

The Fire Brigades Union



Executive Council's

Annual Report 2007

82nd Annual Conference

9th - 11th May 2007

FBU – Campaigning For You

**This report covers
2005 and 2006**



THE FIRE BRIGADES UNION

FOUNDED 1918

Affiliated to the Trades Union Congress
and Trades Councils

Executive Council's Annual Report to the 82nd Annual Conference 2007

President:	Mick Shaw
Vice-President:	Alan McLean
General Secretary:	Matt Wrack
Assistant General Secretary:	Andy Dark
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MICK SHAW
President from March 2007



MATT WRACK
General Secretary



ANDY DARK
Assistant General Secretary



ALAN McLEAN
Vice President



MIKE SMITH
(Acting) Treasurer May 2006



JOHN McGHEE
National Officer



PAUL WOOLSTENHOLMES
National Officer



DEAN MILLS
National Officer



RUTH WINTERS
President 2002 – February 2007

This report covers 2005 and 2006. The following officials left office during this period

ANDY GILCHRIST
General Secretary
until May 2005

MIKE FORDHAM
Assistant General Secretary
until September 2005

GEOFF ELLIS
National Officer
until April 2006

BRIAN JOYCE
Acting National Treasurer
until April 2006

Contents

President's Introduction

9

Section A

National Joint Council

A1	Introduction	11
A2	Pay Agreement – Implementation	12
A3	Pay Agreement – Implementation	14
A4	CPD negotiations	16
A5	Revised Allowances incl Car	28
A6	Disputes (NJC)	29
A7	NJC Constitution Review	29
A8	Technical Advisory Panel	35
A9	RAP	38
A10	Rank to Role	40
A11	Bounty Scheme	41

Section B

ODPM now DCLG

B1	Introduction	47
B2	Fire Safety – Introduction	47
B3	FBU Fire Safety Policy	47
B4	Government Departments – Fire Safety Responsibilities	48
B5	Regulatory Reform (Fire Safety) Order 2005	49
B6	Corporate Killing	52
B7	Fire Service College	53
B8	Firefighting at Sea	53
B9	HSW Committee	53
B10	Mass Decontamination (MD)	54
B11	High Volume Pumps (HVP's)	54
B12	Powered Respirator Protective Suit (PRPS)	55
B13	Urban Search and Rescue (USAR)	55
B14	IPDS	55
B15	Firefighter Selection – Physical Tests	56
B16	Practitioners' Forum	57
B17	Attacks on fire crews	57
B18	Integrated Risk Management Planning (IRMP)	59
B19	Building Disaster Assessment Group	63
B20	Fire and Rescue Statistics User Group	63
B21	National Framework	64
B22	Welsh Assembly Government Service Standards & Risk Reduction Planning (RRP)	64
B23	Select Committee	70

Section C

TU and Labour Movement

c1	Introduction	71
c2	Affiliations	71
c3	Institute of Employment Rights	72
c4	International Issues	72
c5	FBU Parliamentary Group	73
c6	ICTU 2005/2006	74
c7	STUC 2005/2006	74
c8	TUC 2005/2006	75
c9	TUC Black Workers Conference 2005/2006	77
c10	TUC LGBT Conference 2006	78
c11	Wales Labour Party Conference 2005/2006	79
c12	Wales TUC 2005/2006	80
c13	Women's TUC 2005/2006	80

Section D

Pensions

83

Section E

Accident and Injury Fund

87

E1	Accident and Injury Fund 2005	87
E2	Accident and Injury Fund 2006	87

Section F

Legal

91

Section G

Internal Administration

G1	Industrial Disputes	95
G2	B&EMM Committee Report 2005/2006	107
G3	B&EMM AGM 2005/2006	108
G4	CRAG	108
G5	Confidential Helpline	109
G6	CSNC Report 2005/2006	109
G7	CSNC AGM 2005/2006	110
G8	Executive Council Meetings 2005/2006	111
G9	EC Attendance Record 2005/2006	112
G10	Elections	114
G11	Final Appeals Committee	117
G12	Fairness at Work 2006	118
G13	E-bulletin	118
G14	FBU Website	118
G15	Firefighter magazine	119
G16	G&L Report 2005/2006	120
G17	G&L AGM 2005/2006	122
G18	Information Technology	125
G19	National Retained Committee Report 2005/2006	125
G20	National Retained Committee AGM 2005/2006	126
G21	NO2 Fire Deaths Campaign	126
G22	ONC Report 2005/2006	127
G23	ONC AGM 2005/2006	127
G24	Political Fund	130
G25	RAFT	130

G26	Regional Offices and Officials/National Sectional Committees Union Officials for 2007	131
G27	Retired Officials	138
G28	Union Trustees	138
G29	NWVC Annual Report 2005/2006	138
G30	Women Members' AGM 2005/2006	141
G31	Statistical Statement	146

Section **H**

Education

H1	Introduction	151
H2	B&EMM School Report 2006	151
H3	Gay & Lesbian Annual School 2006	152
H4	IRMP Training Seminars	152
H5	National Education Grants	153
H6	National School	153
H7	National School Dates	153
H8	TUC Day Release and Extended Course	154
H9	Tutors	154
H10	Union Learning Funds	154
H11	Women's National Schools	155
H12	WEA/ILO Study Days	155

Section **I**

Financial Accounts

I1	Foreword	157
I2	Financial Statement	157

Section **J**

Obituary

183



President's Introduction

It is both an honour and a pleasure to be writing this introduction to the Annual Report to the 2007 Annual Conference. In fact, due to no conference being held in 2006, this report covers a two-year period.

It has certainly been an eventful two years. We have seen strike action in four different brigades plus a successful strike ballot in a fifth. All of these disputes have been defensive reactions to attempts by employers to force through cuts in fire cover, job reductions and, in four of the five, new shift patterns. All of these disputes have seen such attempts modified as a result of our action. Whilst it is inspiring to see that our members in all parts of the country are prepared to fight to defend their jobs and working conditions and the service that we provide to the public, it is a matter of great concern that we are forced to take strike action so regularly in order to contain the management offensive that masquerades as "the modernisation agenda". There is nothing modern about requiring less people to do more work.

Almost four years after the 2003 Pay and Conditions Agreement, at the time of going to press it looks as if most of the outstanding matters from that agreement that have proved so difficult to resolve may be finally dealt with, in particular the issues of payment for Continual Professional Development; and the Constitution of the National Joint Council. It is now time to reach a new pay agreement with the national employers. Against a backdrop of Gordon Brown's restrictions on public sector pay, that will not be an easy task. The response from the employers to our claim for a continuation of the pay formula linking our increases to those received by the Associate Professional and Technical classification of employees will have been received by the time that Conference meets.

We have also – alongside our colleagues in all other public sector trade unions – had to deal with the highly topical issue of pensions. Although the establishment of a two-tier pension system for firefighters was entirely unwelcome, the protection that was achieved for existing members of the Firefighters' Pension Scheme was a significant achievement. Pressure on –

and intense scrutiny of – public sector pension schemes is likely to continue for the foreseeable future and to be a major issue for our union.

By the time that Conference meets we will hopefully know the outcome of our legal claim for firefighters working the Retained Duty System to receive a pension and for the ending of all discrimination against our part-time members. That claim proves that only the Fire Brigades Union has the resources and the determination to successfully represent the interests of all uniformed Fire Service employees, regardless of their place of work or their duty system.

We have also had legal success with our defence against the attempt by Nottinghamshire Fire and Rescue Authority to force our members to undertake co-responding on behalf of the ambulance service; and to deduct pay from our members who upheld FBU policy. If our employers have proposals concerning such schemes or any other matters, they need to negotiate them with ourselves, not engage in such a confrontational management style.

Unfortunately, the Government remains determined – in the face of opposition from the workforce; from Fire Authorities; and from the public – to force through the disastrous regionalisation of Emergency Fire Controls. We will not be deflected from our campaign to defend our members' jobs and the first class service that they provide.

Although the last two years have been difficult ones, we have shown that we have the strength and the organisation to meet the challenges that confront us. Only the Fire Brigades Union will consistently campaign to defend the service that we provide; the safety of the public; and the interests of the men and women who provide that essential service. We are a strong union. We must go forward in unity in order to maintain and improve the service that the people of this country deserve; and the best conditions for the people who provide that service: our members.

Mick Shaw

Section



**National
Joint Council**

A1 Introduction

2005

The Union appointed the following representatives to the National Joint Council for 2005:

Mr A Gilchrist (replaced by Mr M Wrack)
Mr M Fordham (replaced by Mr A Dark)
Ms R Winters
Mr J McDonald
Mr J Barbour
Mr A McLean
Mr R Blackburn
Mr P Micallef (replaced by Mr W Gee)
Mr D Green
Mr D Whatton
Mr M Smith
Mr K Handscomb
Mr M Shaw
Mr E Thornton
Mr D Mills
Mr B Joyce
Ms V Salmon
Ms V Knight
Mr S Brown
Mr J Ford
Mr M Nicholas
Mr M Butterfield (replaced by Mr T Mitchell)
Mr H Cotter
Ms S Offland
Mr D Beverley

Observers:

Mr G Ellis
Mr J McGhee
Mr P Woolstenholmes

The National Joint Council met on the following dates in 2005:
5th April

National Joint Council Standing Sub Committee

The Union appointed the following representatives to the NJC Standing Sub Committee for 2005:

Ms R Winters
Mr A Gilchrist (replaced by Mr M Wrack)
Mr M Fordham (replaced by Mr A Dark)
Mr A McLean
Mr B Joyce
Mr J Barbour
Mr M Smith
Mr J McDonald

The Standing Sub Committee did not meet during 2005.

2006

The Union appointed the following representatives to the National Joint Council for 2006:

Mr M Wrack
Mr A Dark
Ms R Winters
Mr J McDonald (substituted by Mr R Robertson)
Mr J Barbour
Mr A McLean
Mr R Blackburn
Mr W Gee

SECTION A — NATIONAL JOINT COUNCIL

Mr D Green
 Mr D Whatton
 Mr M Smith
 Mr K Handscomb
 Mr M Shaw
 Mr E Thornton
 Mr D Mills (replaced by Mr P Miller)
 Mr B Joyce (replaced by Mr T McFarlane)
 Ms V Salmon
 Ms V Knight
 Mr S Brown
 Mr J Ford
 Mr M Nicholas
 Mr T Mitchell
 Mr H Cotter
 Ms J Whitaker
 Mr D Beverley

Observers:

Mr G Ellis (replaced by Mr D Mills)
 Mr J McGhee
 Mr P Woolstenholmes

The National Joint Council met on the following dates in 2006:

12th June
 29th September
 15th December

National Joint Council Standing Sub Committee

The Union appointed the following representatives to the NJC Standing Sub Committee for 2006:

Ms R Winters
 Mr M Wrack
 Mr A Dark
 Mr A McLean
 Mr E Thornton
 Mr M Smith
 Mr J Barbour
 Mr J McDonald (substituted by Mr R Robertson)
 Mr B Joyce (replaced by Mr J Ford)

The Standing Sub Committee met on the following dates in 2006:

19th May

A2 Pay Agreement – Implementation

Stage 4 July 2005

In July 2005 Stage 4 of the Fire Service Pay and Conditions Agreement came into effect. With reference to the movement in earnings in the average pay for the Associate Professional and Technical classification (full-time, male and female) in the New Earnings' Survey for April the previous year projected to the operative date of the pay increase, which compared with the previous July's figure.

This yielded a 3.4 per cent increase which was applied to all sections of staff within the purview of the NJC from 1st July 2005.

The revised rates were as follows:

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2005

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter			
Trainee	19394	8.86	13.28
Development	20202	9.22	13.84
Competent	25850	11.80	17.71
Crew Manager			
Development	27163	12.40	18.61
Competent	28320	12.93	19.40
Watch Manager			
Development	29073	13.28	19.91
Competent A	29875	13.64	20.46
Competent B	32048	14.63	21.95
Station Manager			
Development	33335	15.22	22.83
Competent A	34336	15.68	23.52
Competent B	36768	16.79	25.18
Group Manager			
Development	38114	17.40	
Competent A	39248	17.92	
Competent B	42560	19.43	
Area Manager			
Development	44793	20.45	
Competent A	46128	21.06	
Competent B	49440	22.58	

PROTECTED POINTS

Firefighter

F	19 or over after 6 months/ in 2nd year	21560	9.84	14.77
G	19 or over during 3rd year	22,592	10.32	15.47
H	19 or over during 4th year	23712	10.83	16.24

Station Officer

J	1st year in rank	32884	15.02	22.52
K	2nd year in rank	33613	15.35	23.02
L	3rd year in rank	34336	15.68	23.52

**FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2005
(RETAINED DUTY SYSTEM)**

	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ
Firefighter				
Trainee	1939	970	8.86	3.39
Development	2020	1010	9.22	3.39
Competent	2585	1293	11.80	3.39
Crew Manager				
Development	2716	1358	12.40	3.39
Competent	2832	1416	12.93	3.39
Watch Manager				
Development	2907	1454	13.28	3.39
Competent A	2987	1494	13.64	3.39
Competent B	3205	1602	14.63	3.39
Station Manager				
Development	3334	1667	15.22	3.39
Competent A	3434	1717	15.68	3.39
Competent B	3677	1838	16.79	3.39
Group Manager				
Development	3811	1906	17.40	3.39
Competent A	3925	1962	17.92	3.39
Competent B	4256	2128	19.43	3.39
Area Manager				
Development	4479	2240	20.45	3.39
Competent A	4613	2306	21.06	3.39
Competent B	4944	2472	22.58	3.39

Column 1 shows the full annual retainer
Column 2 shows the retainer for employees on the day
crewing duty system
Column 3 shows the hourly rate for work undertaken
Column 4 shows the disturbance payment per call-out

CONTROL SPECIFIC ROLES – PAY RATES FROM 1st JULY 2005

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter (Control)			
Trainee	18424	8.41	12.62
Development	19192	8.76	13.15
Competent	24558	11.21	16.82
Crew Manager (Control)			
Development	25805	11.78	17.67
Competent	26904	12.29	18.43
Watch Manager (Control)			
Development	27620	12.61	18.92
Competent A	28381	12.96	19.44
Competent B	30445	13.90	20.85
Station Manager (Control)			
Development	31668	14.46	21.69
Competent A	32620	14.89	22.34
Competent B	34930	15.95	23.92
Group Manager (Control)			
Development	36208	16.53	
Competent A	37285	17.03	
Competent B	40433	18.46	
PROTECTED POINTS			
Fire Control Operator			
F 19 or over after 6 months/ in 2nd year	20481	9.35	14.03
G 19 or over during 3rd year	21463	9.80	14.70
H 19 or over during 4th year	22527	10.29	15.43
Fire Control Officer			
J 1st year in rank	31240	14.26	21.40
K 2nd year in rank	31933	14.58	21.87
L 3rd year in rank	32621	14.90	22.34
Principal Fire Control Officer			
M 1st year in rank	38919	17.77	
N 2nd year in rank	40445	18.47	
P 3rd year in rank	41364	18.89	

NON-OPERATIONAL STAFF – PAY RATES FROM 1st JULY 2005

	£pa
Non-operational staff (Fire Control Operator equivalent)	
During first six months	16518
After six months and during 2nd year	17250
During 3rd year	18070
During 4th year	18959
During 5th year	20648
Non-operational staff (Leading Fire Control Operator equivalent)	22111
Non-operational staff (Senior Fire Control Operator equivalent)	
During 1st year in rank	22681
During 2nd year in rank	23539

Employees with at least 15 years' service will receive a long service payment of £792 per annum

RETAINED LONG SERVICE BOUNTY SCHEME and JUNIOR FIREFIGHTERS

RETAINED LONG SERVICE BOUNTY FROM 1st JULY 2005

	10 years' service £	15 years' service £	20 years' service £
Firefighter (competent)	1137	1349	1535
Crew Manager (competent)	1186	1380	1570
Watch Manager (competent A)	1301	1515	1726
Watch Manager (competent B)	1438	1658	1884
Station Manager (competent A)	1726	2030	2301

	25 years' service £	30 years' service £	35 years' service £
Firefighter (competent)	1777	1968	2169
Crew Manager (competent)	1841	2044	2238
Watch Manager (competent A)	2006	2227	2432
Watch Manager (competent B)	2200	2438	2680
Station Manager (competent A)	2684	2957	3230

JUNIOR FIREFIGHTERS FROM 1st JULY 2005

	£ per annum
Aged 16	8972
Aged 17	9642
Aged 18	19394

Pay rates for firefighting roles

The rates for Crew Manager (development and competent), Watch Manager (development and competent A), Group Manager (development and competent A) and Area Manager (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix F to the same circular.

Protected point D (Firefighter aged 18 during first six months) has been deleted as nobody will be on this point on 1st July 2005.

Pay rates for control specific roles

The rates for Crew Manager (Control) (development and competent), Watch Manager (Control) (development and competent A) and Group Manager (Control) (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These payments are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix G to the same circular.

Protected points D (Fire Control Operator aged 18 during first six months) has been deleted as nobody will be on this point on 1st July 2005.

Retained bounty scheme and rates for junior firefighters

In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).

A3 Pay Agreement – implementation

Stage 5 July 2006

In July 2006 Stage 5 of the Fire Service Pay and Conditions Agreement came into effect. With reference to the movement in earnings in the average pay for the Associate Professional and Technical classification (full-time, male and female) in the New Earnings' Survey for April the previous year projected to the operative date of the pay increase, which compared with the previous July's figure.

This yielded a 2.7per cent increase which was applied to all sections of staff within the purview of the NJC from 1st July 2006.

The revised rates are as follows:

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2006

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter			
Trainee	19918	9.09	13.64
Development	20747	9.47	14.20
Competent	26548	12.12	18.18
Crew Manager			
Development	28216	12.88	19.32
Competent	29433	13.44	20.16
Watch Manager			
Development	30070	13.73	20.60
Competent A	30905	14.11	21.17
Competent B	32913	15.03	22.55
Station Manager			
Development	34235	15.63	23.45
Competent A	35263	16.10	24.15
Competent B	37761	17.24	25.86
Group Manager			
Development	39429	18.00	
Competent A	40611	18.54	
Competent B	43709	19.96	
Area Manager			
Development	46288	21.14	
Competent A	47677	21.77	
Competent B	50775	23.18	

PROTECTED POINTS

Firefighter			
G 19 or over during 3rd year	23202	10.59	15.89
H 19 or over during 4th year	24352	11.12	16.68
Station Officer			
L 3rd year in rank	35263	16.10	24.15

FIREFIGHTING ROLES – PAY RATES FROM 1st JULY 2006 (RETAINED DUTY SYSTEM)

	1 £ per annum	2 £ per annum	3 £ per hour	4 £ per occ
Firefighter				
Trainee	1992	996	9.09	3.48
Development	2075	1038	9.47	3.48
Competent	2655	1328	12.12	3.48
Crew Manager				
Development	2822	1411	12.88	3.48
Competent	2943	1472	13.44	3.48
Watch Manager				
Development	3007	1504	13.73	3.48
Competent A	3091	1546	14.11	3.48
Competent B	3291	1646	15.03	3.48
Station Manager				
Development	3424	1712	15.63	3.48
Competent A	3526	1763	16.10	3.48
Competent B	3776	1888	17.24	3.48
Group Manager				
Development	3943	1972	18.00	3.48
Competent A	4061	2031	18.54	3.48
Competent B	4371	2186	19.96	3.48
Area Manager				
Development	4629	2315	21.14	3.48
Competent A	4768	2384	21.77	3.48
Competent B	5078	2539	23.18	3.48

Column 1 shows the full annual retainer

Column 2 shows the retainer for employees on the day
crewing duty system

Column 3 shows the hourly rate for work undertaken

Column 4 shows the disturbance payment per call-out

CONTROL SPECIFIC ROLES – PAY RATES FROM 1st JULY 2006

	Basic annual £	Basic hourly rate £	Over- time rate £
Firefighter (Control)			
Trainee	18922	8.64	12.96
Development	19710	9.00	13.50
Competent	25221	11.52	17.28
Crew Manager (Control)			
Development	26805	12.24	18.36
Competent	27961	12.77	19.16

SECTION A — NATIONAL JOINT COUNCIL

Watch Manager (Control)

Development	28567	13.04	19.56
Competent A	29360	13.41	20.12
Competent B	31267	14.28	21.42

Station Manager (Control)

Development	32523	14.85	22.28
Competent A	33500	15.30	22.95
Competent B	35873	16.38	24.57

Group Manager (Control)

Development	37458	17.10	
Competent A	38580	17.62	
Competent B	41524	18.96	

PROTECTED POINTS

Fire Control Operator

G 19 or over during 3rd year	22042	10.06	15.09
H 19 or over during 4th year	23134	10.56	15.84

Fire Control Officer

L 3rd year in rank	33500	15.30	22.95
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Principal Fire Control Officer

P 3rd year in rank	42481	19.40	
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NON-OPERATIONAL STAFF – PAY RATES FROM 1st JULY 2006

£pa

Non-operational staff

(Fire Control Operator equivalent)

During first six months	16964
After six months and during 2nd year	17716
During 3rd year	18558
During 4th year	19471
During 5th year	21205

Non-operational staff

(Leading Fire Control Operator equivalent)

22708

Non-operational staff

(Senior Fire Control Operator equivalent)

During 1st year in rank	23293
During 2nd year in rank	24175

Employees with at least 15 years' service will receive a long service payment of £792 per annum

JUNIOR FIREFIGHTERS FROM 1st JULY 2006

£
per
annum

Aged 16	9214
Aged 17	9902
Aged 18	19918

Pay rates for firefighting roles

The rates for Crew Manager (development and competent), Watch Manager (development and competent A), Group Manager (development and competent A) and Area Manager (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix F to the same circular.

