluation of unquoted investments	8b	10,548	–	–	–	–	10,548	(82,560)
Defined benefit net interest cost	12	66,000	–	–	–	–	66,000	73,000
		<u>7,253,231</u>	<u>1,519,530</u>	<u>312,007</u>	<u>237,561</u>	<u>727,808</u>	<u>10,050,138</u>	<u>10,466,832</u>
Operating surplus (deficit) for the year		1,137,766	(221,516)	(78,159)	39,358	–	877,449	480,969
Other comprehensive income/(expense)								
Actuarial (loss)/gain on post employment benefit obligations		(1,724,000)	–	–	–	–	(1,724,000)	1,380,000
Return on assets less net interest		611,000	–	–	–	–	611,000	(830,000)
Experience gains		409,000	–	–	–	–	409,000	194,000
Total other comprehensive (expense)/income	12	(704,000)	–	–	–	–	(704,000)	744,000
Total comprehensive income/(expense) for the year		433,766	(221,516)	(78,159)	39,358	–	173,449	1,224,969

STATEMENT OF FINANCIAL POSITION

As at 31 December 2019

	Note	2019 £	2018 £
Fixed Assets	7	1,971,128	1,947,460
Investments	8	5,921,985	4,458,059
Long term loans	9	32,416	42,223
		7,925,529	6,447,742
Current assets			
Debtors	10	489,719	400,389
Cash at bank and in hand		5,212,903	5,267,170
Total current assets		5,702,622	5,667,559
Current liabilities	11	(2,019,045)	(1,459,644)
Net current assets		3,683,577	4,207,915
Total assets before pension liability		11,609,106	10,655,657
Defined benefit pension fund	12		
The Fire Brigades Union pension scheme		(3,235,000)	(2,688,000)
The Fire Brigades Union retirement and death benefits scheme		89,000	322,000
Net defined benefit pension liability		(3,146,000)	(2,366,000)
Total assets after pension liability		8,463,106	8,289,657
Represented by:			
General fund (excluding defined benefit pension liability)		5,593,902	4,380,136
Defined benefit pension liability		(3,146,000)	(2,366,000)
General fund		2,447,902	2,014,136
Accident and injury fund		5,282,474	5,503,990
Political fund		580,479	658,638
Lottery		152,251	112,893
Total funds		8,463,106	8,289,657

Movement in the union's funds are shown on page 100.



M. Wrack – General Secretary



I. Murray – President

Date 20 May 2020

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2019

	General fund £	Accident and Injury fund £	Political fund £	Lottery fund £	Total £
At 31 December 2017	935,839	5,434,822	591,652	102,375	7,064,688
Operating surplus for the year	334,297	69,168	66,986	10,518	480,969
Other comprehensive (expense)/income for the year					
Actuarial gains on post-employment benefit obligations	1,380,000	–	–	–	1,380,000
Return on assets less net interest	(830,000)	–	–	–	(830,000)
Experience gains	194,000	–	–	–	194,000
	744,000	–	–	–	744,000
At 31 December 2018	2,014,136	5,503,990	658,638	112,893	8,289,657
Operating surplus/(deficit) for the year	1,137,766	(221,516)	(78,159)	39,358	877,449
Other comprehensive (expense)/income for the year					
Actuarial losses on post-employment benefit obligations	(1,724,000)	–	–	–	(1,724,000)
Return on assets less net interest	611,000	–	–	–	611,000
Experience gains	409,000	–	–	–	409,000
	(704,000)	–	–	–	(704,000)
At 31 December 2019	2,447,902	5,282,474	580,479	152,251	8,463,106

STATEMENT OF CASH FLOWS

For the year ended 31 December 2019

	2019 £	2018 £
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year (page 98)	877,449	480,969
Depreciation	177,255	170,196
Deficit/(surplus) on disposal of fixed assets	6,153	(1,200)
Surplus on disposal of investments	(15,571)	(48,519)
(Surplus)/deficit on revaluation of quoted investments	(721,012)	229,851
Deficit/(surplus) on revaluation of unquoted investments	10,548	(82,560)
Change in debtors	(89,330)	234,885
Change in creditors	559,401	346,880
Change in pension liability	76,000	94,000
Cash flows arising from operating activities	880,893	1,424,502
Cash flows from investment activities		
Purchase of fixed assets	(222,910)	(173,970)
Proceeds from the sale of fixed assets	15,834	1,200
Purchase of investments	(1,203,059)	(1,475,953)
Sale of investments	465,168	435,962
Repayment of mortgages	9,807	9,147
Net cash used in investment activities	(935,160)	(1,203,614)
Net (decrease)/increase in cash and cash equivalents	(54,267)	220,888
Cash and cash equivalents at the beginning of the year	5,267,170	5,046,282
Cash and cash equivalents at the end of the year	5,212,903	5,267,170

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

1 Accounting Policies

- (a) These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). Income and expenditure is dealt with in the various fund accounts of the union.