Protected point F (Firefighter aged 19 or over after 6 months/in 2nd year) has been deleted, as nobody will be on this point on 1st July 2006.

Protected points J (Station Officer 1st year in rank) and K (2nd year in rank) have been deleted as nobody will be on these points on 1st July 2006.

Pay rates for control specific roles

The rates for Crew Manager (Control) (development and competent), Watch Manager (Control) (development and competent A) and Group Manager (Control) (development and competent A) include the increased differentials set out in the notes of clarification to circular NJC/13/03.

The rates do not include protected long-service increments. These payments are set out at paragraph 4.28 of circular NJC/01/04 and in the assimilation table at Appendix G to the same circular.

Protected point F (Fire Control Operator 19 or over/2nd year in rank) has been deleted as nobody will be on these points on 1st July 2006.

Protected points J (Fire Control Officer 1st year in rank) and K (2nd year in rank) have been deleted as nobody will be on these points on 1st July 2006.

Protected points M (Principal Fire Control Officer 1st year in rank) and N (2nd year in rank) have been deleted as nobody will be on these points on 1st July 2006.

Pay rates for non-operational staff and junior firefighters

In all cases annual figures are rounded to the nearest pound and hourly rates are derived from the appropriate annual figure divided by 52.143 (rounded to nearest penny) then by 42 (rounded to nearest penny).

A4 CPD negotiations

Outline and summary

The proposal to remove the long service increment (LSI) and its replacement with Continuous Professional Development (CPD) emerged months after "The June Agreement" in 2003. It arose as a part of the employers' moves to renege on the pay element (in particular) which had been agreed in the June.

The employers cited contemporary case law at employment tribunal level which stated that under very specific circumstances time served increments would be discriminatory. Legal opinion was sought by the FBU which confirmed that long time served increments could, if challenged, be held to be potentially discriminatory. In order to protect itself against such a challenge an employer would have to provide an objective justification for the particular length of service which would act as the trigger for an increased reward. The then General Secretary, Andy Gilchrist, wrote: "*The Equal Opportunities Commission Code of Practice and advice from the Union's own Solicitors Thompsons on recent case law points out the potentially discriminatory impact of such lengthy time served incremental payments.*" [our emphasis].

Since then a raft of legislation in the form of regulations to prevent discrimination have been produced. Further to this the issue of time served increments has again been heard at the European Court of Justice (ECJ) in a case between the HSE and Cadman. This judgement has already been provided to all FBU branches.

The essence of the findings of the ECJ re Cadman is that time served increments are generally justifiable because experience and the value it provides an employer is inextricably bound up with the time that the employee works for an employer. However, the longer the time period, the more specific the employer will have to be in showing why that length of time was more suitable than a shorter one. Whilst it was accepted that justification could be provided for longer periods, it was also held that a period up to 5 years would never require a specific justification.

Throughout the negotiations on CPD the union has argued strongly that a long period could be justified by the technical nature of our job, and that a longer period had other benefits. A longer time period was more appropriate to ensure that:

- (a) the period of time would act as an incentive for the retention of personnel;
- (b) it would particularly assist in the retention of retained personnel which has often been problematic;

Most importantly, the FBU argued for a longer time served period as a mechanism to increase the level of CPD payments, particularly for those wholtime members who were due to lose LSI under the terms of the agreement. This was a major difficulty as a result of the fact that CPD is to be funded by the savings made from phasing out LSI.

The proposals that have emerged from the discussions allow firefighters to become eligible 5 years after leaving the development phase and attaining competency. Those in higher roles will become eligible after 1 year of attaining competency subject to the completion of 8 years continuous service. This will meet the *minimum* legal requirements.

In accordance with the national agreement reflected in NJC Circular 13/03, Continuous Professional Development – both payments and any Scheme upon which they rely – should have been introduced from July 2006. However, formal negotiations

didn't commence until early 2006 primarily because of the delayed introduction of rank to role which could not have been foreseen at the time of the agreement.

Discussions

The Framework for Continuous Professional Development (CPD) was founded in the Fire Service Pay and Conditions Agreement promulgated through Circular NJC 13/03 on 2nd December 2003:

15-year long service increment

- 4.26 *The Equal Opportunities Commission code of practice and recent case law have highlighted the potentially discriminatory effect of incremental scales based purely on length of service, and of long incremental scales. The IPDS pay structure set out in paragraphs 4.14, 4.21 and 4.24 above does not therefore include any service-related pay points.*
- 4.27 *By 1st July 2006 the NJC will negotiate the introduction of payments based on the principle of rewarding continual professional development. All employees would have an equal opportunity of access to such payments, which would be outside both the IPDS basic pay structure in paragraphs 4.14 and 4.24 above and the provision for additional responsibility payments in paragraphs 4.40 to 4.41 below. The payments would also be compatible with appropriate guidance published by the Equal Opportunities Commission.*
- 4.28 *These payments will be funded from the net savings resulting from the 15-year long service increment being phased out over the life of the five-stage pay settlement set out in the Fire Service Pay and Conditions Agreement 2003. The increment will be frozen at £990 per annum (£940 for control-specific roles) with effect from 7th November 2003 and phased out on the following basis, ceasing to apply with effect from 1st July 2007:*

	Firefighting roles	Control roles
7th November 2003		
– 30th June 2006	£990	£940
1st July 2006		
– 30th June 2007	£495	£470

- 4.29 *Employees who reach 15 years' service between 7th November 2003 and 30th June 2007 shall qualify for payment of the long service increment at the rate applicable at the time.*
- 4.30 *An employee who is promoted to a higher role during this period shall cease to qualify for payment of the long service increment. Arrangements will need to be put in place to ensure that all employees receive a pay increase on promotion.*

Clarification was given

Paragraph 4.26 to 4.30

Will the protected 15-year long service increment and proposed payments for rewarding continual professional development be pensionable?

SECTION A — NATIONAL JOINT COUNCIL

The 15-year long service increment will of course continue to count as pensionable pay. Our assumption is that the proposed payments for rewarding continual professional development will be covered by the definitions of pensionable pay in the Firefighters' Pension Scheme and Local Government Pension Scheme.

Paragraph 4.30

What arrangements will be made to ensure that all employees receive a pay increase on promotion where they otherwise may not as a result of the phasing out of the 15-year long service increment?

The Employers would be prepared to agree that employees who lose the 15-year long service increment on promotion to the development rate of a higher role, will receive a minimum pay increase of £300 per annum, which will be achieved through partial protection of the long service increment.

This principle would also apply in cases of temporary promotion and acting up.

Members were informed of the strategy via All Members Circular in 2005:

CIRCULAR: 2005HOC0219AG

7 April 2005

To: All members

Dear Brother / Sister

LSI REPLACEMENT

Following a meeting of the National Joint Council held in London on 5th April 2005, I am able to inform you that the first meeting between the FBU and the National Employers' teams' to begin negotiating the new Continual Professional Development Payment Scheme (CPD) will take place on the 27th April 2005. It is anticipated that a series of meetings will be required to construct the basis of a future scheme that can ultimately be considered for acceptance by both sides, in the case of the FBU, you the members.

This first meeting is the beginning of a process agreed in 2003 to bring in a new payment scheme to reward continuing professional development to replace the Long Service Increment (LSI) that is being phased out. This issue has been a highly contentious and hotly debated one, but the single fact that advice received supported an original argument made by the Fire Service Employers that the LSI was potentially discriminatory. This was not a position the FBU welcomed but the Executive Council had to deal with the reality of this legal advice and not some fictitious position. To have ignored the advice could have eventually seen the LSI disappear entirely, and with it the money that effectively funds it. The FBU has secured that 'pot' of money that currently funds the LSI; it is this 'pot' that will fund the future CPD payment. The meeting of the 27th April will begin the process of constructing what that new scheme will look like. Whilst nothing has been agreed yet it is entirely possible that as well as members being able to achieve competency rates of pay sooner than before the new CPD could be available sooner than the current LSI.

Members will obviously be kept informed of the progress of these negotiations and ultimately will be consulted on the outcome and the scheme the process produces. However members should be clear that the part of the Pay agreement that paved the way for a non discriminatory replacement for the LSI is now underway, the new scheme will be based around professional experience, it will be phased in as the LSI is phased out, and the money to fund it is secured, and the FBU starting point is that like the LSI, the new CPD scheme will be pensionable.

Yours fraternally



Andy Gilchrist
General Secretary

The NJC CPD Working Party (and later the CPD Working Group) met throughout 2006. The FBU team was mindful of trying to achieve Conference Policy formed at FBU Conference 2005:

Resolution 9 – CONTINUAL PROFESSIONAL DEVELOPMENT

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

- Any member who is in receipt of LSI will automatically receive the CPD payment;
- Any member who becomes eligible for the CPD Payment cannot have payment subsequently removed;
- The CPD payment should be fully pensionable;
- CPD payments should increase in line with increases in pay

Resolution 10 – CONTINUAL PROFESSIONAL DEVELOPMENT SCHEME

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

CIRCULAR: 2006HOC0107AD

1 March 2006

To: All members

Dear Brother / Sister

CONTINUOUS PROFESSIONAL DEVELOPMENT – AN UPDATE

Members are understandably asking for an update on the

arrangements which are being put in place for the Continuous Professional Development (CPD) payments which is the replacement for the long service increment (LSI) in accordance with the "Joint Secretaries' Position Statement On The Implementation Of The Fire Service Pay And Conditions Agreement 2003." The matter was discussed at a recent meeting between lead members from the two sides of the NJC (employers and FBU) which took place on 25 January 2006 and there have been a number of discussions at NJC Joint Secretaries level where the matter was discussed both before and after the meeting between lead members.

It has been agreed that the Working Group consisting of officials from the FBU and the employers will meet between now and May and it is envisaged that the negotiations will take place over four meetings. The negotiations will conclude in order for the FBU to consider whether the outcome of those negotiations is acceptable to FBU members in good time before the planned implementation date of 1 July 2006.

The all-important questions for members are "how and when do I get it?" and "how much will it be?" We look forward to hearing the employers' proposals on the mechanism which will allow members to attract the CPD payment. Members will be aware that CPD payments will be outside the IPDS-based pay structure and the arrangements for additional responsibility allowances.

The FBU has made its position quite clear that the expectation of this Union and its members is that the amount of money available for distribution to members should be equal to that which is being surrendered by members with the ending of LSI. It is appropriate to put members on notice that the employers have a different interpretation as to what was agreed.

The FBU is cognisant of the relevant legislation and case law and will be submitting proposals which are appropriate, fit for purpose, justifiable and will assist in promoting industrial harmony in the fire service by meeting the expectations of our members.

Members will be informed of the progress of the negotiations.

Yours fraternally



*Andy Dark
Assistant General Secretary*

The discussions took place throughout the Spring. By the time of the NJC in June no agreement had been reached. However, as a result of the recognition that both sides within the Working Party were working strenuously to achieve an agreement, the employers agreed to extend the payment of LSI (with the same provisos contained within the Fire Service Pay and Conditions Agreement) until the end of September 2006. However, the employers were insistent that any such agreement to extend the LSI payment had to be linked to

progress on a revised Constitution. In order to protect the payment of LSI, this was agreed.

At the end of the extended period of discussions in the run up to the NJC in September, the Executive Council received a briefing at a meeting held on 23rd August 2006 on the current status of negotiations at that time and agreed the elements shown below. On the basis of the outcomes of the CPD discussions it appeared clear to the Executive Council that the employers' proposals when they were finally presented would not be sufficient and that branch meetings should take place to assess the level of feeling that existed on branches on the employers' proposals.

- That the NJC Joint Secretaries meeting continue to take place on 25th August 2006;
- That a Circular be distributed following the National Joint Council Joint Secretaries meeting;
- That the Working Party meetings continue as planned on 6th September 2006;
- That the outcomes of Working Party to be emailed to EC members;
- That the EC meet on 7th September 2006 prior to a meeting of all Brigade Officials (with 2 officials from each region/section) on 7th September 2006;
- That consultation take place with the membership between 8th September and 29th September 2006 on the outcomes from the Working Party and any decisions or recommendations from the Executive Council;
- That the Executive Council meet at the NJC on 29th September 2006 to discuss outcomes of the consultation (which may include, for example, that the consultation period be extended);
- That a meeting of the Regional Campaign Co-Ordinators be arranged at a suitable juncture once the Executive Council has received and considered the employers' proposals.

In order to ensure that the employers fully understood the mood of the Executive Council; the unacceptability of the shape of the employers' proposals which were expected to come out from the meeting on 6th September 2006; and to ensure that the employers fully understood the reasons for this, the following letter was sent to the employers:

30 August 2006

*Gill Gittins
Senior Negotiating Officer
Employers Organisation for Local Government
3rd Floor
Local Government House
Smith Square
London SW1P 3HZ*

Dear Gill,

You will be aware that there have been a number of meetings taking place recently at NJC Joint Secretary level in an attempt

SECTION A — NATIONAL JOINT COUNCIL

to resolve the issues of concern regarding Continuous Professional Development.

You will recall that there were a number of areas which remain unresolved which impact on most of the work that has been in development at the Working Party.

These issues include:

- *Removeability*
- *National or local rate*
- *Payment of CPD in relation to disciplinary sanctions*
- *Method of payment (annual/monthly, hourly rate etc.)*
- *Pensionability*
- *Indications of commitment*
- *When personnel can apply for CPD*
- *Transitional arrangements*
- *Additional Responsibility Payments*
- *Eligibility being from competence in rank at joining*

Many of these issues remain unresolved and it appears as though they will remain so.

The problems faced by the Working Party is that when the principle of CPD was first raised by the Employers it was unclear what was intended by introducing CPD. The work to-date has reflected this difficulty in defining CPD for the Fire Service.

At the time of the October 2003 Joint Secretaries Position Paper (NJC 13/03) the issue of the continuation of the Long Service Increment centred around the potential of LSI to be deemed discriminatory on the basis of comparisons with cases in other fields of employment which had been scrutinised through the employment law process.

Since that time there has been greater clarity given to the issue through guidance issued such as ACAS guidance, advice from within legal profession, advice from Government departments, all of which were unknown to both parties to the Pay Agreement in 2003. It is also true to say that some of this guidance is very new.

In the light of these developments, it is our view that we need to return to the key concepts of CPD.

It was agreed from the outset that the methods of attracting CPD should be distinct and separate from Additional Responsibility Payments. Additional Responsibility Payments are payments for skills and activities required by the employer which are not contained within the agreed role-maps. CPD must be available to all NJC staff subject to agreement on qualifying periods/exclusions etc.

The essence of CPD must be to reward personnel for their experience and loyalty, and to address the issue of motivation.

The key backdrop to the emergence of the concept of CPD was, as stated previously, the potential that was believed to exist at the time for service related payments to be, by their very existence, potentially discriminatory.

Guidance referred to earlier addresses these issues. Service-

related payments must of course be objectively justified. We believe that it would be very simple to provide objective justification for payments which reward loyalty, experience etc.

Experience is a valuable asset for the Fire Service, as is loyalty and motivation. Rewarding loyalty, experience and motivation is unquestionably justified in the context in the Fire Service.

- *Rewarding experience enhances the performance the service provides to the public in service delivery and thereby the service provided by the Fire Authorities themselves.*
- *Rewarding loyalty ensures that personnel continue to remain in the Service and thereby gain that experience.*
- *Rewarding motivation is essential to ensure that a workforce is responsive, engaged and innovative in its relationship with the employer and the service that employer provides. This is particularly the case with a workforce which has for each grade or role such a narrow number of spine points for progression and reward.*

We fully recognise the necessity of the employer being able to show that any such reward or payment system is objectively determined and justified. The UK Fire Service is fully recognised as being based on teamwork, where the relative strengths and weaknesses of individual members on individual tasks are compensated by the overall strength and effort of the team.

It is clear that objectivity must be, and can be shown not least by the relationship between experience, inputs, time and outcomes.

It is clear, and can be clearly demonstrated, that experience within the Service contributes to overall performance. This is demonstrated day in and day out in Fire Service workplaces throughout the UK.

In the UK Fire Service exposure not simply to the methodologies but also the hands-on experience in applying those methodologies at the incident ground or in other fields of service delivery for example Fire Safety (in its widest form) results in outcomes which take the form of the experienced Firefighter who adds a qualitative improvement to the performance of the team.

The objective measurement is achievable. The Fire Service is dynamic, new demands are placed upon the Service and thereby, most fundamentally of all, on the employees who work in it particularly the unformed personnel within all departments of the Fire Service. The service is by its nature dynamic with change and innovation being a permanent feature of the work.

This is shown by:

- *Legislative changes which have introduced new areas of responsibility to Fire and Rescue Authorities.*
- *The introduction of new vehicles, equipment and the procedures which are associated to ensure a safe system of work with that equipment.*

- Existing equipment changes, is modified or is replaced due to technological advances or for reasons of supply.
- The deployment, use and/or testing of existing equipment (and newly introduced equipment) changes over time as a result of generic risk assessment, learning outcomes from training exercises or operational use;
- Technological advances in the broad field of IT – PCs, intranet, use of software, control room technology and the like;
- Introduction of new, and modification/ overhaul of existing, standard operating procedures resulting from (the list is not exhaustive):
 - Health and safety investigations into accidents and or near misses,
 - Research into physiological demands Observation in training, operational or other service delivery environments
 - Increased risks to the Firefighter (including Emergency Control Room Staff) as a result of attacks on Firefighters both physical and psychological.
 - Technological changes or discoveries regarding products which may be found at incidents
 - Introduction of new chemicals
 - Development of new risks posed by development by arsonists and terrorists
- Changes in practice in the workplace (Emergency Control Room, Office, Fire Station etc).

The above list is not exhaustive. All stakeholders within the Service would agree and have expressed their recognition that the Service is experiencing a rate of change and development which is both unprecedented and unlikely to end for the foreseeable future.

As a result of these changes and the changes that have taken place over a period of time both in the recent past and over a longer period, personnel have had to continuously develop within their profession. This is likely to continue.

These changes, and the exposure to these changes and the cumulative effect which reveals itself in higher performance, demonstrate the relationship between time in the Service and experience.

It has become apparent that in trying to devise a system of CPD in the way that it has been developing is artificial and the problems that are being thrown up are the result of trying to reinvent the wheel and not recognising the Continuous Professional Development which is already taking place on the ground.

It is possible to locate a simple and effective way to evidence this development and to show the objective nature of a reward system which is based upon it. This could be by way of the employer in conjunction with the representative body carrying out an annual audit of changes that have taken place within the particular Fire and Rescue Service alongside a recognition that exposure to change and development and the transition of that process of exposure into experience is cumulative.

Much of the argument above is not new but at this stage of the discussion we feel it necessary to summarise the issues we face.

We feel it not just pertinent, but essential to comment on where we think the UK Fire Service is at the moment and the relationship between that position and the issue of LSI/ CPD.

Despite changes taking place in the ways identified above, and the engagement of our members with that process of change, it is not exaggeration to say that there is a mood of negativity and de-motivation within the Service. This is caused by and fed by the proposed removal of LSI and the expectation of an unsatisfactory offer by the Employers on CPD.

As professionals within the Fire Service, as a key stake-holding body within the Service and of course, as the representative body for the vast majority of individual personnel and roles within the structure of the Service we cannot emphasise enough how important it is that a satisfactory settlement is reached on the question of CPD.

The de-motivation which exists at the moment will be nothing compared to that which will exist if the offer is unsatisfactory.

It is clear to us that an unsatisfactory settlement will be deeply damaging to this, the primary public safety Service in the UK. We are aware that other key stakeholders share, privately at least, a similar view.

In short our view is:

- That our members do continuously professionally develop beyond competency resulting in high professional competence and we suggest that the methodology of evidencing this should be through the annual audit of each Fire Service as described above;
- This would be further evidenced by high performance and results demonstrated in the Service delivery performed and provided;
- The CPD reward scheme would therefore be centred around the key elements of motivation, loyalty and experience;
- It would be simple and effective, and meet the needs of both employer and employee without additional service resources having to be found to implement the scheme;
- Individual employees would be rewarded once the cumulative participation and exposure to the process had been undertaken;
- That the most simple, cost-effective and satisfactory method is to have payments made at a recognised periods of service to ensure that there has been sufficient accumulation of knowledge and experience;
- That the payment should be sufficient to ensure that the reward is motivational and is seen as adequate for the dedication and commitment shown by employees and isn't viewed, frankly, as an insult;
- The payment will be made monthly (or with the payment arrangements currently in existence where agreed with the representative body);

SECTION A — NATIONAL JOINT COUNCIL

- *It should be introduced via a simple transitional mechanism which would be a minor variation of the current agreement whereby LSI could continue to be paid until July 2007 by which time the logistical arrangements could be put in place;*
- *The system would have the benefit of being payable to both Retained and Wholtime personnel and by having clear defined points of payment would be attractive as a mechanism for retention of personnel and a point of attraction to assist in recruitment.*

As was stated at the NJC, we do recognise the commitment of the employers' side of the CPD Working Party to try to develop a CPD system. We believe that this proposal provides a genuine and successful solution to the issues with which the Working Party has been wrestling.