At the date of approving these financial statements, The Executive Council acknowledges that the COVID-19 pandemic is creating significant difficulties in the worldwide economy.

The obligation to prepare these financial statements on a going concern basis has been considered by reference to budgets, forecasts and projected cash flows, as well as potential opportunities in relation to the controlled realisation of assets owned by the Union if required. In particular, the executive council has integrated the uncertainty surrounding the current COVID-19 pandemic within these budgets and forecasts for the year to 31 December 2020 and beyond.

The Union operates in a sector whose members are employees of public body funded organisations and, as such, membership levels are expected to remain relatively static during the pandemic. In preparing the budgets and forecasts for 2020 and beyond, due consideration has been given to all potential outcomes of the pandemic ("stress tested") and, after taking into account the recent decisions to cease all travel, and delay elections, conferences and educational activities, the executive council believe that the Union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing these accounts.

The financial statements do not include any adjustments that would be necessary if the forecasts are not achieved.

- (b) Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

Buildings	2.50%
Computer equipment	25%
Fixtures or fittings	10% or 20%
Motor vehicles	25%

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.

- (c) Rental payments in respect of operating leases are charged to the general fund income and expenditure account in the period in which they are incurred. Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the shorter period of the lease and the useful economic lives of the assets. The finance charges are allocated over the period of the lease and are charged to the income and expenditure account.

- (d) Investments are stated in the balance sheet on the following basis:

Quoted investments – at fair value, which is determined by reference to the quoted market price at the year end date.

Unquoted investments – at original cost or estimated current value as determined by either an independent third party or board of the bank (Unity Trust Bank).

Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received. Movements in the fair value of investments are included in the statement of comprehensive income.

- (e) Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.
- (f) Provisions for future expenditure are included in the accounts, only where the union has a present obligation to meet such expenditure.
- (g) Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax liabilities arising as a result of revaluations of the union's properties or investments.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

- (h) Value added tax (VAT) is only partially recoverable. The recoverable element is shown separately in the income statement. All expenditure is shown inclusive of VAT where applicable.
- (i) Contributions include those amounts receivable from members in respect of the year under review.
- (j) The union's pension schemes are defined benefit schemes.

The amounts charged to the income and expenditure account are the current service costs. Remeasurement comprising of actuarial gains and losses and the return on scheme assets are recognised immediately in other comprehensive income.

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

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

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

	2019 £	2018 £
2 Benefits		
Legal fees	171,113	168,149
Education	256,626	218,150
Accident and injury claims	1,336,467	1,020,324
Payments for support	-	250
	1,764,206	1,406,873
3 Staff and officials		
Salaries and national insurance contributions	1,860,693	2,011,519
Pension contributions	581,371	461,332
FRS102 pension scheme adjustment (note 12)	10,000	21,000
Officials' allowance	551,681	545,256
PAYE agreement	3,878	6,184
Trade union leave	739,670	675,270
	3,747,293	3,720,561
4 Member representation		
Travel	284,905	309,481
Mileage	308,090	345,557
Hotels	251,513	248,373
Subsistence and evening meals	351,416	347,703
Motor expenses	23,080	5,253
Other organising expenses	10	24,178
Reports, journals and subscriptions	70,357	74,595
Ballot expenses	120,857	31,337
Donations	217,480	70,897
Goods for presentations and campaigning	109,740	69,050
Communications	735,883	484,716
Printing and stationery	182,992	213,690
Advertising	11,946	16,782
	2,668,269	2,241,612
5 Premises		
Repairs and renewals	33,758	67,409
Office expenses	513,449	517,272
Insurance	40,482	36,745
	587,689	621,426
6 Other expenditure		
Bank charges and interest payable	19,607	30,537
Audit, pension audit and accountancy	53,320	44,000
Professional fees	429,326	525,603
	502,253	600,140