Yours sincerely



Andy Dark
Assistant General Secretary

The meetings on the 25th August and 6th September took place with no significant changes from the employers' side. The employers' side were intent on pursuing unnecessary and impracticable elements within any CPD scheme. The FBU continued to press the employers to move from their position in order to ensure that any resultant scheme would be fit for purpose and would be consistent with contractual agreements. The employers' side could not be moved from their position and shortly after the conclusion of the meeting on 6th September 2006, the employers proposals were confirmed in writing EMPLOYERS NJC CIRCULAR:

CIRCULAR: NJC/2/06

31 May 2006

Dear Sir/Madam

Introduction of continual professional development payments

1. *The introduction of continual professional development (CPD) payments is referred to in paragraph 4.27 of the Pay and Conditions Agreement 2003:*
"By 1st July 2006 the NJC will negotiate the introduction of payments based on the principle of rewarding continual professional development. All employees would have an equal opportunity of access to such payments, which would be outside both the IPDS basic pay structure ... and the provision for additional responsibility payments..."
2. *We write to advise you of the current position.*
3. *The NJC has put in place a joint working party, which has now met on several occasions.*
4. *On 19th May 2006, both sides reported to a meeting of the NJC's Joint Standing sub-Committee that the working*

party has made good progress on a number of issues and remains committed to meeting the deadline of 1st July 2006 contained in the agreement.

5. *While fire authorities will undoubtedly want to start giving consideration to issues surrounding implementation of the CPD payment scheme it would be inappropriate to comment upon the detail of the group's work while sensitive negotiations are still taking place. However, as soon as we are able to do so, authorities will be notified by circular.*

Yours faithfully
Mike Walker
Matt Wrack
Joint Secretaries

CONTINUAL PROFESSIONAL DEVELOPMENT (CPD) SCHEME

Principles

1. Following a series of meetings the Employers' Side of the NJC working party wish to propose the following CPD scheme. The main principles of this scheme are:
 - it should encompass a diverse range of activities that will attract a CPD payment contained within a national framework and national standards. Variations shall require agreement at local level
 - be simple to operate, and be transparent and fair in its application
 - be non-discriminatory
 - be made for knowledge, expertise and skills, over and above that of the 'competent' level of an individual's role which are developed through the individual and available for application for the benefit of the service
 - The appropriate line manager should be responsible for verifying the acquisition, application and maintenance of the skills required for CPD payments
 - All decisions will be subject to verification at the appropriate level
 - CPD payment should be based on objective criteria and be distinct from additional payments for additional responsibilities
 - The intention is that CPD payments should be pensionable, subject to the agreement of the pension administrators. In this regard the Employers Side suggest a joint NJC approach to the respective administrators.
2. CPD for the Fire & Rescue Service should be based around the areas of knowledge, skills and demonstration of commitment to fire service values.
3. The remainder of this paper adds additional details to a three-part requirement for individuals to attract CPD payments. This three-part system would require
 - (a) the *acquisition* of knowledge, skills and understanding

- (b) the *demonstration* of required aptitudes, together with;
- (c) the *application* of said knowledge, skills and understanding in practice.

4. The acquisition phase will include the following, which may be amended at local level but only by agreement. This relates to the acquisition of skills and qualifications which are over and above the ongoing training and development required as part of the substantive role and which would be of benefit to the respective fire and rescue service.

- The acquisition of experience and/or skills beyond that required for competence
- The acquisition of vocational qualifications above that required for the current role
- The acquisition of equality based skills/qualifications
- The acquisition of Counselling based skills/qualifications
- The acquisition of health and safety based skills/qualifications
- The acquisition of language based skills/qualifications
- The acquisition of Learning Representative qualifications
- The acquisition of supplementary computer based skills/ qualifications

Guidance will make clear that we will accept evidence in support of an application acquired from trade union activity and will also include trade union activity in the non-discrimination list.

5. CPD is continual development within the profession and reasonable time off for appropriate lectures/training (including e-learning) etc will be allowed, subject to the exigencies of the service. Fire and Rescue Authorities will have the responsibility to put in place appropriate programmes of workplace-based training, which allow all employees to understand the process for access to CPD payments. In addition employees may wish to, and be encouraged to, arrange appropriate activities for the acquisition of skills other than through work-based training.

6. Application of those skills could be defined but not necessarily exclusively as:

- Assisting in the development of other less qualified/experienced firefighters through the provision of lectures, demonstrations or mentoring in direct support of the Crew/Watch Manager
- The provision of learning representative services
- The provision of support services to colleagues
- Working within the community on a voluntary basis
- Working with under represented groups in support of the Fire Authority's equalities agenda
- Use of advanced computer packages in the workplace

7. CPD payments will reward contribution over and above that of the 'competent' level of an individual's role and an individual's continual professional development should be

reviewed on an annual basis in order to ensure it remains appropriate and supports the delivery of the respective Fire and Rescue Service objectives.

8. An individual wishing to be considered for a CPD payment will only be able to present one portfolio of evidence annually.

Eligibility

9. Staff shall be deemed as competent for purposes of eligibility for CPD payments through:

- a) the IPDS process
- b) under the rank to role assimilation for pay purposes

10. It will be necessary for individuals at Firefighter (or control equivalent) level to demonstrate the Application and Aptitudes based section of the CPD requirement over a period of 5 years from their date of eligibility, supported through a portfolio of evidence.

11. Eligibility for the CPD scheme applies to employees who are competent in role only. CPD payments will not be retained on promotion. Once individuals at Crew Manager (or control equivalent) level and above have attained competence in their new role, and assuming they have a total of five years service in their current and previous roles, data in respect of his or her portfolio of evidence may be gathered over the subsequent year with a view to accessing a CPD payment from the following July.

Application

12. In general terms eligible personnel should be encouraged to apply for CPD payments based on the following elements:

- a. Individual acquisition of knowledge, skills and understanding,
- b. The application of this knowledge, skills and understanding, and
- c. The contribution that this application makes to the values of the FRS through the demonstration of appropriate aptitudes.

13. A professional development interview should be held between the individual's line manager and the individual, on an annual basis. Pre-existing appraisal/performance reviews can be utilised.

14. As part of this professional development interview, there should be a consideration, made through discussion between the line manager and the individual, as to whether or not a CPD payment is made, subject to verification.

15. In order to develop such a consideration the line manager and the individual will go through a process of considering the three phases of acquisition, application and demonstration.

16. At least three months prior to an annual review the line manager should consider whether or not there is reason to believe an individual may not attain the standard required in order to receive a CPD payment for that year. Where it is anticipated that would be the case the line manager will advise the individual accordingly, explaining the improvement sought.

SECTION A — NATIONAL JOINT COUNCIL

17. In some circumstances payment will not be made to employees who have a live sanction on file under the discipline procedure of the Fire and Rescue Authority (See Section 6 of Grey Book). This will be because the withholding of a CPD payment is part of the notified disciplinary sanction. Each case should be treated on its merits.

Assessment

18. The first two elements will be based on a discussion as to whether or not the requirements for acquisition and application are met. This will be assessed through simple YES/NO questions supported by appropriate evidence. For example:

- Have the requirements for the acquisition of knowledge, skills and understanding regarding CPD payments been met?

Yes ☐ No ☐

Evidence given in support of the acquisition element:

.....

.....

.....

- Have the requirements for the application of said Knowledge skills and understanding regarding CPD payments been met?

Yes ☐ No ☐

Evidence given in support of the application element:

.....

.....

.....

19. The third element will be applied through a consideration of the required commitment to service values, through a demonstration of aptitudes. This will be focused through a simple set of questions as indicated in **Appendix A**. The full list of relevant aptitudes is attached at **Appendix B** and it will be for local determination to which aptitude sets are applied in practice. However, it will be expected that at least 4 of the aptitude sets will be applied.

20. The CPD Scheme will be subject to appropriate quality assurance similar to that contained within the Code of Practice for assessment of competence in relation to pay.

Appeal

21. An individual eligible to access a CPD payment (under the terms of paragraphs 11, 12, and 13 above) who does not pass the assessment process may raise the matter for consideration through an authority's grievance procedure.

Payment

22. CPD payments will be made retrospectively and annually, each July.
23. The level of individual payments will be assessed at local level as follows:

- a. The amount of money available to fund the scheme will be divided by the number of employees eligible to receive CPD payments
- b. Where the subsequent number eligible to actually receive payment is less than the overall figure (following assessment or as a result of reduced applications) the individual payment figure will be adjusted upwards to ensure all funding for that year has been utilised.

EMPLOYERS' SECRETARIAT

APPENDIX A

APTITUDES ASSESSMENT

- Have the requirements for the demonstration of the appropriate aptitudes been met?

Yes ☐ No ☐

Evidence given:

.....

.....

.....

COMMITMENT TO DEVELOPMENT

Committed to and able to develop self and others

CONSTRUCTS: Commitment to development

- 1 Proactively reviews their own performance and learns from a wide range of experiences (e.g. debriefs, personal development reviews, understanding of community following a safety discussion). Is able to assist others to a high standard in their development.
- 2 Proactively reviews own performance. Participates in personal development reviews but requires some assistance with identifying and acting on learning opportunities. Is able to assist others in their development.

Commitment to development constructs mark – please tick appropriate box;

1 ☐ 2 ☐

COMMITMENT TO DIVERSITY AND DEMONSTRATION OF INTEGRITY

Embraces and values diversity and demonstrates a fair and ethical approach in all situations

CONSTRUCTS: Fair and ethical

- 1 Proactively demonstrates fair and ethical behaviour towards people regardless of their personal views or background, strongly encouraging others to do the same.
- 2 Acts in a fair and objective manner gathering unbiased information from a range of sources.

Fair and Ethical constructs mark – please tick appropriate box;

1 ☐ 2 ☐

COMMITMENT TO FIRE SERVICE VALUES

Embraces and demonstrates Fire and Rescue Service Values at all times

CONSTRUCTS: Fire service values

- 1 Consistently demonstrates commitment to FRS values in a variety of situations with both colleagues and the wider community e.g educational group activities
- 2 Shows commitment to FRS values and applies them to all situations and all groups as situations arise.

Fire Service Values – please tick appropriate box;

1 ☐ 2 ☐

COMMITMENT TO EXCELLENCE

Adopts a conscientious and proactive approach to work to achieve and maintain excellent standards

CONSTRUCTS: Commitment to excellence

- 1 Consistently looks to improve standards and is proactive in approach to work. Is efficient with routine tasks and at incidents and completes work using appropriate procedures
- 2 Understands the need to improve standards and adopts this approach when part of team. Is efficient in approach to work activities. Requires to be tasked with work rather than be proactive in approach.

Commitment to excellence constructs mark – please tick appropriate box;

1 ☐ 2 ☐

Signature of individual:

Signature of line manager:

Signature of verifier:

APPENDIX B**Firefighter Aptitudes**

- Commitment to diversity and demonstration of integrity
- Commitment to excellence
- Commitment to development
- Commitment to fire and rescue service values
- Effective communications
- Working with others
- Problem solving
- Openness (or adaptable?) to change

Aptitudes for Crew Manager role and above

- All bullet points contained above (as for firefighter)
- Situational awareness
- Planning and implementing
- Organisational awareness
- Confidence and resilience

(Descriptors to be inserted once they are available)

The Executive Council met on 7th September 2006 and considered the employers' proposals. The proposals were

rejected and the Executive Council resolved to consult the membership on a proposal for strike action on the understanding that the Union negotiators would continue to seek fresh proposals. This was reported to the meeting of brigade and regional officials that same day.

The following all members circular was issued on the matter:

CIRCULAR: 2006HOC0568AD

15 September 2006

To: All members

Dear Brother / Sister

You will find attached to this circular the two respective positions of the FBU's side of the Joint CPD Working Party and the employers' side on the issue of CPD.

Agreement on a joint proposal could not be agreed at the most recent meeting of the Working Party which took place on 11th September 2006. There are no further meetings that have been arranged at this time before the NJC meets on 29th September 2006. The FBU's position is outlined within the letter. We have made clear to the employers' side that we are prepared to discuss the details of our proposals and will consider any comments which the employers' side may have.

The FBU made clear its view that whilst there were some elements within the employers' position that had potential, that we rejected their position. The employers' position is similar to a working document which was being considered in June and was reported to the NJC. At that time, as part of the ongoing discussions at the Working Party, the FBU recognised that as a document it had potential, as of course any working document has potential. However, during the course of discussions around the issue of CPD it has become clear that a system, such as now been adopted by the employers as their position, is unsuitable and as such unacceptable to the FBU. The report to the June NJC was a progress report, not an agreement.

At the meeting on 11th September 2006 the FBU sought a joint recommendation from the both sides of the Working Party to be put to the NJC for an extension of unreduced LSI payments until an agreement could be reached. The employers' side would not agree to this. In anticipation of this, the Executive Council had agreed 2 things:

1. *That it would table at the NJC an extension of the payment of LSI.*
And
2. *That there will be consultation with the membership up until 29th September seeking permission for a ballot for industrial action up to and including strike action.*

Brigade Officials were informed of this decision at a meeting held in London on Friday 8th September 2006. It was further agreed that consultation with the membership take place at the branches on this by 29th September 2006. Materials have been circulated to brigade and regional officials to assist in the consultation process.

SECTION A — NATIONAL JOINT COUNCIL

The Executive Council wishes to be clear. This would not be a ballot for industrial action for a preferred CPD scheme. If such a ballot becomes necessary it will be to uphold the national agreement which states:

"The [CPD] process will be totally non-discriminatory and all employees will have equality of opportunity in gaining access to such payments. Payments would be phased in as the net savings resulting from the phasing out of the 15-year long service increment are being phased out with effect from 1st July 2006."

[located in Notes of Clarification issued within NJC (joint) Circular 13/03]

The national agreement is explicit in stating that the phasing out of LSI payments and phasing in of CPD payments are inextricably linked. One cannot happen without the other. It is recognised by both the employers and the FBU that there is no agreement at this time on either amount of money available through the net savings or the CPD Scheme itself.

I feel it necessary to bring your attention to a number of matters in order to remove any confusion that may have arisen or that may arise.

- *The employers' document supplied to branches with this circular differs to that supplied to brigade and regional officials. The differences will be found in the numbering of the paragraphs of the proposals. The document supplied to brigade and branch officials is an exact copy of the document given to the FBU. The "missing" numbered paragraphs on the document supplied to the brigade and regional officials was the result of mis-numbering by the employers i.e. a typographical error. The attached is a re-numbered document circulated within the employers' side which is less confusing than that previously supplied to us. The actual substantive content remains unchanged.*
- *Members and officials who look at the Employers website may have read employers circular EMP/11/06. Members may have noted that in that circular, the employers have referred to a "recent" letter from the FBU as an appendix. I can confirm that the letter to the employers was sent on 30th August 2006 in order to be received by the employers for consideration in advance of the meeting of the Joint CPD Working Party which met on 6th September 2006.*
- *The watermarks on both documents supplied with this All Members Circular have been added by the FBU for clarity.*

Please attend meetings at your branch (and other meetings which may be called by your local officials) as part of the membership consultation process.

Yours fraternally



Andy Dark
Assistant General Secretary

The NJC met on 29th September where the Union rejected the proposals and called for continued talks and the continuation of LSI payments. The employers rejected the call for a further extension of LSI payments but agreed to the formation of a smaller "NJC CPD Working Group" which would seek to find a way forward on the CPD Scheme.

These matters were reported to the membership in two Circulars.

CIRCULAR: 2006HOC0603AD

5 October 2006

To: All members

Dear Brother / Sister

Long Service Increment/CPD

You will be aware that discussions on the introduction of payments for Continual Professional Development (CPD) have been taking place for some time. The Union has participated in a joint FBU/ Employer Working Party on this issue for some months. Despite this, agreement has not so far been reached.

In June the National Joint Council agreed to extend the payment of LSI to allow further discussion to take place. Despite these further talks, it has still not yet been possible to reach agreement on the new CPD payments.

The NJC met again on 29th September 2006. It was agreed that further talks would take place on the issue involving a smaller group from each side. This group has been tasked with reporting back by 16th October. The FBU will again participate in these talks and will seek to reach an agreement that satisfies the aspirations of FBU members and meets the policies of the union.

At the NJC meeting the union again argued that LSI payments should not be reduced until such time as an agreement has been reached on CPD. We are clear that this is required by the 2003 pay and conditions agreement. NJC circular 13/03 includes the following comment in a section of Notes of Clarification:

"Who will be eligible for payments for continual professional development and when will such payments be available?"

The process will be totally non-discriminatory and all employees will have equality of opportunity in gaining access to such payments. Payments would be phased in as the net savings resulting from the phasing out of the 15-year long service increment are being phased out with effect from 1st July 2006."

Despite this the employers' side of the NJC did not agree to a further extension of LSI. I have subsequently written again to the employers asking for this to be re-considered. I am aware of the widespread anger which has been created by the employers' decision to make the reduction regardless of the above.

We shall ensure that members are informed of further developments on this important issue.

Yours fraternally



Andy Dark
Assistant General Secretary

CIRCULAR: 2006HOC0617MW

10 October 2006

To: All members

Dear Brother / Sister

CONTINUAL PROFESSIONAL DEVELOPMENT/LONG SERVICE INCREMENT

Deductions

You will be aware from the previous circular on this issue (2006HOC0603AD) that this matter was discussed at the National Joint Council on 29th September.

At that meeting it was confirmed that agreement had not yet been reached on the introduction of payments for Continual Professional Development (CPD) despite lengthy discussions on the issue.

The FBU and the Employers agreed to further discussion by means of a smaller Working Group. These discussions are due to take place this week and a report will be made to the Executive Council.

The FBU also made clear that there should be no reduction of Long Service Increment (LSI) until such time as agreement had been reached on CPD. It is our view that the 2003 Pay and Conditions Agreement is clear on this. Despite this we are aware that Fire and Rescue Authorities have made arrangements for deductions to begin. Brigade Officials have already been asked to raise this issue as a matter of urgency with Chief Fire Officers and Chairs of Fire and Rescue Authorities and I am aware that these representations have been taking place. Our position is quite clear and reasonable: LSI should not be reduced until such time as those facing the reductions have an opportunity to access the payments which will replace LSI.

Legal Issues – the Cadman case

On a separate but connected matter you will be aware of the debate during 2003 about Long Service Increment and the possibility that such payments might be found to be discriminatory. Since then there has been considerable discussion around this issue and the position is somewhat clearer. Of course, as in all such legal matters, there are various opinions and these matters often cannot be settled in legal terms until a court case has taken place.

A recent case at the European Court of Justice (*Cadman v. HSE*) dealt with the issues of time served (long service) pay increments.

The ruling in this judgment found that, in general, such payments would be justified without further evidence because it is generally accepted that the increased experience from length of service enables a worker to better perform his or her job, particularly where the job has been evaluated (as is the case in the Fire Service). Such payments could still be open to challenge on grounds of discrimination. However, the Employer in such a case would simply have to demonstrate that the payments meet a business need.

Similar issues are addressed in recent guidance issued by ACAS in relation to Age Discrimination. The key issue to be addressed in relation to service related payments is the role that they perform and the purpose of them. Issues which need to be considered regarding such payments include whether:

- awarding or increasing the benefit is meant to reflect a higher level of experience of the employee, or to reward loyalty, or to increase or maintain the motivation of the employee;
- the employer has reasonable grounds for concluding that using length of service in this way fulfils a business need of his undertaking.

As you will see from the comments above there are a number of issues to consider in relation to service-related payments or increments. The Union has been discussing these issues with our legal advisors as well as with the Employers. It is hoped that the greater clarification which has been given since 2003 can assist in discussions about CPD.

The Union will ensure that these and all related points are raised and discussed with the employers this week.

Legal Position – options

The Union is also considering all options in relation to the deduction of LSI payments by Employers. We have made our position clear to the Employers and we believe that position is supported by the 2003 Agreement. As you would expect, we have been discussing all industrial and legal options in relation to addressing this matter of LSI reductions.

Negotiations – further reports to follow

As mentioned above, the Union agreed to further discussions on CPD and these will take place this week. Further reports to members will follow a discussion at the Executive Council.

Best wishes.

Yours fraternally



Matt Wrack
General Secretary

In view of the failure by the employers to agree to the extension of LSI and failure by individual employers to meet the contractual requirements with FBU members, grievance letters

SECTION A — NATIONAL JOINT COUNCIL

were submitted to local fire and rescue authorities. Advice was issued to Brigade Secretaries on how to proceed with the grievance letters which were being submitted by members on 16 October 2006 via Circular 2006HOC0624AD (and subsequently on 20 December 2006 via Circular HOC0776AD.)

The meeting of the Working Group took place on 11th and 12th October 2006 and reconvened again on 23rd October. The employers presented fresh proposals which were very much different from those previously handed across which were a plagiarised version of the police competence related threshold payment scheme. However, agreement could not be reached on the proposals or the payment mechanism. The Executive Council met to discuss the outcomes of those meetings and concluded that the employers' new proposals contained a number of key elements which were unacceptable.

The following circular was then issued:

CIRCULAR: 2006HOC0650MW

27 October 2006

To: All members

Dear Brother / Sister

Long Service Increment/Continual Professional Development

You will recall from circular 2006HOC0626MW, which was sent to all members' home addresses, that the NJC Joint CPD Working Group met on 23rd October 2006. The meeting of the Working Group included a frank discussion concerning possible alternative arrangements to the employers' position statement which was circulated to branches on 15 September 2006 (Circular 2006HOC0568AD).

Once again, no agreement was reached. The FBU were clear that the possible arrangements suggested by the employers were an improvement to their previous position statement but that these improvements were neither sufficient nor adequate. At the close of the meeting it was agreed that both sides would report back to their respective sides. No further meetings were arranged, however it was agreed that the Joint Secretaries would discuss how best to proceed on the matter.

The Executive Council met this week (24th October) to discuss the matter and resolved to allow further discussions and negotiations to take place and for a full report to be made at the next meeting of the Executive Council at the beginning of December. Based upon the reports, the Executive Council further resolved that if satisfactory arrangements had not emerged by that time then the Executive Council would discuss at that meeting in December the various options open to the union, including a recommendation to embark on a campaign for strike action.

FBU members will be extremely angry at the continued delay in resolving this matter. We are aware that large numbers of members have submitted grievance letters to their local management as a result of the local decision to reduce LSI without CPD being agreed or available. We urge member and

officials locally to continue to ensure that the local employers are made fully aware of the feelings of our members on this issue.

As always the FBU remain committed to resolving this matter through negotiation. It is still possible that the matter can be resolved. If agreement is not reached then our view will be that the employers have breached the 2003 Pay and Conditions Agreement and the union will need to consider how to react to this. The Executive Council in December will consider all options available including those available within the constitution of the National Joint Council; legal possibilities and the possibility of industrial action. All of these options are currently being examined.

Further information on the CPD negotiations is available through the FBU website at www.fbu.org.uk.



Matt Wrack
General Secretary

A further meeting of the National Joint Secretaries took place at which a number of changes were made by the employers' side to the proposals which had been submitted to the FBU in October. On 15 December 2007, in a meeting which took place just prior to the scheduled meeting of the NJC, the Executive Council resolved to agree to take the proposals back to the membership. The Executive Council asked for the recommendation of the lead officials. As the General Secretary later described the situation in a circular to all members:

"For the avoidance of doubt there is no recommendation from the Executive Council. It is however the view of the FBU negotiators (primarily myself as the General Secretary and the lead negotiator on CPD, Andy Dark the Assistant General Secretary) that the negotiations over CPD have taken many months and that no further fundamental improvements are likely to be achieved by further negotiation at this stage."

NJC Circulars 09/06 and 10/06 detailed the employers' proposed NJC Scheme and payment rates which at the close of the year was being formatted for inclusion in an All Members' (Home Addresses) Circular.

A5 Revised Allowances incl Car

Car allowances

1. The car allowances for Essential Car Users and Casual Car Users were revised during 2005 and 2006.
2. The following revised allowances (Part E, paragraph 6 of the 6th Edition of the Scheme of Conditions of Service) applied with effect from 1st April 2005 and were promulgated via Circular 06/05 on 20 May 2005:

A7 NJC Constitution Review

During 2005 the matter of a revised NJC Constitution remained largely unaddressed until the employers formally wrote to the FBU in November 2005 in the following terms:

Layden House, 76-86 Turnmill Street, London, EC1M 5LG
Telephone 020 7296 6600 Fax 020 7296 6786
Employers' Secretary, Charles Nolda

Direct Dial 020 7296 6723

020 7296 6712

e-mail: gill.gittins@lg-employers.gov.uk

FIRE BRIGADES: National Employers

Matt Wrack, General Secretary

Fire Brigades Union

Bradley House

68 Coombe Road

Kingston upon Thames

Surrey KT2 7AE

21 November 2005

Dear Matt,

Review of the joint constitution of the National Joint Council

You will recall that the Pay and Conditions Agreement 2003 states:

"7.1 By 30th November 2003 a working group representative of fire service stakeholders will propose revisions to the Constitution of the NJC. The report of this working group will be presented to the appropriate fire service stakeholders for ratification during December 2003."

As you will be aware, for a number of reasons discussion on this area has not been concluded.

The Employers' Side of the National Joint Council would welcome the opportunity for lead members from each Side to meet and recommence discussion.

If you are content with this approach we would suggest that six lead members from our Side attend the meeting, together with the Secretariat, I assume you would wish to have a similar representation.

Yours sincerely,



Gillian Gittins (Mrs)
Senior Negotiating Officer

	451- 999cc	1000- 1199cc	1200- 1450cc
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Essential Users

Lump sum per annum	£690	£771	£990
Per mile up to 8500 miles	30.6p	32.9p	41.1p
Per mile over 8500 miles	11.7p	11.8p	13.9p

Casual Users

Per mile up to 8500 miles	38.7p	42.0p	52.7p
Per mile over 8500 miles	11.7p	11.8p	13.9p

Amount of VAT per mile in petrol element	1.187p	1.187p	1.330p
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3. The following revised allowances (Part E, paragraph 6 of the 6th Edition of the Scheme of Conditions of Service) apply with effect from 1st April 2006 and were promulgated via Circular NJC 03/06 on 5th June 2006:

	451- 999cc	1000- 1199cc	1200- 1450cc
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Essential Users

Lump sum per annum	£702	£792	£1,023
Per mile up to 8500 miles	31.4p	33.8p	42.4p
Per mile over 8500 miles	12.1p	12.0p	14.3p

Casual Users

Per mile up to 8500 miles	39.7p	43.1p	54.4p
Per mile over 8500 miles	12.1p	12.0p	14.3p
Amount of VAT per mile in petrol element	1.237p	1.237p	1.380p

4. Authorities are reminded that while, under the terms of Section E paragraph 6, the allowance payable shall be in accordance with such grading as the fire authority may approve, where an essential user who is conditioned to the flexible duty system actually uses a vehicle with an engine capacity in excess of 1199cc then the allowance payable shall be for the category 1200 to 1450cc.

Out of Pocket Allowance

The following revised out of pocket allowance (Section 4, part E, paragraph 3) applied with effect from 1st January 2005 and were promulgated via Circular NJC 01/05 on 17 February 2005:

£4.53 per night

£18.12 per week

A6 Disputes (NJC)

NJC DISPUTES

There were no meetings of the NJC Disputes committee during 2005 and 2006. Issues that arose at Brigade level continue to be dealt with by the NJC Joint Secretaries.

SECTION A — NATIONAL JOINT COUNCIL

The matter was discussed at a meeting of lead members from both sides in February 2006 where the FBU reiterated its position regarding the Rita Donaghy report. Following that meeting the employers wrote again to the FBU on the matter:

Layden House, 76-86 Turnmill Street, London, EC1M 5LG
Telephone 020 7296 6600 Fax 020 7296 6786
Employers' Secretary, Charles Nolda

Direct Dial 020 7296 6723

020 7296 6712

e-mail: gill.gittins@lg-employers.gov.uk

FIRE BRIGADES: National Employers

Matt Wrack, General Secretary

Fire Brigades Union

Bradley House

68 Coombe Road

Kingston upon Thames

Surrey KT2 7AE

28 February 2006

Dear Matt,

Review of the constitution of the National Joint Council

You will recall at the recent joint lead members meeting that Employer members undertook to confirm their position in writing for further consideration by your Executive Council. We have since also explored the issues further at Joint Secretary level.

Whilst the Employers' Side of the NJC is content to accept the majority of recommendations contained within the report of the Chair of the joint working party, we have consistently advised that a number of areas would still present difficulties. These are:

- Employees' Side representation
- The Middle Managers Negotiating Body

In addition, the current reference to arbitration is on a unilateral basis, which the National Employers believe should more appropriately be bilateral.

On the first matter of the Employees' Side representation the National Employers are keen to ensure that fire service employee stakeholders have an opportunity to be represented on the NJC. Whilst it is acknowledged introduction of the mechanism outlined in the report could provide this, we would wish to discuss the level of any threshold requirement to ensure it too supported the opportunity for minority group representation. Minority representation on the NJC would also ensure consistency of consultation arrangements.

This principle is consistent with the approach taken to the Employers' Side, which ensures that all four Associations are represented.

On the second matter of the Middle Managers Negotiating Body the National Employers would prefer negotiating

arrangements to be through an entirely separate NJC. In particular the Employers' Side wish to ensure that there is a clear and appropriate distinction between negotiations for those in lower roles and middle managers, and the best way to ensure this is to have a completely separate NJC for this group. The National Employers believe such an approach would also assist cultural change in the fire service, reinforcing the important position of those in the Station to Area Manager group as managers.

On the matter of whether or not any reference to arbitration at national level should be on a unilateral or bilateral basis, it is the Employers' Side position that any such reference should be on a bilateral basis. This simply reflects what happens in practice given that when a matter is referred to ACAS for arbitration they would wish both parties to agree at the outset to be bound by the outcome.

Considerable time has now elapsed since the report was first published and the Employers are keen to resolve the current impasse and move forward with a jointly agreed revised constitution that effectively supports the national bargaining process.

Employers' Side members would be interested to hear the views of your Executive Council, in particular on how these matters can be progressed and indication of the timescale involved. Employers' Side members would wish to see this matter given high priority.

Should you wish to clarify any of the above points prior to your Executive Council meeting please do not hesitate to contact either myself or Gill Gittins.

Yours sincerely,



Sarah Messenger

Assistant Director – Negotiations

The matter was discussed at a meeting of the Joint Standing sub Committee on 19 May 2006 where it was agreed that discussions would continue at joint secretary level.

At the NJC in June 2006 the employers stated that whilst they were minded to agree to an extension of the payment of LSI in recognition of the work being undertaken on CPD and the need to extend the period of discussion, they would only agree to the extension of the payment if there was movement from the FBU on the issue of the constitution. The FBU stated they would consider the matter positively in the context of the proposals that would emerge from the talks on CPD.

In July 2006 the employers submitted a draft Constitution. Following discussions at joint secretary level a further revised Constitution was supplied in December 2006 at the meeting of the National Joint Council with some, but insufficient, changes. It was agreed that the issues still in dispute would be referred

to the National Joint Secretaries who would liaise with Rita Donaghy. The issue was unresolved at the close of 2006.

Employers' draft: July 2006

CONSTITUTION OF THE NATIONAL JOINT COUNCIL AND MIDDLE MANAGERS' NEGOTIATING BODY FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

Preamble

1. This document lays down the constitution of the National Joint Council for Local Authority Fire and Rescue Services (the NJC) and the Middle Managers' Negotiating Body (MMNB).
2. The NJC shall cover uniformed employees of fire and rescue services in the United Kingdom in the roles of Firefighter to Area Manager.
3. The MMNB shall have plenary powers to deal with the pay and conditions of middle managers (who are defined as employees in the roles of Station Manager, Group Manager and Area Manager). Decisions of the group do not have to be referred to the NJC at (2) above for endorsement, though they shall be reported thereto.
4. The NJC shall not reach agreement on any matter that also affects employees within the scope of the MMNB without first having referred that matter to the MMNB for consideration and received its conclusions.

Functions

5. The function of the NJC and MMNB shall be to make arrangements to secure the largest measure of joint co-operation and agreement on conditions of service of those persons within its scope, and the settlement of differences between fire and rescue services and employees within their scope. It shall be permissible for the NJC and MMNB to take any appropriate action that falls within the foregoing definition.

The term "conditions of service" shall be construed as including in particular:

- (i) roles, pay and allowances;
- (ii) hours of duty and leave;
- (iii) discipline arrangements;
- (iv) procedure for appeals against dismissal or disciplinary action (including dismissal on disciplinary grounds) other than questions of discipline affecting individuals;
- (v) welfare arrangements.

Independent Chair

6. There shall be an Independent Chair, who shall chair both the NJC and MMNB. The process of appointment of the Independent Chair will be agreed by both the NJC and MMNB. An Independent Chair shall be appointed to serve for a maximum term of three years and may serve for a maximum of two terms.
7. The role of the Independent Chair shall be:
 - To ensure the effective and proper conduct of

business, including making appropriate use of the Joint Secretaries. This will include ensuring proper communication between the NJC and MMNB.

- To consider with the Joint Secretaries whether issues should be considered in either the NJC or MMNB, or both.
 - To build consensus with a view to forging partnership.
 - To play an active brokering role.
 - To ensure there is an opportunity for any minority voices to be heard and that such minority voices are briefed on developments.
 - On behalf of the NJC and MMNB, to liaise with appropriate government departments and ministers, relaying positions and gaining feedback.
 - To prepare an annual report (for approval by the NJC and MMNB) setting out the NJC's and MMNB's roles, activities and achievements.
8. The Independent Chair shall not have a vote.

Vice-Chair

9. Both the NJC and MMNB shall appoint a Vice-Chair annually from their respective memberships. The appointee shall alternate between the two sides. The Vice-Chair shall preside in the absence of the Independent Chair at any meeting. In the absence of both the Independent Chair and Vice-Chair at any meeting, a Chair for that meeting shall be appointed from those members present.

Membership

10. The NJC shall consist of 28 members appointed by the representative bodies set out below:

Employers' representatives	
National Organisation of Employers of	14
Local Authority Fire and Rescue Services	
Employees' representatives	
Fire Brigades Union	13
Retained Firefighters Union	1

11. The MMNB shall consist of 28 members appointed by the representative bodies set out below:

Employers' representatives	
National Organisation of Employers of	14
Local Authority Fire and Rescue Services	
Employees' representatives	
Fire Brigades Union	13
Fire Officers Association	1

Note: the positions laid out in paragraphs 10 and 11 above are on establishment of the revised NJC and introduction of the MMNB. A subsequent count of minority trade union membership will ascertain the precise composition of both.

12. If any of the organisations referred to in paragraphs 10 or 11 above fails to appoint the number of representatives provided for by the constitution, such failure to appoint shall not invalidate any decisions reached.

SECTION A — NATIONAL JOINT COUNCIL

13. In the event of any member of the NJC or MMNB being unable to attend any meeting, the organisation represented by that member shall be entitled to appoint another representative to attend as a substitute.

Changes in the composition of the Employees' Side

14. Any organisation represented on the NJC or MMNB, or any independent certificated trade union that is not represented, may initiate a review of the composition of the Employees' Side of either the NJC or MMNB.
15. In order to gain recognition and a seat on the NJC or MMNB, a non-recognised trade union must demonstrate, through an independent audit commissioned by the NJC, that it has in its membership at least one fourteenth of the number of employees covered by either the NJC or MMNB as appropriate.
16. In order to gain an additional seat on the NJC or MMNB, a recognised trade union must demonstrate, through an independent audit commissioned by the NJC, that it has in its membership at least one fourteenth of the number of employees covered by either the NJC or MMNB as appropriate, in respect of each additional seat.
17. In the case of both the NJC and MMNB the total Employees' Side membership at any time shall not exceed 14.
18. In order to retain any seat on the NJC or MMNB, a recognised trade union must demonstrate, through an independent audit commissioned by the NJC, that it has in its membership at least one fourteenth of the number of employees covered by either the NJC or MMNB as appropriate, in respect of each seat.
19. The organisation initiating the review process shall meet all the relevant costs, including those of the independent audit.
20. No trade union can be the subject of a review within three years of it last being the subject of review.

Conduct of business

Committees

21. The NJC or MMNB may appoint from their own members such committees as they may consider necessary. Reports from such committees shall be submitted to the NJC and/or MMNB as appropriate.

Advisers

22. Either side of the NJC or MMNB may invite the attendance of any person whose special knowledge would be of assistance. Such persons would not have the power to vote.

Officers

23. Each side of the NJC and MMNB shall appoint a Secretary or Secretaries, who shall act as Joint Secretaries. In the case of the Employees' Side a Secretary shall be drawn from each of the recognised trade unions. They may or may not be members of the NJC or MMNB. In the event that a Joint Secretary is a member, he or she shall have a vote. The Employers' Secretary shall also be appointed Treasurer to the NJC. The NJC may appoint an auditor.

Meetings

24. There shall be an annual meeting of the NJC and MMNB as soon as possible after 30th September each year. Ordinary meetings shall be held as often as may be necessary. The Independent Chair shall call a special meeting of the NJC and/or MMNB if so requested by not less than one-third of the total number of members of either side of the NJC or MMNB.
25. The requisition and notice summoning any special meeting shall state the nature of the business proposed to be transacted and no other matters shall be discussed. A special meeting shall take place within fourteen days after receipt of the requisition by the Independent Chair.

Voting

26. Voting on the NJC and MMNB shall be by show of hands or otherwise as determined. No resolution shall be regarded as carried unless it is approved by a majority of the members present on each side of the NJC or MMNB except where the resolution concerns an amendment to the constitution in which case the requirements of paragraph 33 below shall apply.

Quorum

27. The quorum of the NJC and MMNB (and any other committee established under the terms of paragraph 21 above) shall be a majority of the full representation on each side. In the absence of a quorum the Independent Chair shall vacate the chair and the business then under consideration shall be the first business to be discussed either at the next ordinary meeting or, if the meeting was a special meeting, at a further special meeting to be held within fourteen days of the date of the first special meeting.

Notice of meetings

28. The notices of meetings of the NJC and MMNB shall provide full particulars of the business to be transacted and shall be sent to members at least seven days before the meeting. Any organisation represented on the NJC or MMNB shall be entitled to place items on the agenda for a meeting of that body.

Minutes

29. Within twenty-one days of any meeting of the NJC or MMNB (or any other committee established under the terms of paragraph 21 above) the Joint Secretaries shall send a copy of the minutes of the proceedings to each member of the relevant body, and these shall be ratified, subject to any amendment, at the next meeting of that body.

Settlement of differences

30. If the NJC or MMNB fails to reach agreement on any matter for which it has responsibility, that matter will be referred, should both Sides so agree, to ACAS for conciliation. In such cases, both sides will participate in the process of conciliation and act in good faith. Where conciliation fails to produce a settlement, and where both sides so agree, a request for arbitration through the

services of ACAS may be made. Following such a request, both Sides shall fully participate. In such circumstances it follows that both sides have voluntarily agreed to take part in the arbitration process whenever it is invoked and have agreed in advance to be bound by the decision of the arbitrator.

31. In the event that either side has any doubt about whether or not the failure to agree relates to arbitrable issues, and this is not resolved through negotiation or conciliation, then the question of whether or not such issues are arbitrable, taking full account of all agreements between the sides will be put to an arbitrator provided by ACAS. The decision of the arbitrator on such an issue will be binding on both sides.

Finance

32. The expenses of the NJC and MMNB (including any other committee established under the terms of paragraph 21 above), but not any expenses incurred by members in attending meetings, shall be shared equally by the two sides.

Amendment to constitution

33. This constitution may be amended only with the assent of the organisations at paragraphs 10 and 11 above.

Status

34. The status of this constitution is that of a collective agreement between representatives of fire and rescue authorities in the United Kingdom and representatives of the trade unions at paragraphs 10 and 11 above. As such it is intended to form a collective agreement as defined in Section 178 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Employers' draft: December 2006

(changes shown underlined)

CONSTITUTION OF THE NATIONAL JOINT COUNCIL AND MIDDLE MANAGERS' NEGOTIATING BODY FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

Preamble

1. This document lays down the constitution of the National Joint Council for Local Authority Fire and Rescue Services (the NJC) and the Middle Managers' Negotiating Body (MMNB).
2. The NJC shall cover all uniformed employees of Fire and Rescue Services in the United Kingdom in the roles of Firefighter to Area Manager.
3. There shall be a MMNB which shall have plenary powers to deal with the pay and conditions of middle managers (who are defined as employees in the roles of Station Manager, Group Manager and Area Manager) within the framework of the NJC. Decisions of the group do not have to be referred to the NJC at (2) above for endorsement, though they shall be reported thereto.

4. The NJC shall not reach agreement on any matter that also affects employees within the scope of the MMNB without first having referred that matter to the MMNB for consideration and received its conclusions.

Functions

5. The function of the NJC and MMNB shall be to make arrangements to secure the largest measure of joint co-operation and agreement on conditions of service of those persons within its scope, and the settlement of differences between fire and rescue services and employees within their scope. It shall be permissible for the NJC and MMNB to take any appropriate action that falls within the foregoing definition.

The term "conditions of service" shall be construed as including in particular:

- (i) roles, pay and allowances;
- (ii) hours of duty and leave;
- (iii) discipline arrangements;
- (iv) procedure for appeals against dismissal or disciplinary action (including dismissal on disciplinary grounds) other than questions of discipline affecting individuals;
- (v) welfare arrangements.