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

	Land & buildings £	Fixtures fittings & equipment £	Motor vehicles £	Total £
7 Fixed assets				
Cost				
1 January 2019	2,805,501	734,033	176,785	3,716,319
Additions	–	147,179	75,731	222,910
Disposals	–	–	(31,932)	(31,932)
31 December 2019	2,805,501	881,212	220,584	3,907,297
Depreciation				
1 January 2019	1,184,637	507,040	77,182	1,768,859
Charge for the year	57,100	82,373	37,782	177,255
Disposals	–	–	(9,945)	(9,945)
31 December 2019	1,241,737	589,413	105,019	1,936,169
Net book value				
31 December 2019	1,563,764	291,799	115,565	1,971,128
Net book value				
31 December 2018	1,620,864	226,993	99,603	1,947,460

	2019 £	2018 £
8 Investments		
Quoted equities and unit trusts (note 8a)	5,369,443	3,894,969
Unquoted equities (note 8b)	552,542	563,090
Fair value of total investments	5,921,985	4,458,059
a) Quoted equities and unit trusts		
Market value at 1 January	3,894,969	3,036,310
Additions at fair value	1,203,059	1,475,953
Disposal proceeds	(465,168)	(435,962)
Change in fair value of investments		
Realised surplus on sale of investments	15,571	48,519
Surplus/(loss) on revaluation of financial assets to fair value	721,012	(229,851)
Market value at 31 December	5,369,443	3,894,969
Historical cost at 31 December	3,425,282	3,671,820

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

8 Investments (continued)

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

b) Unquoted equities

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

235,500 Unity Trust Bank plc "A" ordinary shares.

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

	2019 £	2018 £
Market value at 1 January	563,090	480,530
(Deficit)/surplus on revaluation of financial assets to fair value	(10,548)	82,560
Market value at 31 December	552,542	563,090
Historical cost at 31 December	240,530	240,530

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

9 Long-term loans

	2019 £	2018 £
Mortgages repayable	9,381	19,188
Loans – co-op societies		
CRS London Ltd.	35	35
People's Press Printing Society Ltd.	20,000	20,000
Loans		
Scottish TUC	3,000	3,000
	32,416	42,223

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

10 Debtors

	2019 £	2018 £
Trade debtors	101,529	56,915
Other debtors	70,134	130,815
Prepayments	318,056	212,659
	489,719	400,389

11 Current liabilities

	2019 £	2018 £
Trade creditors	569,312	242,773
Other creditors	57,855	11,850
Accruals	1,391,878	1,205,021
	2,019,045	1,459,644

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

12 Defined benefit pension fund

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

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

	2019 £'000	2018 £'000
The Fire Brigades Union pension scheme		
Opening balance	(2,688)	(3,097)
Current service cost	(210)	(235)
Administration expenses	(102)	(123)
Contributions by the union	304	352
Total service cost	(8)	(6)
Net interest cost	(75)	(74)
Actuarial gain/(loss)	(464)	489
Closing balance	(3,235)	(2,688)

The Fire Brigades Union retirement and death benefits scheme

Opening balance	322	81
Current service cost	(147)	(146)
Administration expenses	(14)	(19)
Contributions by the union	159	150
Total service cost	(2)	(15)
Net interest credit	9	1
Actuarial (loss)/gain	(240)	255
Closing balance	89	322

Both schemes

Opening balance	(2,366)	(3,016)
Current service cost	(357)	(381)
Administration expenses	(116)	(142)
Contributions by the union	463	502
Total service cost	(10)	(21)
Net interest cost	(66)	(73)
Actuarial (loss)/gain	(704)	744
Closing balance	(3,146)	(2,366)

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

12 Defined benefit pension fund (continued)

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

	At 31.12.2019	At 31.12.2018
Rate of increase in salaries	1.5%	1.5%
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.2%	2.3%
Allowance for pension in payment increases of RPI or 5% if less	3.0%	3.3%
Allowance for pension in payment increases of CPI or 5% if less	2.2%	2.3%
Discount rate	2.0%	2.8%
Inflation rate (RPI)	2.9%	3.3%
Inflation rate (CPI)	2.3%	2.3%

The mortality assumptions are in accordance with CMI 2018 (1.25%).

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

	% of total Scheme assets	Value at 31.12.2019 £'000	% of total Scheme assets	Value at 31.12.2018 £'000
With profits fund	49%	4,697	47%	4,410
Secured annuities	51%	4,910	53%	5,027
Total market value of assets		<u>9,607</u>		<u>9,437</u>

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

	At 31.12.2019	At 31.12.2018
Rate of increase in salaries	2.0%	2.2%
Rate of increase for deferred pensioners	2.0%	2.2%
Rate of increase of pensions in payment	2.7%	3.1%

The mortality assumptions are in accordance with the S2PA CMI 2018 (1.25%).