Independent Chair

6. There shall be an Independent Chair, who shall chair both the NJC and MMNB. The process of appointment of the Independent Chair will be agreed by the NJC. An Independent Chair shall be appointed to serve for a maximum term of three years, and may serve for a maximum of two terms.
7. The role of the Independent Chair shall be:
 - To ensure the effective and proper conduct of business, including making appropriate use of the Joint Secretaries. This will include ensuring proper communication between the NJC and MMNB.
 - To consider with the Joint Secretaries whether issues should be considered in either the NJC or MMNB, or both.
 - To build consensus with a view to forging partnership.
 - To play an active brokering role.
 - To ensure there is an opportunity for minority voices to be heard and that such minority voices are briefed on developments.
 - On behalf of the NJC and MMNB, to liaise with appropriate government departments and ministers, relaying positions and gaining feedback."
 - To prepare an annual report (for approval by the NJC and MMNB) setting out the NJC's and MMNB's roles, activities and achievements.
8. The Independent Chair shall not have a vote.

Vice-Chair

9. Both the NJC and MMNB shall appoint a Vice-Chair annually from their respective memberships. The appointee shall alternate between the two sides. The Vice-

SECTION A — NATIONAL JOINT COUNCIL

Chair shall preside in the absence of the Independent Chair at any meeting. In the absence of both the Independent Chair and Vice-Chair at any meeting, a Chair for that meeting shall be appointed from those members present.

Membership

10. The NJC shall consist of 28 members appointed by the representative bodies set out below:

Employers' representatives	
National Organisation of Employers of	14
Local Authority Fire and Rescue Services	

Employees' representatives	
Fire Brigades Union	13
Retained Firefighters Union	1

11. The MMNB shall consist of 28 members appointed by the representative bodies set out below:

Employers' representatives	
National Organisation of Employers of	14
Local Authority Fire and Rescue Services	

Employees' representatives	
Fire Brigades Union	13
Fire Officers Association	1

NOTE: The positions laid out in paragraphs 10 and 11 above are on establishment of the revised NJC and introduction of the MMNB. A subsequent count of minority trade union membership will ascertain the precise composition of both. This count will take place within three months of the introduction of this constitution. The process for the count will be agreed by the Joint Secretaries.

12. If any of the organisations referred to in paragraphs 10 or 11 above fails to appoint the number of representatives provided for by the constitution, such failure to appoint shall not invalidate any decisions reached.
13. In the event of any member of the NJC or MMNB being unable to attend any meeting, the organisation represented by that member shall be entitled to appoint another representative to attend as a substitute.

Changes in the composition of the Employees' Side

14. Any independent certified trade union represented on the NJC or MMNB, or any independent certificated trade union that is not represented, may initiate a review of the composition of the Employees' Side of either the NJC or MMNB. Following such a request the NJC will commission an independent audit of membership levels.
15. In order to gain recognition and a seat on the NJC or MMNB, any independent certified trade union must demonstrate, through an independent audit commissioned by the NJC, that it has in its membership at least one fourteenth of the number of employees covered by either the NJC or MMNB as appropriate.
16. In order to gain an additional seat, or to retain any seat, on the NJC or MMNB, a recognised trade union must demonstrate, through an independent audit commissioned by the NJC, that it has in its membership at least one

fourteenth of the number of employees covered by either the NJC or MMNB as appropriate, in respect of each seat.

17. In the case of both the NJC and MMNB the total Employees' Side membership at any time shall not exceed 14.
18. The organisation initiating the review process shall meet all the relevant costs, including those of the independent audit.
19. No trade union can be the subject of a review within three years of it last being the subject of review.

Conduct of business

Committees

20. The NJC or MMNB may appoint from their own members such committees as they may consider necessary. Reports from such committees shall be submitted to the NJC and/or MMNB as appropriate.

Advisers

21. Either side of the NJC or MMNB may invite the attendance of any person whose special knowledge would be of assistance. Such persons would not have the power to vote.

Officers

22. Each side of the NJC and MMNB shall appoint a Secretary or Secretaries, who shall act as Joint Secretaries. The Employers' Side shall appoint the Employers' Side Secretary and the Employees' Side shall appoint the Employees' Side Secretary. The Joint Secretaries may or may not be members of the NJC or MMNB. In the event that a Joint Secretary is a member, he or she shall have a vote. The Employers' Secretary shall also be appointed Treasurer to the NJC. The NJC may appoint an auditor.

Meetings

23. There shall be an annual meeting of the NJC and MMNB as soon as possible after 30th September each year. Ordinary meetings shall be held as often as may be necessary. The Independent Chair shall call a special meeting of the NJC and/or MMNB if so requested through the Joint Secretaries.
24. The requisition and notice summoning any special meeting shall state the nature of the business proposed to be transacted and no other matters shall be discussed. A special meeting shall take place within fourteen days after receipt of the requisition by the Independent Chair.

Voting

25. Voting on the NJC and MMNB shall be by show of hands or otherwise as determined. No resolution shall be regarded as carried unless it is approved by a majority of the members present on each side of the NJC or MMNB except where the resolution concerns an amendment to the constitution in which case the requirements of paragraph 32 below shall apply.

Quorum

26. The quorum of the NJC and MMNB (and any other committee established under the terms of paragraph 20 above) shall be a majority of the full representation on each Side. In the absence of a quorum the Independent Chair shall vacate the chair and the business then under consideration shall be the first business to be discussed either at the next ordinary meeting or, if the meeting was a special meeting, at a further special meeting to be held within fourteen days of the date of the first special meeting.

Notice of meetings

27. The notices of meetings of the NJC and MMNB shall provide full particulars of the business to be transacted and shall be sent to members at least seven days before the meeting. Any organisation represented on the NJC or MMNB shall be entitled to place items on the agenda for a meeting of that body.

Minutes

28. Within twenty-one days of any meeting of the NJC or MMNB (or any other committee established under the terms of paragraph 20 above) the Joint Secretaries shall send a copy of the minutes of the proceedings to each member of the relevant body, and these shall be ratified, subject to any amendment, at the next meeting of that body.

Settlement of differences

29. If the NJC or MMNB fails to reach agreement on any matter for which it has responsibility, that matter will be referred to ACAS for conciliation. Both sides will participate in the process of conciliation and act in good faith. Where conciliation fails to produce a settlement either side of the NJC may request arbitration through the services of ACAS. Following such a request, both sides shall fully participate. In such circumstances it follows that both sides have voluntarily agreed to take part in the arbitration process whenever it is invoked and have agreed in advance to be bound by the decision of the arbitrator.
30. In the event that either side has any doubt about whether or not the failure to agree relates to arbitrable issues, and this is not resolved through negotiation or conciliation, then the question of whether or not such issues are arbitrable, taking full account of all agreements between the sides will be put to an arbitrator provided by ACAS. The decision of the arbitrator on such an issue will be binding on both sides.

Finance

31. The expenses of the NJC and MMNB (including any other committee established under the terms of paragraph 20 above), but not any expenses incurred by members in attending meetings, shall be shared equally by the two sides.

Amendment to constitution

32. (i) This paragraph forms an integral part of the constitution and may itself be amended in accordance with the procedures set out in this paragraph.

- (ii) Any proposal to amend this constitution must be circulated to members of the NJC at least three months before the meeting at which it is to be moved. No proposal to amend this constitution will be regarded as carried unless it has the support of at least two thirds of the members present and voting at the meeting at which it is moved.

Status

33. The status of this constitution is that of a collective agreement between representatives of fire and rescue authorities in the United Kingdom and representatives of the trade unions at paragraphs 10 and 11 above. As such it is intended to form a collective agreement as defined in Section 178 of the Trade Union and Labour Relations (Consolidation) Act 1992.

A8 Technical Advisory Panel

During 2005 and 2006 there were 4 formal referrals that were heard formally by the Technical Advisory Panel. The outcomes were reported through NJC Joint Circulars:

Merseyside January 2005

CIRCULAR: NJC/02/05

17 February 2005

Dear Sir/Madam

TECHNICAL ADVISORY PANEL (Merseyside January 2005)

1. Section 4, Part A, paragraphs 3, 4, and 5 of the Scheme of Conditions of Service (Grey Book) outlines the principles on which Duty Systems should be based.
2. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Technical Advisory Panel (TAP) whose role is to seek agreement, but where that is not possible to make recommendations.
3. Professor Roy Lewis, who is assisted by the Joint Secretaries, currently chairs the panel.
4. The TAP met for the first time on 11th January to consider a referral from the Merseyside Fire and Rescue Service.
5. Merseyside Fire and Rescue Service proposed a new flexitime system for employees who worked the existing day duty system (9 day fortnight).
6. The attached agreement was reached (**Appendix A**). This now becomes a collective agreement between the local parties.
7. The agreement is applicable only to Merseyside and as such does not represent a national collective agreement.

Yours faithfully
Mike Walker
Andy Gilchrist
Joint Secretaries

APPENDIX A

FLEXI-TIME SYSTEM FOR UNIFORMED DAY STAFF COVERED BY THE GREY BOOK

The following principles will apply:

1. The core hours will be between 10am and 3pm.
2. The non-core hours will be between 7.30 and 10am and between 3 and 6.30pm
3. Dinner break to be taken within the core hours will be a maximum of two hours and a minimum of 30 minutes; where the minimum break is taken, up to 30 minutes can be accrued as flexi-time.
4. Staff will be able to accrue and carry over up to 16 hours flexi-time each four week period.
5. Individual members of staff can choose to work a pattern that will allow them to accrue flexi-time in order to take up to two full days, or four half days, flexi-leave per four week period; in addition, a maximum of a further two hours may be taken as appropriate.¹
6. The preference of individual staff members for particular flexi-leave days or half days will be accommodated by management, subject only to exceptional and overriding exigencies of the service.
7. Over a four week period, the total of core and non-core hours worked will average 42 hours per week, allowing for a one hour dinner break and subject to paragraph 3 above.
8. Hours worked will be pro-rata for part-time employees.
9. Staff may request that they are able to work outside the non-core hours for specific reasons such as care commitments; any such request should be made to their line manager.

Michael Hagen
Deputy Chief Fire Officer
11 January 2005

Les Skarratts
FBU Brigade Secretary
11 January 2005

¹A day consists of 7 hours and a half day consists of 3.5 hours.

West Midlands June 2005

CIRCULAR: NJC/07/05

16 June 2005

Dear Sir/Madam

TECHNICAL ADVISORY PANEL (West Midlands June 2005)

8. Section 4, Part A, paragraphs 3, 4, and 5 of the Scheme of Conditions of Service (Grey Book) outlines the principles on which Duty Systems should be based.
9. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Technical Advisory Panel (TAP) whose role is to seek agreement, but where that is not possible to make recommendations.
10. Professor Roy Lewis, who is assisted by the Joint Secretaries, currently chairs the panel.
11. The TAP met on 14th and 15th of June to consider a

referral from the West Midlands Fire and Rescue Service.

12. West Midlands Fire and Rescue Service proposed a new duty system and shift pattern to support the Authority's Integrated Risk Management Plan for 2005/2006.
13. Both parties now have 14 days to consider the recommendations of the TAP, which are attached. (**Appendix A**). It is anticipated that these will form the basis of a collective agreement between the local parties.
14. The recommendations are applicable only to West Midlands.

Yours faithfully
Mike Walker
Matt Wrack
Joint Secretaries

Merseyside May 2006

CIRCULAR: NJC/6/06

22 August 2006

Dear Sir/Madam

TECHNICAL ADVISORY PANEL (Merseyside May 2006)

1. Section 4, part A, paragraphs 3,4 and 5 of the Scheme of Conditions of Service (Grey Book) outlines the principles on which Duty Systems should be based.
2. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Technical Advisory Panel (TAP) whose role is to seek agreement, but where that is not possible, to make recommendations.
3. Professor Roy Lewis, who is assisted by the Joint Secretaries, currently chairs the panel.
4. The TAP met on 15 May 2006 to consider a referral from Merseyside Fire and Rescue Service.
5. Merseyside Fire and Rescue Service proposed a new duty system to support the Authority's Integrated Risk Management Plan for 2005/2006.
6. A copy of the recommendation is attached (Appendix A).
7. The recommendation is applicable only to Merseyside.

Yours faithfully
Mike Walker
Matt Wrack
Joint Secretaries

APPENDIX A

NJC FOR LOCAL AUTHORITIES' FIRE BRIGADES TECHNICAL ADVISORY PANEL (TAP)

Parties:

Merseyside Fire & Rescue Authority Fire Brigades Union

1. The TAP met at the Novotel London Euston Hotel on 15 May 2006.
2. In accordance with the Grey Book, Section 4, Part A,

paragraph 5, the TAP encouraged the parties to make a voluntary agreement in order to settle the differences between them concerning the introduction of a new duty system arising from the Authority's Integrated Risk Management Plan (IRMP).

3. In the absence of an agreement, the TAP is empowered to make recommendations having regard to the deployment of resources that the Authority has determined is necessary in order to implement its IRMP and the 4 principles set out in the Grey Book, Section 4, Part A, paragraph 3.
4. In the event, the parties were unable to reach agreement and accordingly the TAP is required to make recommendations.
5. The Authority proposed a duty system for stations that it defined as having a low level of activity and risk (LLAR). Its specific proposal before the TAP concerned 12 wholetime firefighter posts at one station, Heswall. The Authority's proposed system involved a day duty of a 12 hour shift, 11am to 11pm on a rota basis, with an average of 4 days on and 4 days off. In addition, a retained duty would apply to nights between 11am and 11pm, with staff living in purpose-built accommodation within the precincts of but separate from the station, unless they resided in a dwelling that allowed them to get to the station within 1.9 minutes. It is to be noted that the accommodation as described does not as yet exist at Heswall or at any other station.
6. The Authority envisaged that a number of individuals would volunteer for both the day and the retained duties. It must be emphasised that under the Grey Book (Section 4, Part A, paragraph 1) full-time and part-time firefighters on any duty system are free to undertake retained duties where appropriate. In any event, the proposed retained duty as such falls outside the TAP's remit since it accords with the principles of an existing national duty system specified in the Grey Book. Only the proposed day duty system as such falls within the TAP's remit.
7. Nevertheless, the fact that the same individuals might volunteer to perform both the proposed day and retained duties, as envisaged by the Authority, cannot realistically be ignored when considering whether the day duty system might accord with the 4 principles set out in the Grey Book, Section 4, Part A, paragraph 3. To do so would be disingenuous. It follows that it is appropriate to consider the application of the 4 principles to the day duty in the light of the fact that an individual might volunteer for both the day and the retained duties. This point and the reasoning behind it was made explicitly clear to the parties on 15 May.
8. Having given the most careful consideration to the Authority's proposed day duty system, I have concluded that it is compatible with the deployment of resources that the Authority has determined is necessary to implement its IRMP and, subject to one exception, is based on the 4 principles set out in the Grey Book, Section 4, Part A, paragraph 3.
9. The exception is the need to comply with relevant UK and European law, in particular the need to comply with sex discrimination law. If an individual volunteered for both the day and the retained duties in an LLAR station, that individual would normally have to be away from home for 4 consecutive days and nights. Given the usual realities of childcare, it is very likely that a lower proportion of wholetime female firefighters would be in a position to be able to volunteer to undertake both duties, as compared to wholetime male firefighters. The disparate impact would be at its greatest to the extent that the Authority confined the wholetime posts to those who volunteered for both the day and the retained duties.
10. The conclusion on sex discrimination would not be reached if the day duty system were considered in isolation from the fact that individuals might volunteer, as the Authority envisaged, for both the day and retained duties. If one overlooks that fact then all 4 principles would be satisfied. However, as already indicated, it would be disingenuous for the TAP to ignore the reality of the Authority's proposal.
11. It is therefore necessary to reconcile the Authority's proposal with the need to avoid placing female firefighters in a disadvantageous position compared with their male colleagues. One way of doing this is to reserve a proportion of the 12 envisaged wholetime posts for those who volunteer to undertake only the day duty or only the retained duty, as opposed to those who volunteer to undertake both the day and the retained duties. This idea underpins the recommendation.
12. The recommendation is as follows:
 - (1) As regards the Heswall station, the 12 wholetime contracts to be awarded should be divided into three categories:
 - (i) First category: 5 contracts to be awarded to those who volunteer to do the day duty only.
 - (ii) Second category: 5 contracts to be awarded to those who volunteer to do the retained duty only.
 - (iii) Third category: 7 contracts to be awarded to those who volunteer for both the day and retained duties; a number that may be increased if in practice there are insufficient volunteers in the first and second categories.
 - (2) As regards the Authority's aim to roll out its proposal to other LLAR stations, as defined by the Authority, the Authority should follow the principle of reserving a significant minority of contracts to wholetime firefighters falling within the first and second categories, that is, those who volunteer to do only the day duty and only the retained duty.

Professor Roy Lewis
Panel Chairman and Independent Expert to the TAP
23 May 2006

Nottinghamshire August 2005

CIRCULAR: NJC/11/05

1 September 2005

Dear Sir/Madam

TECHNICAL ADVISORY PANEL (Nottinghamshire August 2005)

15. Section 4, Part A, paragraphs 3, 4, and 5 of the Scheme of Conditions of Service (Grey Book) outlines the principles on which Duty Systems should be based.
16. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Technical Advisory Panel (TAP) whose role is to seek agreement, but where that is not possible to make recommendations.
17. Professor Roy Lewis, who is assisted by the Joint Secretaries, currently chairs the panel.
18. The TAP met on 30th and 31st of August to consider a referral from the Nottinghamshire Fire and Rescue Service.
19. Nottinghamshire Fire and Rescue Service proposed a new duty system to support the Authority's Integrated Risk Management Plan for 2005/2006.
20. Both parties now have 14 days to consider the recommendations of the TAP, which are attached. (Appendix A). It is anticipated that these will form the basis of a collective agreement between the local parties.
21. The recommendations are applicable only to Nottinghamshire.

Yours faithfully

Mike Walker

Matt Wrack

Joint Secretaries

NJC FOR LOCAL AUTHORITIES' FIRE BRIGADES

TECHNICAL ADVISORY PANEL (TAP)

Parties:

**Nottinghamshire Fire & Rescue Service
Fire Brigades Union**

1. The TAP met at the Ambassadors Hotel, London on 30 August and at the Panel Chair's Chambers in Gray's Inn, London on 31 August 2005.
2. In accordance with the Grey Book, Section 4, Part A, paragraph 5, the TAP encouraged the parties to make a voluntary agreement in order to settle the differences between them concerning the introduction of a new duty system arising from the Authority's Integrated Risk Management Plan (IRMP).
3. In the absence of an agreement, the TAP is empowered to make recommendations having regard to the deployment of resources that the Authority has determined is necessary in order to implement its IRMP and the 4 principles set out in the Grey Book, Section 4, Part A, paragraph 3.

4. The Authority's proposed duty system was set out in its written submission to the TAP. Having given it the most careful consideration, in my view the Authority's proposed duty system follows the 4 principles set out in the Grey Book, Section 4, Part A, paragraph 3, and is compatible with the deployment of resources that the Authority has determined is necessary to implement its IRMP.
5. The Union's proposed alternative duty system was set out orally on 30 August and further refined on 31 August 2005. Having given it the most careful consideration, subject to one qualification, in my view it follows the 4 principles set out the Grey Book. Section 4, Part A, paragraph 3 and is compatible with the deployment of resources that the Authority has determined is necessary to implement its IRMP. The qualification is that there would need to be a collective agreement in order to satisfy the Working Time Regulations.
6. According to the Grey Book, Section 4, Part A, paragraph 3, an employer must discuss a proposed duty system with the recognised union. This point is developed in the general principles governing the operation of the TAP: "It is anticipated that there will have been the appropriate consultation and negotiation over the matter in line with the arrangements at Section 6 Part C of the Grey Book". In this case there was not, in my view, a full discussion of the Authority's proposed duty system prior to the matter being referred to the TAP. Both parties share responsibility for this.
7. In the light of the above, and in the interests of constructive industrial relations, my recommendation is that the Authority and the Union return to the negotiating table with a view to reaching an agreement on a new duty system.

Professor Roy Lewis

Panel Chair and Independent Expert to the TAP

31 August 2005

A9 RAP

During 2005 and 2006 there were 2 formal referrals that were heard formally by the Resolution Advisory Panel. The outcomes were reported through NJC Joint Circulars:

Devon October 2005

CIRCULAR: NJC/13/05

1 November 2005

Dear Sir/Madam

RESOLUTION ADVISORY PANEL (Devon October 2005)

22. Section 6, Part C, paragraphs 1-14 of the Scheme of Conditions of Service (Grey Book) outlines the local negotiation procedure.
23. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union

the difference can be referred to the NJC's Resolution Advisory Panel (RAP) whose role is to assist parties unable to reach agreement at local level by endeavouring to facilitate an agreement or, where that is not possible, to make recommendations.

24. Professor William Brown, who is assisted by the Joint Secretaries, currently chairs the panel.
25. The RAP met on 18th of October 2005 to consider a referral from the Devon Fire and Rescue Service.
26. Devon Fire and Rescue Service proposed salary-based pay for the retained duty system.
27. Both parties will now consider the recommendations of the RAP, which are attached as Appendix A.
28. The recommendations are applicable only to Devon Fire & Rescue Service.

Yours faithfully
Mike Walker
Matt Wrack
Joint Secretaries

APPENDIX A

NJC for Local Authority Fire and Rescue Services – Resolution Advisory Panel

Devon Fire and Rescue Services Reference – 18th October 2005

The role of the Resolution Advisory Panel

The Panel was established under Stage 2 of the Local Consultation and Negotiation Procedures (Section 6, Part C of the Scheme of Conditions of Service (Sixth Edition 2004)) to assist parties unable to reach agreement at the local level by endeavouring to facilitate an agreement or, where that is not possible, to make recommendations.

The meeting of the Panel

The Panel that met on 18th October 2005 consisted of Professor William Brown (Independent Chair), Geoff Ellis (on behalf of the Employees' Secretary), and Sarah Messenger and Gill Gittins (on behalf of the Employers' Secretary).

Representing the Devon Fire and Rescue Service Employers were Sue Smith, Steven Pope, Robbie Williams and Mike Holmes.

Representing the Fire Brigades South West Region were Trevor French, John Drake, Peter Preston and Bob Walker.

The parties were unable to reach agreement, and the Panel was unable to reach agreement. The Recommendation that follows is that of the Independent Chair. Discussions concentrated on the proposals for salary-based pay for the retained duty system and the recommendations are concerned with these alone. Other issues raised by one or other party in their submissions can be left for local settlement.

Recommendation

The pay mechanism for the retained duty system should

provide a monthly salary made up of three components
 $A + B + C$:

A – Annual Retaining Fee – NJC rates. The Annual Retaining payment will be based on NJC rates at 100% for 84 hrs and 75% for 63 hrs and below.

B – 104 hrs for Drills nights per annum – NJC rates

C – One and a quarter hours pay (NJC rates) + disturbance fee (NJC rates) $\times$ % of the average number of calls received at the individual station over 3 years, applied at 60% of all NJC rates appropriate to each role.

A base line of operational activity will be agreed for all stations reflecting the operational activity averaged over the last 3 years subject to a minimum annual threshold of 120 calls.

Professor William Brown
Chair, NJC Resolution Advisory Panel

North Yorkshire Sept/Oct 2006

CIRCULAR: NJC/08/06

15 November 2006

Dear Sir/Madam

RESOLUTION ADVISORY (North Yorkshire – September and October 2006)

29. Section 6, Part C, paragraphs 1-14 of the Scheme of Conditions of Service (Grey Book) outlines the local negotiation procedure.
30. Where local agreement cannot be reached between the fire and rescue authority and the recognised trade union the difference can be referred to the NJC's Resolution Advisory Panel (RAP) whose role is to assist parties unable to reach agreement at local level by endeavouring to facilitate an agreement or, where that is not possible, to make recommendations.
31. Professor William Brown, who is assisted by the Joint Secretaries, currently chairs the panel.
32. The RAP met on 26th September and 9th October 2006 to consider a referral from North Yorkshire Fire & Rescue Service.
33. North Yorkshire Fire and Rescue Service proposed a change to the start and finish times of the shift duty system within North Yorkshire.
34. Both parties will now consider the recommendation of the Independent Chair, which are attached as **Appendix A**.
35. The recommendation is applicable only to North Yorkshire Fire & Rescue Service.

Yours faithfully
Sarah Messenger
Matt Wrack
Joint Secretaries

APPENDIX A

NJC for Local Authority Fire and Rescue Services

North Yorkshire Fire and Rescue Authority – Shift Duty System: Start and Finish Times

Procedure

Those involved were:

Resolution Advisory Panel:

William Brown (Chair)

Andy Dark (Joint Secretary, Employees' Side)

Gill Gittins (Joint Secretary, Employers' Side)

For the Union:

Bob Blackburn (EC member)

Sean Starbuck (Yorkshire Regional Secretary)

Ian Watkins (Branch Chair)

For the Employers:

Andy Trowsdale (Assistant Chief Fire Officer, NYFRA)

Jan Sams (Head of Personnel and Employment Relations, NYFRA)

The initial meeting was held in Liverpool on Tuesday 26th September 2006, and was adjourned. It was reconvened in Cambridge on Monday 9th October. It was not possible to achieve an agreement between the parties. The Panel was not able to produce an agreed recommendation. The following are the written recommendations of the Chair.

The issue

The issue in question was the start and finish times of the shift duty systems in the NYFRA.

Background

A working group was established in early 2004 by the NYFRA and the FBU as a sequel to the June 2003 Pay and Conditions Agreement, to review the duty system. This consisted of shifts of 2x10 hour days (8am-6pm); 2x14 hour nights (6pm-8am) and 4x24 hours free from duty. The Employers' resulting proposal was that this 2 x 2 x 4 structure should be retained with a move to 12 hour working shifts and a number of other changes, some of which were withdrawn during subsequent consultations. Acas acted as a facilitator in part of this process. It was initially intended that the 12 hour shifts might be introduced in January 2006, which was deferred until April 2006, but continued failure to agree brought in the NJC Joint Secretaries as mediators in May 2006. Informal talks led to the extension of the deadline until August but continued failure to agree resulted in joint submission to the RAP on 7th September 2006.

Summary of Union case

The move to 12 hour shifts is not necessary in operational terms and would create unnecessary disruption to existing working practices. It would damage current efforts to improve the diversity of recruitment by reducing the 'family friendliness' of employment both by increasing costs to staff of child and other

07/07home care and by increasing women employees'

anxieties about late night travel. The proposal had not had a proper assessment of its impact on recruitment equality and there was evidence that the impact would be adverse. It could lead to an increase in work demands. Experience with job-share in the emergency fire control room showed it is possible to achieve the desired flexibility by existing arrangements within the 10/14 hour shift system. The Union is willing to look constructively at methods of covering any additional work-load.

Summary of Employer case

The 12 hour shift proposal is necessary to reduce staff fatigue and to comply with working time regulations. It would increase productivity and provide a shift pattern more conducive to the job sharing and part-time working which should attract a wider diversity of recruits. There is evidence of a preference for start/finish times of 0700 hours and 1900 hours. The options have been subject to substantial consultation over a two-year period.

General considerations

The 12 hour shift proposal has been backed by a business case and subjected to a prolonged and responsive consultation process which has resulted in substantial amendments. Since there is a difference of opinion concerning the likely consequences of the proposal for the increased diversity of recruitment to which both sides are committed, it is sensible to trial it with disinterested monitoring and a joint review. Consequent costs of domestic caring that staff might have to bear as a result of the trial can be compensated.

Recommendation

A 12 hour shift system should be introduced on a pilot basis for one year after a transitional year using a 11/13 hour shift system. The decision to continue with the 12 hour system subsequent to the pilot should be taken in the light of an independent review of the effect of the 12 hour shift system on improving recruitment diversity. If no likely diversity benefit is revealed, there should be a reversion to a 11/13 hour shift system. The evaluation should be conducted during the period of the pilot 12 hour shift system by an organisation independent of both the NYFRA and the FBU. During the period of the pilot, proven additional costs of child and other care should be covered by the NYFRA.

Professor William Brown
17th October 2006

A10 Rank to Role

Negotiations continued on an agreed process for the substantive move from Rank to Role during early 2005. Although the Working Party had, in January, agreed a process which could be recommended to both sides (FBU and Employers), agreement could not be reached on the issue of pay protection.

The Union referred the issue to ACAS for conciliation and this

lead subsequently to arbitration. The arbitration meeting took place on the 21st June 2005 and the following is a summary of the award, which was communicated on an NJC circular (NJC/12/05):

SUBSTANTIVE MOVE FROM RANK TO ROLE – ACAS ARBITRATION AWARD

"Having considered carefully all the evidence and arguments presented to me I shall make the following award:

Pay protection should apply to uniformed employees covered by the scheme of conditions of service for the NJC for Local Authorities Fire and Rescue Services (the Grey Book) on the substantive move from rank as follows: Those employees who, in the 2003 agreement, have specified pay protection points with a review scheduled in 2007 retain that position. For others

- a) the pay protection arrangements should have the status of an agreement*
- b) pay increases should apply during the period of pay protection*
- c) protection should commence from when an individual makes the substantive change from rank to role and last for three years from that date"*

For clarification, employees on protected points referred to above are those detailed in the pay assimilation table (circular NJC/13/03) issued for those in post on 7th November 2003: Station Officer (Rider Station Officer or specialist not on the flexible duty system), Fire Control Officer (not on the flexible duty system), Principle Fire Control Officer.

The full report also confirms that a fire and rescue authority may deploy an individual eligible for pay protection to a substantive role commensurate with their protected salary level.

In August 2005 the Joint Secretaries issued guidance as part of NJC circular NJC/09/05. This guidance included the following statement:

"Once an authority has had its quality assurance processes verified in accordance with paragraph 9 of the Code of Practice, it is able to place individuals who have been substantively promoted on to development rates of pay."

The Process of substantive change from Rank to Role has continued throughout 2006 and as yet was incomplete in some Fire and Rescue Authorities. In some cases appeal processes were still being implemented.

During 2005/6 a number of training events were held to offer practical support to those officials dealing with the process within Brigades.

The process was designed to be carried out jointly between the Union and Employers. The guidance issued included an agreed joint statement as follows:

"We have jointly developed a process and guidance to help

Fire and Rescue Services implement the substantive move from 'Rank to Role'. In the development of this guidance it has become clear that a pragmatic approach is needed.

"This means that employer and employees representatives should work together within Fire and Rescue Services to achieve solutions that best fit their needs and is fair to individuals. The development included a pilot of the process which clearly demonstrated the benefits of close, joint working arrangements.

"It became apparent throughout the pilot that an up to date and relevant job description is a key element of the process. We would therefore urge Fire and Rescue Services to develop job descriptions for each job, not just for this process but because it is also good practice and enables individuals to understand what is expected of them. Guidance on a model job description is attached

"It is recognised that a Fire and Rescue Service may wish to carry out the process on a phased basis but should do so on a generic job basis."

A11 Bounty Scheme

The Sixth Edition of the Grey Book which, following agreement, had been promulgated on 26th August 2004 (Circular NJC/05/04) stated:

"Pending the introduction of pension arrangements for employees on the retained duty system the long-service bounty scheme at Section VII paragraph 15 of the fifth edition of this scheme of conditions of service shall continue to apply." [Appendix B, paragraph 7]

With the emerging development of the New Firefighters Pensions Scheme, the employers started discussions initially at NJC Secretaries level on the issue of the Interim Protection Arrangements relating to the Bounty payments. The matter was also raised and discussed at the Recall Conference on 16 February 2006. As a consequence the General Secretary wrote to the employers on 28 February 2006 outlining the FBU's position on the matter:

"As you will be aware the Grey Book makes reference in Appendix B to the continuation of the long-service bounty payments pending the introduction of pension arrangements for employees on the Retained Duty System.

It has long been the view of the Fire Brigades Union that full pension rights should be provided to members working the Retained Duty System. As you will be aware the Union has taken legal action to attempt to achieve this principle.

It has always been our view that such members should be able to join the current Firefighters Pension Scheme. It now appears that this will not be the case. The proposed New Firefighters Pension Scheme (NFPS), in the view of the FBU, does not provide a level of benefits to match those of the current scheme. We are therefore of the

SECTION A — NATIONAL JOINT COUNCIL

opinion that the bounty scheme should be maintained regardless of the introduction of pension rights under the NFPS. We have raised this matter with the ODPM and also at meetings of the NJC Joint Secretaries. We now formally submit this as a claim to the Employers for consideration through the National Joint Council.

We would ask you to ensure that the Employers are made aware that there is currently some doubt as to when the NFPS would actually become available to existing Firefighters working the Retained Duty System. It appears unlikely that the NFPS Order will be made before June 2006 and in any case there may be further delays in explaining the scheme to individual employees. We would also highlight the continuing problems of recruitment and retention in relation to RDS staff. With a shortfall of some 3,000 Firefighters we do not believe it appropriate to worsen conditions by means of abolition of the bounty.

We look forward to discussions on this matter at the earliest opportunity."

The employers did not respond to the FBU but instead promulgated EMPLOYERS CIRCULAR EMP/04/06 to the local employers on 14 March 2006 which stated:

CIRCULAR: EMP/4/06

14 March 2006

Dear Sir/Madam

Long Service Bounty Payments

1. The 6th Edition of the Grey Book on the interim and protection arrangements stated that 'Pending the introduction of pension arrangements for employees on the retained duty system the long-service bounty scheme at Section VII paragraph 15 of the fifth edition of this scheme of conditions of service shall continue to apply.' (Grey Book 6th Edition Appendix B refers.)
2. Preliminary discussions with the Office of the Deputy Prime Minister (ODPM) have highlighted that existing employees on the retained duty system will not immediately be able to access the new Firefighters Pension Scheme on the date of its introduction (6 April 2006) as authorities will first need to carry out a valuation exercise for existing employees on the retained duty system. This is likely to take place during October – December 2006. However retained duty system firefighters wishing to join the scheme at that point will be given the opportunity to backdate contributions to 6 April 2006.
3. The Employers' Side of the NJC, when it meets in early April, will consider what, if any, phasing out arrangements should be put in place, together with correspondence received from both the Fire Brigades Union and the Retained Firefighters Union on this issue.
4. In the meantime, given that there will be an opportunity for employees on the retained duty system to be able to

access the pension scheme with effect from 6 April (albeit on a backdated basis), authorities are advised that any Bounty Payments due up to and including 5 April 2006 should be made as normal. Any Bounty Payments due on or after 6 April should be made on the due date but the amount payable should be a pro-rata payment on the entitlement accrued up to and including 5 April 2006. Please note, these transitional arrangements will not apply to individuals who resign from the service on or after the 6 April 2006.

5. For clarity, in accordance with the Pay & Conditions Agreement 2003, the existing bounty scheme will no longer apply from 6 April 2006. For the time being the transitional arrangements outlined above will apply for existing employees on the retained duty system.
6. The interim arrangements will facilitate time for further discussion to take place within the NJC.

Yours sincerely



Jacky Teasell
Negotiating Officer

The employers later wrote to the FBU on 6th April 2006 and enclosed a further EMPLOYERS CIRCULAR to local employers (EMP 05/06):

Layden House, 76-86 Turnmill Street, London, EC1M 5LG
Telephone 020 7296 6600 Fax 020 7296 6786
Employers' Secretary, Charles Nolda

Direct Dial 020 7296 6723
020 7296 6712
e-mail: gill.gittins@lg-employers.gov.uk

FIRE BRIGADES: National Employers

Matt Wrack, General Secretary
Fire Brigades Union
Bradley House
68 Coombe Road
Kingston upon Thames
Surrey KT2 7AE

6 April 2006

Dear Matt,

Bounty Payments

I write further to your letter to Sarah of 28th February 2006.

As you are aware, under the terms of the Pay and Conditions Agreement 2003, the bounty scheme will not continue once pension arrangements for employees who work the Retained

Duty System (RDS) are introduced.

Confirmation has been received from ODPM that pension arrangements will be introduced with effect from 6 April 2006. Whilst it is recognised that it will not be possible to join the new scheme on that date RDS firefighters will be given the opportunity to back-date membership to 6 April 2006 as soon as the scheme is formally opened.

In essence your letter of 28 February requested the Employers revisit the agreement jointly reached in 2003 to remove the bounty scheme on introduction of a pension scheme for RDS firefighters. The Employers have now considered your letter and the points raised therein.

I can advise that the Employers decided to go beyond the terms of the agreement and put in place a phasing-out arrangement over a period of 4 years and 364 days from 6 April 2006, which will provide RDS firefighters (who remain in service) with pro-rata payments. The arrangements will be as follows:

- The value of a bounty payment is frozen with effect from 5 April 2006 i.e. any service beyond that date does not add to the value of the bounty payment that an individual receives
- Bounty payments will be made on the date that they were originally due.
- All employees must be in service on 6 April 2006 and have at least 5 years service on that date to be eligible for a pro-rata payment on the due date.
- Once an individual has received a pro-rata payment on the due date, they drop out of the bounty scheme
- The phasing-out arrangements do not apply to individuals who resign from the service on or after 6 April 2006. the only exception is that the above arrangements will also apply to individuals who retire before 6 April 2008.

An Employers' circular advising authorities of this decision will be issued today. A copy is attached for information.

Yours sincerely,



Gill Gittins
Principal Negotiating Officer

CIRCULAR EMP/5/06

Dear Sir/Madam

Long Service Bounty Payments

1. The 6th Edition of the Grey Book on the interim and protection arrangements stated that 'Pending the introduction of pension arrangements for employees on the retained duty system the long-service bounty scheme

at Section VII paragraph 15 of the fifth edition of this scheme of conditions of service shall continue to apply.' (Grey Book 6th Edition Appendix B refers.)

2. You will recall that Employers circular EMP/4/06 advised authorities that the effective date for the introduction of pension arrangements for Retained Duty System (RDS) firefighters had been identified as 6 April 2006 and that, in accordance with the Pay and Conditions Agreement 2003 the bounty scheme will no longer apply from that date.
3. However, EMP/4/06 went on to advise that the Employers were prepared to consider what, if any, phasing-out arrangements should be put in place and interim arrangements were included in the circular which would apply until the Employers had an opportunity to do so.
4. The Employers' Side met earlier this week and agreed the following arrangements:
 - Bounty payments should be phased out over a period of 4 years and 364 days with effect from 6 April 2006.
 - The value of a bounty payment is frozen with effect from 5 April 2006 i.e. any service beyond that date does not add to the value of the bounty payment that an individual receives.
 - Bounty payments will be made on the date that they were originally due.
 - All employees must be in service on 6 April 2006 and have at least 5 years service on that date to be eligible for a pro-rata payment on the due date.
 - Once an individual has received a pro-rata payment on the due date, they drop out of the bounty scheme.
 - The phasing out arrangements do not apply to individuals who resign from the service on or after 6 April 2006. The only exception is that the above arrangements will also apply to individuals who retire before 6 April 2008.
5. With regard to the pro-rata calculation, the amount payable will be a proportion of the next 'bounty' due based on the precise length of service (i.e. calculated in years/months/weeks/days) as at 5 April 2006, and since the date on which he/she qualified for his/her previous bounty.
6. For example, an employee who is due to receive a 15-year bounty payment on 26 June 2009 will not receive a payment until that date. The payment they will receive will be a pro-rata amount calculated as in paragraph 5 above.
7. Please ensure that this information is also forwarded to the Finance/Payroll sections of your fire and rescue services.

Electronic Communications

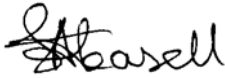
8. Authorities will be aware that from the 3 April 2006 the Employers' Organisation for Local Government became the new Local Government Employers (LGE). This new body will take forward work on pay, pensions and the

SECTION A — NATIONAL JOINT COUNCIL

employment contract. It will also continue to provide the Employers' Side Secretariat of the NJC for Local Authority Fire and Rescue Services. You will wish to note the new website and email details:

Website: www.lge.gov.uk
Fire Queries: mail to: firequeries@lge.gov.uk

Yours sincerely



Jacky Teasell
Negotiating Officer

The General Secretary responded the next day in the following terms:

Our Ref: MW/sll 7 April 2006

Gill Gittins
Senior Negotiating Officer
Police and Fire Negotiations Unit
Local Government Employers
Layden House
76-86 Turnmill Street
London
EC1M 5LG

Dear Gill

I am in receipt of your letter of 6th April regarding the bounty scheme for members working the Retained Duty System.

I wish to express our extreme dissatisfaction at how this matter has been handled. I wrote to Sarah Messenger on 28th February raising the issue of the bounty. Since then there has been no attempt on the part of the Employers' secretariat to discuss the matter with us. Instead a further Employers' circular has been issued without discussion.

Please ensure that an agenda item is added for the Lead Members' Meeting on Monday: Retained bounty scheme – Circular EMP/5/06.

Yours sincerely



Matt Wrack
General Secretary

cc: Sarah Messenger – Assistant Employers' Secretary

The matter was raised by the FBU at the Lead Members' Meeting 10th April 2006, where there was no movement on the matter, but where the employers stated that they would

consider the issues raised by the FBU and address them at a later meeting. This was brought to the attention of members:

CIRCULAR 2006HOC0206MW

19 April 2006

To: All Members

Dear Brother/Sister

LONG SERVICE BOUNTY PAYMENTS

You may be aware of a recent circular from the National Employers (EMP/5/06; 6th April 2006) concerning Long Service Bounty Payments for members working the Retained Duty System. This Employers' circular gives advice to Employers regarding the phasing out of Bounty Payments.

The FBU was not consulted about this circular or its contents. The FBU has made clear to the Employers at a recent meeting that the matter of Retained Bounty Payments is a proper matter for discussion through the National Joint Council. The matters raised within the Employers' circular should have been the subject of such discussions. The FBU had already raised concerns with Employers' representatives that a previous Employers' circular on the same issue (EMP/4/06) was also not discussed with the FBU and was properly a matter for NJC discussion.

The Union wrote to the Employers in February of this year stating that the Long Service Bounty should be maintained. This issue was also raised at a meeting with the Fire Minister.

The Employers' argument is that new pension arrangements introduced after 6th April give access to pension arrangements to Retained Firefighters and that therefore, under the terms of the Grey Book, they are able to abolish the Bounty Payments.