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

	% of total Scheme assets	Value at 31.12.2019 £'000	% of total Scheme assets	Value at 31.12.2018 £'000
Cash	0%	33	1%	69
Annuities	50%	3,389	51%	3,139
Cash accumulation policy	10%	666	13%	770
Funds	40%	2,746	35%	2,169
Total market value of assets		<u>6,834</u>		<u>6,147</u>

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

12 Defined benefit pension fund (continued)

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

	2019 FBU RDB* scheme £'000	2019 FBU pension scheme £'000	2019 Total £'000	2018 FBU RDB scheme £'000	2018 FBU pension scheme £'000	2018 Total £'000
Present value of defined benefit obligation	(9,518)	(10,069)	(19,587)	(9,115)	(8,835)	(17,950)
Fair value of scheme assets	9,607	6,834	16,441	9,437	6,147	15,584
Net asset/(liability) recognised	89	(3,235)	(3,146)	322	(2,688)	(2,366)

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

Service costs	147	210	357	146	235	381
Administration expenses	14	102	116	19	123	142
Net interest (credit)/charge	(9)	75	66	(1)	74	73
Total recognised	152	387	539	164	432	596

Actual return on scheme assets	321	724	1,045	(278)	(163)	(441)
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The amounts recognised in other comprehensive income:

Actuarial (losses)/gains	(708)	(1,016)	(1,724)	578	802	1,380
Return on assets less net interest	59	552	611	(517)	(313)	(830)
Experience gains arising on the plan liabilities	409	–	409	194	–	194
Total recognised	240	(464)	(704)	255	489	744

* Retirement and death benefits

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

12 Defined benefit pension fund (continued)

Reconciliation of opening and closing balances of the present value of scheme liabilities:

	2019 FBU RDB scheme £'000	2019 FBU pension scheme £'000	2019 Total £'000	2018 FBU RDB scheme £'000	2018 FBU pension scheme £'000	2018 Total £'000
Scheme liabilities at 1 January	9,115	8,835	17,950	10,047	9,273	19,320
Current service cost	147	210	357	146	235	381
Expenses	14	–	14	19	–	19
Secured liability in members' names	–	–	–	–	–	–
Interest cost	253	247	500	238	224	462
Contributions by scheme participants	36	34	70	41	41	82
Settlements	–	–	–	–	–	–
Business combination	–	–	–	–	–	–
Actuarial (gain)/loss	299	1,016	1,315	(772)	(802)	(1,574)
Benefits paid	(346)	(273)	(619)	(604)	(136)	(740)
Scheme liabilities at 31 December	9,518	10,069	19,587	9,115	8,835	17,950

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

Fair value of scheme assets at 1 January	9,437	6,147	15,584	10,128	6,176	16,304
Expected return on scheme assets	262	172	434	239	150	389
Expenses	–	(102)	(102)	–	(123)	(123)
Actuarial gain/(loss)	59	552	611	(517)	(313)	(830)
Contributions by employer	159	304	463	150	352	502
Contributions by scheme participants	36	34	70	41	41	82
Benefits paid	(346)	(273)	(619)	(604)	(136)	(740)
Fair value of scheme assets at 31 December	9,607	6,834	16,441	9,437	6,147	15,584

NOTES TO THE ACCOUNTS

For the year ended 31 December 2018

12 Defined benefit pension fund (continued)

The Fire Brigades Union pension scheme

The most recently completed actuarial valuation of the Fire Brigades Union pension scheme as at 30 June 2016 showed a scheme funding deficit of £912,000. The union agreed to pay annual contributions of 17% of members' pensionable salaries, less the amount contributed by active members of the scheme each year. In respect of the scheme deficit as at 30 June 2016, the union has agreed to pay £106,000 a year for 7 years and 5 months. In addition, the union will pay £114,000 each year to cover administrative expenses and premiums for death in service lump sums associated with the scheme. This excludes the PPF levy which the union pays directly. Including future service costs, the union expects to pay around £365,000 to the scheme during the accounting year ending 31 December 2020.

The Fire Brigades Union retirement and death benefits scheme

The most recently completed actuarial valuation as at 31 October 2017 showed a scheme funding deficit of £468,000 and the union has agreed with the trustees that it will pay 77.8% of pensionable earnings in respect of the cost of accruing benefits. This includes an allowance to cover standard administration and management fees that are deducted annually from the scheme's assets. In addition, the union will pay amounts into the scheme equal to the levy payments made by the scheme to the Pension Protection Fund. Insurance premiums for death in service benefits and any fees other than standard policy charges are also payable in addition as and when they are due. In respect of the scheme funding deficit, the union will pay annual contributions of £51,000, increasing by 3% per annum to 31 October 2028. The member contributions are payable in addition at the rate of 15% of pensionable salary and the union expects to pay a total of £260,000 to the scheme during the accounting year ending 31 December 2020.