However, the FBU has raised a number of concerns about this:

- Access to the new Firefighters Pension Scheme is not yet available to members working the Retained Duty System. Discussions with the Office of the Deputy Prime Minister (ODPM) have made clear that a valuation process is needed in the first instance. This process will look at the age, length of service etc. of existing Retained members. This valuation process is likely to take place between October and December 2006. Therefore there is currently no **direct** and **immediate** access to pension arrangements for members working the RDS.
- In any case, the value of joining the new FPS will vary according to individual circumstances. Hence the need for the valuation process. It is likely to be the case that large numbers of long service Retained members may decide following the valuation that there is little point in accessing the pension. In these circumstances alternative arrangements should be considered.
- Where there may be disagreements about interpretation of the Grey Book such matter should be referred to and discussed at the National Joint Council. This is the appropriate way to deal with such issues.

In response to the concerns raised by the Fire Brigades Union, the Employers have stated their intention to place this matter on the agenda of the next meeting of the National Joint Council. We have made it absolutely clear to the Employers that their handling of this matter is entirely unacceptable and will do nothing to improve industrial relations in the UK Fire Service. The Executive Council will consider the Union's further response on 26th April. Members will be kept informed of developments on this issue.

Best wishes. Yours fraternally

A handwritten signature in black ink, appearing to read 'M. Wrack', with a stylized, cursive script.

*Matt Wrack
General Secretary*

The matter was raised at the meeting of the Joint Standing Sub Committee on 19th May 2006 but the employers refused to change their stance on the issue. The matter remains unresolved.



Section

**ODPM
now DCLG**

B1 Introduction

During 2005 and up until 5th May 2006, the responsibility for the Fire and Rescue service lay within the ODPM.

DCLG

The Department for Communities and Local Government was formed on 5th May 2006 and took responsibility for the fire and rescue service from the ODPM. (It was subsequently re-styled "Communities and Local Government").

The Practitioners' Forum and Business & Community Forum continued to meet during the year. The Union was represented on the Practitioners' Forum by the General Secretary but continues to have no representation on the Business & Community Forum.

B2 Fire Safety – Introduction

Fire safety issues have continued to play a major role in the activities of the Fire Brigades Union. Since our last Annual Conference in 2005 the level of government department activity in fire safety matters, particularly relating to fire safety legislation and enforcement, building design fire safety and also in community fire safety issues, has been quite unprecedented. This has necessitated a high level of resource commitment and technical input both from FBU officials and our Fire Safety Adviser, Glyn Evans.

In addition to the work undertaken with regard to the Order and Part 3 of the Fire (Scotland) Act 2005 plus the supporting

regulations a major review of Part B – Fire safety of the Building Regulations 2000 in England and Wales has also been taking place in which the FBU has been heavily involved. The review which commenced in July 2005 was undertaken by the Buildings Division of the Office of the Deputy Prime Minister (ODPM), now Department for Communities and Local Government (DCLG).

In August 2005 the DCLG announced a further review of the Procedural Guidance document to the Building Regulations 2000 in England and Wales. The review was necessary to update the procedural guidance document in respect of the introduction of the Regulatory Reform (Fire Safety) Order 2005 and the repeal by it of the preceding fire safety legislation.

It can be seen that these two fire safety issues alone have created a whole range of direct and peripheral issues for the FBU to become both involved with and comment upon. This involvement is in addition to the many other fire safety issues that we deal with on a day to day basis to ensure that the safety of the general public and firefighters is maintained and improved and the experience and professionalism of FBU members is recognised.

In the following sections we shall explain other aspects of the fire safety work of the FBU.

B3 FBU Fire Safety Policy

The following is the fire safety policy of the Fire Brigades Union.

"We propose to promote and develop within the UK and throughout the European Union the concept of a fire safe

society and strategic fire safety culture for the protection and preservation of life, the reduction of injuries, the protection of property and the preservation of the environment, from the causes and effects of fire. We believe that firefighters should form an integral part of such a fire safety culture.

“To develop a fire safe society and strategic fire safety culture we intend to use the professional expertise of our members through the promotion, development and introduction of such UK and pan European legislation, strategic bodies, inter governmental strategies, policies, guidance and products that will combine to achieve that aim.

“We will work towards these goals, in a spirit of equal partnership, with those bodies, groups and individuals, who will assist us in achieving a society that is safe from fire.”

B4 Government Departments – Fire Safety Responsibilities

Many government departments have some responsibility for fire safety matters in respect of the premises for which they have policy responsibility. Some produce guidance on fire safety management and fire safety measures and some have fire safety requirements written into their own legislation. The FBU has, at some time or other, been involved with all the Departments of Government over fire safety and associated issues. Their current roles and responsibilities are set out below.

The NHS Estates Department of the Department of Health (DoH) produce a suite of fire safety guidance documents and technical memoranda for health sector buildings. Their premises will, with the exception of certain secure hospitals (which are classed as part of the Crown Estate), be subject to the Regulatory Reform (Fire Safety) Order 2005 or Part 3 of the Fire (Scotland) Act 2005 which will be enforced by the fire and rescue authorities for the areas concerned. The FBU has responded to a number of fire safety related consultation exercises from the DoH since January 2005.

The Ministry of Defence has responsibility for providing and maintaining the Defence Fire and Rescue Service for the protection of their bases both in the UK and overseas. They will also now have for the first time, an enforcement role with regard to the application of the Regulatory Reform (Fire Safety) Order 2005 in bases to which the Order applies. Due to the implications this will have upon the Integrated Risk Management Plans (IRMP's) for adjoining public fire and rescue authorities there will need to be close liaison between the two groups of enforcers.

The Department for the Environment, Food and Rural Affairs (DEFRA) has policy responsibility for the Environment Agency (EA) which also has an interest in fire safety and fire and rescue service intervention role issues, although primarily with regard to fire and pollution matters. The FBU have responded to a number of fire safety related consultation exercises from DEFRA since January 2005.

The Department for Education and Skills produces guidance for fire safety management and fire safety design measures in schools and educational premises. They are in the process of producing a new fire safety guidance document entitled Building Bulletin 100 – Design and Managing against the Risk of Fire in Schools. This document, when finally published, will also act as “deemed to satisfy” document for the application of the Building Regulations 2000 in England and Wales. Their premises will be subject to the Regulatory Reform (Fire Safety) Order 2005 or Part 3 of the Fire (Scotland) Act 2005 which will be enforced by the fire and rescue authorities for the areas concerned. The FBU has also responded to a number of fire safety related consultation exercises from DfES since January 2005.

The Department for Work and Pensions incorporates the Health and Safety Commission (HSC) and has policy responsibility for the Health and Safety Executive (HSE) which also has an interest in fire safety matters although primarily process fire risks. HSE also has policy responsibility for major accident hazard sites (COMAH) many of which are also major fire risks. The HSE produce a substantial amount of guidance on the avoidance of process fire risks, this also includes guidance on the safe storage and handling of fireworks and explosives. The FBU has responded to a number of fire safety and general safety related consultation exercises by the HSC and HSE since January 2005.

The Department for Culture, Media and Sport has policy responsibility for alcohol and entertainment licensing which has fire safety implications and they have in the past and in conjunction with specific industry groups produced fire safety guidance for specific premise types; e.g. theatres and cinemas. It should be noted however, that under Article 43(2) of the Regulatory Reform (Fire Safety) Order 2005 in England and Wales the Order effectively overrides any fire safety licensing condition for any matter to which requirements or prohibitions could be applied by or under the Order.

The Department for Communities and Local Government (DCLG) incorporates two Directorates that play critical and major roles in fire safety matters. They are;

The Fire and Resilience Directorate,
and

The Planning, Building and the Environment Directorate

The Ministers at the DCLG with responsibility for those Directorates are Angela E Smith MP for Fire and Resilience and Yvette Cooper MP Minister for Housing and Planning which has policy responsibility for the Planning, Building and the Environment Directorate and the Sustainable Buildings Division which includes the Building Regulations.

Policy responsibility for the Fire and Rescue Services Act 2004 and the Regulatory Reform (Fire Safety) Order 2005 in England rests with the Fire and Resilience Directorate. Responsibility for premises forming the Crown estate and the application of the Order to them still remains with the Crown Premises Inspection Group (CPIG) which is part of the Fire and Resilience Directorate.

In Wales responsibility for the Order now rests with the Social

Justice and Regeneration Committee of the National Assembly for Wales which is chaired by Welsh Assembly Minister Edwina Hart. It is also expected that responsibility for the Building Regulations will also be devolved to the Welsh Assembly Government shortly.

In Scotland policy responsibility for Part 3 of the Fire (Scotland) Act 2005 and the supporting Fire Safety (Scotland) Regulations 2005 rests with the Justices 2 Committee of the Scottish Parliament. Guidance to the Act and the regulations is being prepared by the Fire Services Division of the Justices Department of the Scottish Executive. Policy responsibility for the Building (Scotland) Act 2003 and the Building (Scotland) Regulations 2004 rests with the Planning and Buildings Division of the Scottish Executive and the Communities Committee of the Scottish Parliament. Day to day monitoring and direction of the Building (Scotland) Regulations is outsourced to the Scottish Building Standards Agency which is an executive agency of the Scottish Executive.

In Northern Ireland responsibility for the fire and rescue service and fire safety legislation policy currently rests with the Department of Health, Social Services and Public Safety of the Northern Ireland Office until such time as the Northern Ireland Assembly is reformed. They are currently preparing the Fire and Rescue Services (Northern Ireland) Order 2005 and supporting regulations which will replace both the existing 1984 Fire Service Order and associated fire safety legislation in Northern Ireland.

B5 Regulatory Reform (Fire Safety) Order 2005

The implementation date of the Regulatory Reform (Fire Safety) Order 2005, which is the final manifestation of the FBU's Fire Safety Bill and which should have come into force on the 1st April 2006, was set back by Ministers at the Office of the Deputy Prime Minister until autumn 2006, with it finally coming into force on 1st October 2006.

The delay in the implementation of the Fire Safety Order was to give business more time to prepare for its introduction. The delay was exacerbated by problems encountered in agreeing the content of the whole suite of eleven guidance documents necessary to support the Order in time to allow business a three month bedding in period between the issue of the guidance and implementation of the Order.

Given that work on the Fire Safety Order first commenced in June 1997 and that the principles and proposals upon which it was founded have always received a very high degree of stakeholder support, it is unacceptable that its introduction in October 2006 means just under nine and a half years will have elapsed since its inception.

The difficulties encountered in introducing the Fire Safety Order via the regulatory reform order route, which is supposed

to be a fast track method of reforming burdensome legislation, has caused the government to review the whole working of the Regulatory Reform Act 2001. There can also be little doubt that significant problems have been caused for the introduction of the Fire Safety Order as a result of the dissolution of the Fire Safety Advisory Board in September 2003 by Ministers at the Office of the Deputy Prime Minister. The effect of this process was to remove stakeholders and their expertise from direct involvement in the introduction of the Fire Safety Order.

Arson Control Forum

The Arson Control Forum was established in April 2001.

Membership includes representatives from all the key stakeholders including the FBU, the fire and rescue service, the police, the insurance sector, those involved in the administration of justice, industry and staff representative bodies.

The Forum's role was to assess bids, evaluate the effectiveness of local projects and identify and disseminate good practice.

Grant payments made under the Arson Control Forum Implementation Fund ended in March 2006 and it is therefore appropriate to review the role of the Forum and our continued participation.

The Arson Control Forum meets twice a year usually in December/January and between May and July and the chair of the Forum is now Mike Hagen of Merseyside F&RS.

Fire Prevention Grants

Although payments under the Arson Control Forum Implementation Fund ended in March 2006, DCLG recently announced £11.4 million of grant funding for fire and rescue authorities in England to support fire prevention work, including community fire safety, arson reduction and work with children and young people.

This single grant to all fire and rescue authorities replaces the grants paid to some authorities under the Arson Control Forum Implementation Fund and the Community Fire Safety Innovation Fund. The grants are specifically about reducing fire death and injuries. The amount allocated for each fire and rescue service is therefore based on a formula based on an estimate of the likely number of at-risk households within each fire and rescue service, based on social-deprivation and recent accidental dwelling fire death rates.

There is therefore no longer any bid evaluation role for the Forum.

Towards the end of last year, and following consultation, the Arson Control Forum Council considered a series of revised objectives for the Forum which included the development of

SECTION B — ODPM NOW DCLG

the,now introduced, Strategy for Children and Young People and, Fire Investigation methodology and techniques.

The new draft objectives were as follows:

- To work towards a reduction in the number of deliberate fires and related deaths, injuries and property damage;
- To develop, monitor and support interventions aimed at children and young people involved in fire-setting and associated anti-social behaviour;
- To develop, monitor and support interventions aimed at tackling vehicle arson;
- To promote partnership and co-ordination of effort so that all stakeholders can contribute effectively to the development of arson prevention/ investigation;
- To develop, monitor and support initiatives aimed at improving standards in the investigation, recording and detection of arson;
- Raising public awareness of arson prevention/investigation issues.

In order to support these objectives, several actions have now been proposed which take account of the recent changes to the environment in which the Forum operates.

- To gather and analyse information about arson reduction activity by the FRS;
- To scope the development of a Knowledge Portal;
- To promote arson reduction in Local Area Agreements which set out the priorities agreed between central government and a local area.

The need for the FBU to continue to attend the ACF as it enters a new phase in its existence can be seen from the fact that all the objectives and the actions will, or could, involve the membership and potentially impact on their conditions of service.

The Forum has met and discussed, and/or dealt with, the following issues on the meeting dates given;

MEETING 7th DECEMBER 2005

Funding of Fire Prevention 2006/08
Fire & Rescue Service Strategy for Children & Young People
Report on Progress Against Targets
Effectiveness of Youth Training & Diversion Schemes
Report on Homicide/Arson Prevention
Future Working Arrangements
Proposed Good Practice Conference 2006
Research Issues
Evaluation of the Arson Control Forum Implementation Fund
Human behaviour in fires/fire development: lessons from real fires.
Survey of School Fires.
Firesetting among young offenders

MEETING 11th JULY 2006

Future of the Arson Control Forum
Development of Knowledge Hub/Arson Survey

Qualifications for Fire Investigators: A Discussion Paper.

Youth Issues-Launch of the Strategy for Children and Young People and Youth Training and Diversion in the FRS: a Good Practice Guide

Human behaviour in fires/fire development: lessons from real fires.

Survey of School Fires.

FBU Fire Safety Resource Allocation

This section shows the National Committee and Working Party allocation for the members of the Fire Safety Sub Committee of the Officers' National Committee. It is set out in two formats as explained below. The ONC resource commitment to BSI Fire Safety Committees is shown under the BSI section of this Report.

Part 1 is a list of the currently operational National Committees, Sub Committees and Working Groups with the names of the Lead FBU representative allocated to them. Part 2 is a generic list of the issues that it is intended the lead FBU representatives will manage. These lists may alter from time to time as Committees and Working Parties are formed or dissolved or as the FBU representatives change.

Part 1

DCLG – Community Fire Safety Group

Lead Representative
Dave Beverley
ONC Secretary/Region 9

DCLG – National Community Fire Safety Centre User Group

Lead Representative
Dave Beverley
ONC Secretary/Region 9

CFOA Community Fire Safety (Scotland) Sub Committee

Lead Representative
Dave Beverley
ONC Secretary/Region 9

DCLG – Fire and Rescue Statistics User Group

Chair of Group/Lead Representative
Glyn Evans
National Fire Safety Adviser

National Fire Sprinkler Network

Lead Representative
Dave Beverley
ONC Secretary/Region 9

Scottish Executive

Fire (Scotland) Act 2005 – Part 3 – Fire Safety

Glyn Evans
Region 1 Officials

Arson Control Forum

Lead Representative
Allan Guest
ONC Chair/Region 13

Joint CFA/FBU Warehouse Working Group

Lead Representative
Glyn Evans
National Fire Safety Adviser

Fire Protection Association – Advisory Council

Lead Representative
Glyn Evans
National Fire Safety Adviser

DCLG Approved Document B – Working Party

Lead Representative
Glyn Evans
National Fire Safety Adviser

Practitioners' Forum – Means of Escape for the Disabled Task and Finish Group

Lead Representative
Glyn Evans
National Fire Safety Adviser

Part 2**Fire Safety Legislation and Enforcement (including guidance)**

Lead Representative
Glyn Evans
National Fire Safety Adviser

Community Fire Safety

Lead Representative
Dave Beverley
ONC Secretary/Region 9

Fire Safety Standards

Lead Representative
Barry Stockford
ONC/Region 12

Fire Safety Engineering

Lead Representative
Allan Guest
ONC Chair/Region 12

Sprinklers and Fixed Firefighting Equipment

Lead Representative
Dave Beverley
ONC Secretary/Region 9

Arson Reduction

Lead Representative
Allan Guest
ONC Chair/Region 13

IRMP Board (Fire Safety Input)

Lead Representative
Glyn Evans
National Fire Safety Adviser

British Standards Institution Committee – FBU Involvement**BSI Committees****FSH/14 – Fire Precautions in Buildings**

Lead Representative
Glyn Evans
National Fire Safety Adviser

FSH/18 – Fixed Firefighting Systems

Lead Representative
Glyn Evans
National Fire Safety Adviser

FSH/18 – Joint Working Group 1 – Water Mist Systems

Lead Representative
Phil Bowe
FBU Member Region 5

FSH/21 – Reaction to Fire

Lead Representative
Glyn Evans
National Fire Safety Adviser

FSH/22 – Fire Resistance

Lead Representative
Glyn Evans
National Fire Safety Adviser

FSH/24 – Fire Safety Engineering

Lead Representative
Allan Guest
ONC Chair/Region 13

Building Regulations and Standards

There has been a lot of work carried out by the ODPM and now Department for Communities and Local Government (DCLG) on the fire safety aspects of the Building Regulations in England and Wales. This has primarily revolved around the review of Approved Document Part B – Fire safety which offers guidance to compliance with the functional requirements of Part B of the Building Regulations 2000.

Under the Building Act 1984 an approved document (AD) offers non-mandatory guidance to designers/developers, building control bodies and other interested parties such as fire and rescue authorities on achieving compliance with the various functional requirements contained in Parts A to P of the Building Regulations 2000. Part B is the part which deals with fire safety in buildings and includes five functional requirements B1 to B5.

In July 2005 the ODPM launched a major review of Approved Document Part B Fire safety. To obtain the views of our members – who are serving in a fire safety enforcement role upon the DCLG proposals for amendment to Part B – the FBU held two major meetings of members before responding fully to the DCLG in November 2005. We now await final publication of the revised Part B – Fire safety document by the DCLG which is expected early in 2007. It is anticipated that the revised Approved document Part B – Fire safety will come into effect on the 6th April 2007.

SECTION B — ODPM NOW DCLG

In August 2005, the DCLG announced a further review of the joint Procedural Guidance document. This document is a working protocol between fire and rescue authorities, building control bodies and designers/developers about how applications for Building Regulation approval will be handled in relation to fire safety matters and by whom. Once again the FBU responded fully to the consultation process and our comments and recommendations were taken on board by the DCLG. The revised procedural guidance document was published in September 2006 and is available to download on the DCLG website.

Since then the Buildings Division of the DCLG has let a number of fire safety research projects with the Building Research Establishment (BRE) at Garston near Watford in Hertfordshire. BRE is one of the leading fire research and test centres in the UK with which the FBU has enjoyed a long and mutually beneficial relationship. In all cases BRE have invited the FBU to provide representatives to the Steering Groups or Technical Working Parties for the research projects they are undertaking on behalf of the DCLG.

Many of the research projects are based upon fire safety issues which the FBU has raised with the DCLG as being matters of concern to us. Those Groups are detailed below;

BRE Research Project	Fire Spread in Car Parks
FBU Representative	Russell Troth – Region 11
Date Commenced	October 2006
Completion Date	October 2008
BRE Research Project	Fire Performance of Escape Stairs
FBU Representative	Glyn Evans – FBU Fire Safety Adviser
Date Commenced	October 2006
Completion Date	May 2007
BRE Research Project	Innovative Construction Products and Techniques
FBU Representative	Glyn Evans – FBU Fire Safety Adviser
Date Commenced	March 2006
Completion Date	October 2006
BRE Research Project	Emergency use of Lifts and Escalators for Evacuation and Fire and Rescue Service Operations
FBU Representative	Glyn Evans – FBU Fire Safety Adviser
Date Commenced	January 2006
Completion Date	June 2007
BRE Research Project	Effectiveness of Sprinklers in Residential Premises – an evaluation of concealed and recessed pattern products
FBU Representative	Tony Carvell – Region 6 ONC
Date Commenced	June 2005
Completion Date	October 2005
BRE Research Project	Residential Sprinkler Installation Practice to Maximise Functionality and Prevent Possible Fire Penetration

FBU Representative	Phil Bowe – Region 5
Date Commenced	September 2006
Completion Date	March 2007

BRE Research Project	An Independent Guide on Water Mist Systems
FBU Representative	Phil Bowe – Region 5
Date Commenced	November 2005
Completion Date	March 2006

B6 Corporate Killing

The Fire Brigades Union is broadly welcoming of the Home Office Bill. We are pleased to note that the Bill as amended includes:

- More comprehensive crown immunity
- Application of the Bill to the police
- Increased cover for agency workers and suppliers of services
- Improvements and clarification of the meaning of duty of care
- Improved guidance to juries in considering a gross breach
- Penalties for breach of a remedial order.