13 Taxation

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

14 Operating leases

As at 31 December 2019 the union has future commitments under non-cancellable operation leases as follows:

	2019 £	2018 £
Within one year	93,059	71,506
Between two and five years	143,211	178,765
In more than five years	–	–
Total	236,270	250,271

15 Key management personnel

Key management personnel compensation of £557,490 (2018 – £498,717) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions and employer pension contributions. See analysis of officials' salaries and benefits for a further breakdown of the key management personnel compensation.

NOTES TO THE ACCOUNTS

For the year ended 31 December 2019

16 Lottery

	2019 £	2018 £
Income	276,919	277,202
Expenditure		
Prizes and administration	136,453	144,053
Good causes	101,108	122,631
	237,561	266,684
Surplus for the year	39,358	10,518
Funds at beginning of the year	112,893	102,375
Funds at the end of the year	152,251	112,893

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

Good causes

FBU Garden 100 project	Celebrating the Past, Enhancing the Future London Fire Stations	9,798
University of Central Lancashire	Research to Lethal Diseases and Methods of their Prevention	83,333
FBU Memorial Plaque		300
S.P.I.D Theatre Company	Community Theatre	2,000
Red plaque — World War II plaque	Hampshire FRS	749
Hereford Cathedral Memorial plaque	John Davies and David Morris	500
Red plaque — Order of Service	John Humphries	801
Red plaque	Stephen Maynard	449
Red plaque	James Mair	449
Red plaque	Michael Gamble, John Appleby, Terence Breen, Trevor Carvosso and Alfred Smee	897
Red plaque	Jeff Naylor	461
Red plaque	Michael Sonny Liston	449
Red plaque	John Davies and David Morris	461
Red plaque	Ronald Dixon	461
		101,108

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

For the year ended 31 December 2019

Salaries

Name	Office held	Gross salary £	Equivalent rank	
Matt Wrack	General secretary	76,576	Area manager	Competent "B"
Andy Dark	Assistant general secretary	72,867	Area manager	Competent "A"
Sean Starbuck	National officer	66,531	Group manager	Competent "B"
David Green	National officer	67,391	Group manager	Competent "B"

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

Benefits

Name	Office held	Employer's N.I. cons. £	Employer's pension cons. £	Benefits in kind £
Matt Wrack	General secretary	9,449	59,576	7,260
Andy Dark	Assistant general secretary	8,871	56,691	8,261
Sean Starbuck	National officer	8,051	51,761	12,307
David Green	National officer	7,864	34,260	9,773

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

MEMBERS OF THE EXECUTIVE COUNCIL

For the year ended 31 December 2019

Benefits

Name	Office held	Officials' allowance rate per annum £
I. Murray	President	9,643
A. Noble	Executive council and vice-president	8,333
J. Quinn	Executive council and national treasurer	8,333

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

C. McGlone
P. Smith
L. Skarratts
B. Selby
M. Lamb
G. Mayos (to 22 May 2019)
D Shek (from 4 October 2019)
B. Hooper
C Griffiths (from 22 May 2019)
P. Embury (to 24 July 2019)
T. French (from 15 November 2019)
R. Jones
T. McFarlane (to 15 November 2019)

The union made reimbursement to local authorities of £739,670 (2018 - £675,270) in respect of trade union leave in connection with trade union duties by executive council members and regional officials.

Irregularity statement

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

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

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

The above statement is taken from the certification officer website.

SECTION N

OBITUARY

The executive council records with deep regret the deaths of the following members in 2019:

Name	Region	Brigade
James Brown	1	Scotland
Jason Walker	1	Scotland
Hilary Green	1	Scotland
Raymond Cheng	1	Scotland
Michele Fisher	1	Scotland
David Brown	2	Northern Ireland
Paul Crawford	2	Northern Ireland
Scott Smith	4	West Yorkshire
Ricardo Casey	5	Greater Manchester
Karen Land	6	Nottinghamshire
Daniel Pogson	6	Nottinghamshire
Johannes Gardener	8	Mid and West Wales
Michael Smith	9	Suffolk
Adam Kellingray	9	Essex
John Christopher	10	London
James Bell	10	London
Anthony Knott	10	London
Terence Godley	11	Kent
David Halls	11	Kent
Simon Constable	11	West Sussex
Mark Butler	11	West Sussex
Geoffrey Hodge	12	Cornwall



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