Our concerns are:

- As drafted the senior manager test substantially weakens the Bill;
- This retains a form of the 'controlling mind' test similar to that which has waylaid the common law. As drafted it makes it very difficult to secure a conviction;
- Fines and remedial orders are given as the only penalties.

Instead of fines as the only source of punishment the government should consider **corporate probation** as a flexible and innovative addition or alternative.

Experience has shown that fines:

- imposed by courts are inadequate;
- once paid as far as the company is concerned that is the end of the matter and they can carry on in the same way as they did before;
- rarely affect the profitability of a company or payments to share holders;
- can lead to cut backs on Health and Safety by the employer in order to meet the cost;
- do nothing about an employer improving their Health and Safety.

Corporate probation is a supervision order imposed by the court on a company that has committed a criminal offence. A court can require a company, its officers and directors to alter their conduct in a particular way and the company will stay under supervision of the court (managed possibly by the HSE) for a period of time.

If a fine is imposed half of it can be suspended pending satisfactory completion of the probationary period. Failure to co-operate or comply would lead to the suspended sentence being invoked and further penalties imposed.

Corporate probation offers the possibility that companies that have behaved unacceptably are made to improve their behaviour. Crucially too, if they are employers of individuals, they can continue to keep those people in employment rather than, possibly, going bust. For those who continue in their employ they should see positive improvements in Health and Safety.

B7 Fire Service College

The government had detailed their proposals for the FSC in the National Framework document 2004/5 and 2005/6. The 'vision' of the college being a 'Centre of Excellence' is highlighted throughout these documents.

A review of the funding regime was being carried out during 2005/6 and the Practioners' Forum (PF) have created a 'Futures Group' designed to give 'Stakeholders' the opportunity to feedback on the College's performance.

A work stream of the Practioners' Forum (PF) developing detailed proposals for the Centre of Excellence (CoE) was being chaired by the Department for Communities and Local Government (DCLG). A Project Board has also been established, chaired by Chief Executive, Gill Newton.

In October 2006 a Centre of Excellence Sounding Board was established.

This Sounding Board will review the progress of the Centre of Excellence project, reporting back directly to the PF on a regular basis. The FBU are represented on this Sounding Board.

B8 Firefighting at Sea

In the event that Fire Authorities have implemented Firefighting at Sea arrangements without agreement, the Union can inform members that it is unable to advise them to undertake Firefighting at Sea due to Health and Safety, insurance or other similar concerns.

In addition, it is reiterated that legal assistance for members injured on duty is discretionary under Rule 25. The Union may refuse legal assistance requested by any member seeking assistance following an injury arising whilst that member has been in breach of FBU policy on Firefighting at Sea.

This underlines the extent to which members would be vulnerable if they engaged in Firefighting at Sea outside the Union policy. The risk of injury would be high. The lack of no-fault insurance would leave members exposed to the uncertainties of civil proceedings potentially against foreign companies and ships under flags of convenience. A lack of FBU legal assistance would leave the member having to make private arrangements for legal representation which could result in substantial legal bills.

The position is that members would be taking a grave risk engaging in Firefighting at Sea outside of FBU policy.

The 'Sea of Change' initiative remains somewhat deficient in putting in place arrangements which would accord with FBU policy. Numerous matters remain to be resolved, whilst in respect of insurance the indication is of no progress whatsoever. Clearly, as matters stand at present, the arrangements fall short of FBU policy and much work will need to be done by MCA and Fire Authorities to deliver arrangements complying with FBU policy. In respect of some matters, such as hours of work, conditions of service etc., there remains scope for negotiation to ensure adequate protection for members.

In the meantime, members are highly vulnerable if they undertake Firefighting at Sea outside the Union policy.

B9 HSW Committee

During 2005 and 2006 the Union has continued to play a key role in protecting the Health and Safety of FBU members.

Our involvement in issues regarding the Safety and Welfare of our members has been wide and varied. Health and Safety Reps throughout the Union continue to play a key role on behalf of members. They have been involved in issues such as: New Dimension; Water Rescue; Attacks on Firefighters; USAR; Firefighting at Sea; Vehicle Safety; Sleep Deprivation; ICT issues.

These are only some of the areas where Safety Reps have been involved.

Meetings took place throughout 2005/6 of the Regional H&S Coordinators and again much work was conducted on behalf of members. Safety Reps have continued to be heavily involved in accident investigations which plays a crucial role in providing evidence of trends and also supporting claims for compensation to injured members.

In December 2005 a major incident took place at the Buncefield Oil Storage site in Hertfordshire.

This was reported as the largest explosion in Europe to occur in peace time. 21 Fire & Rescue Service's sent resources to the incident which took a considerable amount of time to deal with.

Brigade and Regional Safety Reps have been involved in gathering evidence from the incident. It is envisaged that this will allow the production of a full report sometime in 2007.

Following the incident those in attendance have been encouraged by the FBU to ensure that occupational health monitoring is taking place.

In June 2006 the Executive Council commissioned risk

SECTION B — ODPM NOW DCLG

management specialists, Arthur D. Little, to carry out an investigation and report its findings to the Union's Executive Council. It is expected that this report will be available early in 2007.

Safety Reps have continued to play a crucial role in the IRMP process at Brigade and Regional levels. In August 2006 a series of seminars were held in the FBU national training centre, Pencoed, Wales, which sought to assist officials to respond to the Operational Assurance of Service Delivery Assessments which was being carried out by the DCLG.

It is hoped that this type of work will be strengthened throughout the coming year.

European Health and Safety week took place 23-28th October 2006. The theme adopted by the European TUC was "Young Workers". The Union's National Health & Safety Committee agreed to concentrate on workplace inspection.

Inspection check lists were issued to all Branch Safety Reps along with material to highlight this to all members.

The FBU have during 2006 continued to be represented on the Fire and Rescue Service Health and Safety Group. This group, chaired by M. Smitherman, CFOA, has representatives from throughout the FRS.

Lack of time off for Safety Reps to carry out their duties continues to cause many problems throughout the FRS. Work to improve this will continue.

On Sunday 3 December 2006 two members of East Sussex Fire & Rescue Service – Brian Wembridge and Geoff Wicker – lost their lives following an explosion at Marlies Farm, near Ringmer in East Sussex. The FBU is assisting in a number of investigations which are underway, including a joint inquiry with East Sussex Fire & Rescue Service.

The FBU has started some research into the use of ISO storage containers for storing fireworks and explosive materials for use in fireworks. A separate police investigation is also underway. All investigations are likely to take some time to conclude.

B10 Mass Decontamination (MD)

Following on from phase 1 of Mass Decontamination (IRU's) the introduction of phase 2 started in the form of 36 MD disrobe units, 14 MD Re-robe units and 18 Detection, Identification & Monitoring units (DIM).

The main objective of the MD capability phase 2 is to enhance (completion and/or augmentation) the initial MD capability. Phase 2 will develop the initial capability to meet the following requirements:

- Deploy effective Detection, Identification & Monitoring equipment (DIM) of a range of contaminants in attendance

within 30 minutes of initial call/declaration of CBRN incident in areas of highest risk and population in England & Wales;

- Deploy the first IRU in attendance within 45 minutes (phase 1 objective) with subsequent deployment culminating in a fourth IRU arriving within 180 minutes (phase 2 objective) in areas of highest risk & population in England & Wales;
- Provide disrobe packs for 4600 contaminated casualties within 2 hours;
- Provide adequate PPE resilience to enable decontamination of 4600 people within 6 hours;
- Decontaminate 4600 casualties within a Chemical (overt Biological) or radiological environment within 6 hours;
- Provide re-robe packs for the 4600 decontaminated casualties;
- Ensure safe systems of work for FRS responders.

The FBU has been fully involved in this process and continues to be as the final roll out programme continues and should be complete by June 07 which will include re-stowage of the IRU's.

With the roll out of the IRU's the Fire & Rescue Service (FRS) received a basic capability to detect radiation. The FRS still lacked a capability to detect, identify and monitor Chemical & Biological contaminants. Early last year trials of the DIM equipment were carried out in several brigades. It is envisaged that by the end of February 2007 all identified 18 locations/Fire & Rescue Services will receive the DIM capability.

The DIM equipment consists of several pieces of high specification kit including, Infra red spectroscope, Radiation survey meters, Multi gas detectors, Chemical vapour identification, Isotope identification.

All this equipment will be transported in a van with blue lights and will be equipped with a work position which will enable the CBRN advisor to plan operations and conduct sample analysis with communication and information system support.

B11 High Volume Pumps (HVP's)

With the roll-out programme complete in late 2006, most Fire & Rescue Services are currently completing initial training of crews and placing vehicles on the run.

The use of the HVP's is increasing rapidly as Fire & Rescue Services realise the versatility of the pumps. Buncefield and Carlisle are just two examples of regional or national deployment.

At Buncefield 15 HVP's were used to great effect:-

- helping to deliver 53 million litres of clean water to the fire;
- helping recycle and re-apply 15 million litres of water;

- move from the site 10 million litres of water in order to protect the environment.

Taking into account the hose size and pumping capabilities it is estimated that the 15 HVP's equated to 160 fire appliances.

At the other end of the spectrum was the major flooding incident that occurred in Cumbria.

Whilst the introduction and use of the HVP's has been reasonably successful, there still remains areas of concern to the FBU. The primary concern is the distinct lack of welfare provision for all New Dimension capabilities, not just HVP. This matter has been raised by the FBU in all national committees covering New Dimensions including the Practitioners' Forum New Dimension Sounding Board.

B12 Powered Respirator Protective Suit (PRPS)

It is intended to replace the existing Gas Tight Suits currently located on Incident Response Units (IRUs) with the new Powered Respirator Protective Suit by mid-March 2007. This suit has now completed exhaustive testing to establish the suitability, and suitability for use in the risk area.

The PRPS will only be deployed for the following warm zone tasks:

- Verbal instruction to victims/casualties;
- Guiding persons into the shower structures;
- Clearing discarded disrobe packs from the shower structures;
- Assisting in the management of persons through the shower process.

The management of PRPS at incidents is taken from current breathing apparatus technical bulletin 1/97, to maintain a consistent approach for operators; this includes distress to wearer although this is now not RIDDOR reportable.

The suit is a "Gas tight suit" manufactured from Tykem TK, (the same as existing gas tight suits) fitted with an integral positive pressure "Jupiter 3" respirator, which is battery powered and capable of running for 4 hours duration in continuous mode, this is produced to meet EN standard 466-1995 and EN 50020.

The Standard Operating Procedure (SOP's), Training Manual, Hazards Analysis and Risk Assessments have been the subject of intense negotiation and consultation with the FBU which is still on-going.

B13 Urban Search & Rescue (USAR)

The Fire Brigades Union continues to be represented on the National Strategic Management group (SMG) and the National Tactical Management group (TMG) through Paul Matthewman (Reg 4) and Pete Goulden (Reg7). Then reporting back to the National Officer for Health & Safety and the Health & Safety committee.

- The SMG is a **Strategic Guidance Group** who provide national strategic guidance to both USAR & non USAR FRS;
- The second group will be the **Technical Group** who deal with the key specific areas of the capability itself. This group will be a Practitioners' Forum with key representation of all USAR aspects.

The National roll-out programme is continuing with module 2 (Heavy Transport) being the last to be released to brigades, this is due for completion mid-2007 with the initial training not being complete until late 2007.

The fire service being moved from the Office of the Deputy Prime Minister (ODPM) into the newly created Department for Communities and Local Government (DCLG) created a host of financial problems for the programme resulting in delays in funding to brigades for crewing, local training facilities, and canine support.

Hopefully this problem will be resolved and funding secured for the above including long term funding for all aspects of USAR,

There still remains concern at the long-term management of all New Dimension capabilities as the plan is that these will be absorbed into Fire & Rescue "core activities" this year. It is our opinion that there needs to be a long term national perspective on these assets to ensure long term compliance with national requirements and the equipment remains "fit for purpose" for the next 20 years.

B14 IPDS

From January 2005 the FBU were invited to be represented on the IPDS Project Board. John McGhee, National Officer, was nominated to represent the Union. From October 2005 Andy Dark, Assistant General Secretary, took over the role of FBU representative on the Project Board.

The Board was due to complete its work by the end of 2005. The final meeting took place in December.

Following this the Practitioners' Forum re-established a small Project Board under the Chair of Alan Doig (CFOA).

DCLG agreed at that time to provide funding until the end of

SECTION B — ODPM NOW DCLG

June 2006. The new Project Board outlined reasons for continuation as:

‘The Government has set the FRS demanding performance targets. These include:

- Reducing the number of accidental fire-related deaths and the number of deliberate fires;
- Increasing the percentage of women and of minority ethnic representation amongst uniformed operational staff;
- Reducing sickness absence and ill-health retirements.

To meet these targets, every Fire and Rescue Authority (FRA) will need to adopt a performance-management culture. A central principle of any modern performance management system is that people are an organisation’s most important asset. So to achieve their targets, FRAs must:

- Choose the right people at every level;
- Set them clear performance standards;
- Help them achieve those standards by measuring their performance and supporting their development.

IPDS has been accepted as the cornerstone of performance management in the Fire and Rescue Service and therefore a critical element of modernisation. It is vital that the FRS continue to embed IPDS in their HR systems and practices and that FRAs receive the support they need to help them implement IPDS effectively.

A considerable investment has already been made in IPDS and this project will ensure maximum returns from that investment.’

Following the restart of the Project Board the FBU were again invited to send a representative. John McGhee, National Officer, was re-appointed to represent the FBU and continues to do so. Following a survey carried out by the FBU it was found that by the end of June 2006, implementation of IPDS had not been fully implemented across the UK.

The work of the Project Board continues and funding has been agreed until December 2007. In September 2006 a Working Group was formed by the Project Board to examine IPDS in relation to the recommendations of the Retained Review. Tam Mitchell, EC Member for Retained, has been nominated to represent the FBU.

B15 Firefighter Selection – Physical Tests

As far back as 1999 the “Thematic Review of Equality and Fairness in Fire Service” recognised ‘the need for an increase in diversity of the workforce and the existence of barriers in aspects of recruitment, promotion and retention of minority staff’.

At that time, even specific paragraphs of the Thematic Review stated that “National Standards which were centrally

supported must be put in place in all brigades for recruitment and selection into the fire service” (reiterated by HMI, June 2000, in the Commitment to Cultural Change and promoting cultural change document).

In specific bullet point (18) of that document it states that all brigades must have completed an Audit of Recruitment and Selection by July 2000.

‘Towards Diversity II’, December 2001, reaffirmed that selection tests must change “as they’re a barrier to diversity”.

The FBU stance at ALL input opportunities was, and has continued to be, consistent with H & S and a preference for “a non-fire service specific testing processes up until point of selection.”

Fire Service Circular 18/2000 and 2000HOC0938MF in November 2000 also welcome the implementation of common, non-discriminatory selection procedures as soon as possible.

The FBU have continued to push for “Non-Fire Service specific testing to the point of selection” as the only way forward and to eradicate the allegations/findings of HMFSI, DTLR, Home Office and ODPM – consistently stating that current standards are exclusive against a diverse workforce.

Looking at F/S circ 11/200 and the attached report “Testing Assessments of 12 September 2000” it would appear that after years of research, validation and repeated testing of the pilot standards, alongside consultation with all key stakeholders, the fact was that serving Firefighters, both Wholetime and RDS, were continuing to fail the proposed testing criteria.

The FBU has continued to play a key role in the on-going process to develop Firefighter Selection Tests which allow for equal opportunity of employment.

The tests detailed below represent ‘de-skilled’ versions (no fire service knowledge required), of common physical tasks a Firefighter would be expected to carry out. All applicants to perform the tests whilst wearing full Firefighter’s PPE.

Ladder climb test

Tests the applicant’s confidence at heights. Applicants to climb fire service ladder to 2nd floor height, take a leg lock, identify a symbol and return to ground floor.

Confined space test

Tests the applicant’s confidence, agility and stamina. Applicants to go through a crawl and walkway wearing a facemask initially with clear vision, then half way through with obscured vision.

Casualty evacuation

Tests the applicant’s upper and lower body strength and co-ordination. Applicants to drag a ‘casualty’ (55kg dummy), around three sides of a 10M x 10M course.

Ladder lift

Tests the applicant’s upper and lower body strength and

co-ordination. Applicants to raise and then lower a ladder lift simulator.

Equipment assembly

Tests the applicant's manual dexterity and co-ordination. Applicants to assemble and then disassemble the components of a specified piece of equipment.

Equipment Carry

Tests the applicant's endurance, upper and lower body strength and co-ordination. Applicants to carry various items of equipment over a 25M course (550M total distance).

B16 Practitioners' Forum

The Practitioners' Forum met five times during 2005 and five times during 2006. The Union was represented by Andy Gilchrist until May 2005 and subsequently by Matt Wrack. Various National Officers substituted at meetings of the Forum and the union was also assisted on occasion by Glyn Evans in relation to fire safety matters.

The Forum exists as a 'stakeholder' body to advise Ministers on issues relating to the fire and rescue service.

The Forum devolves much detailed work to specific Task and Finish Groups. These are chaired by a member of the Group and may also include other advisors and experts within the field. The structure of the Forum is outlined in the chart below.

During 2005 the major issues addressed at the Forum included:

- FRS Learning and Development Strategy

- BDAG
- Charging for Fire and Rescue Services
- Retained Review
- National Firefighter Selection Tests
- Attacks on firefighters

During 2006 the major issues addressed at the Forum included:

- Equalities and Diversity Stakeholder Group
- Fire Safety Planning and Management
- National Health and Safety Group
- Operational Assurance
- Incident Reporting System
- Casualty Care Standards
- Co-Responding

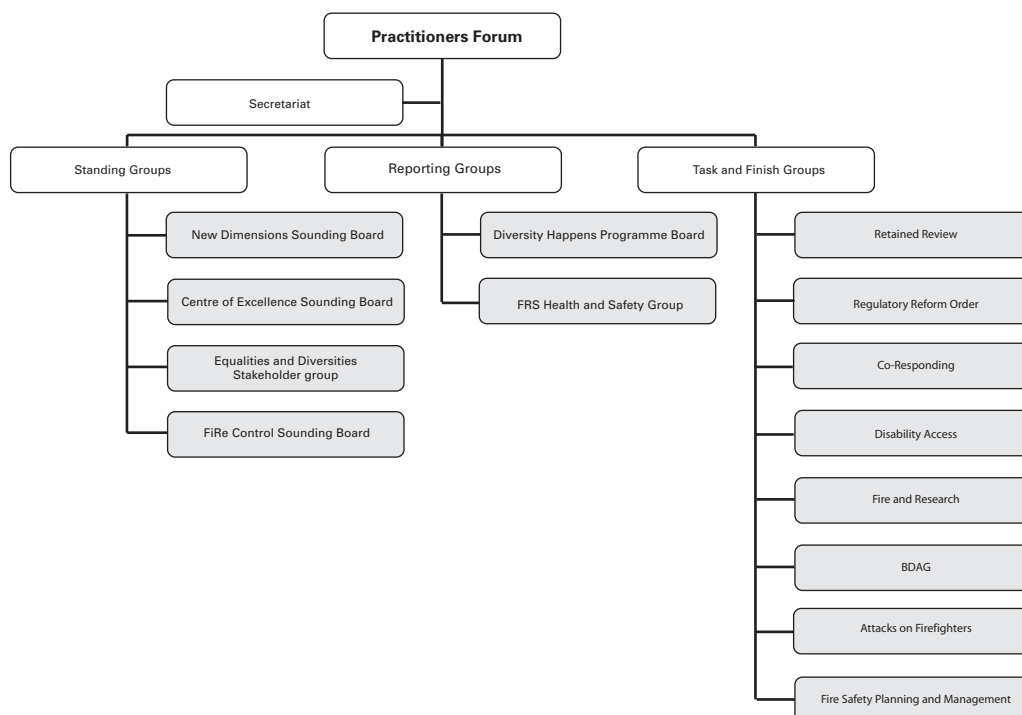
In July 2006 the Practitioners' Forum published its first guidance document: *Community Fire Protection Planning and Management – A Guide for Fire and Rescue Authorities*

This publication was produced following work initiated by the Union at the Forum meeting in July 2005.

B17 Attacks on fire crews

Research into attacks on fire crews carried out by the Labour Research Department for the union was published on 18 April 2005. The research found there were at least 40 attacks on UK fire crews every week and that under-reporting meant the figure could be as high as 120 attacks a week.

In some parts of the country fire crews were being attacked on a daily basis with bricks, bottles and missiles as they went to emergency incidents and when they were at emergency incidents. In some parts of the country deliberate ambushes had been set and fire crews lured into them through 999 calls.



SECTION B — ODPM NOW DCLG

The research, believed to have been the first of its kind that looked at the problem UK-wide, included scaffolding poles being thrown through windscreens of appliances; crews being attacked with concrete blocks, bricks and bottles; being shot at; spat at; equipment being tampered with or stolen; direct physical assaults on fire crews; and equipment being urinated on.

Although often seen as a problem of the major inner cities, the research uncovered reports of attacks in a diverse range of areas. Official figures from Northern Ireland revealed there had been 1,200 attacks on crews in the previous three years, with serious concerns that the problem was being underplayed. In Scotland, where statistics have only been collated more recently, 388 hostile incidents were recorded in 2004.

In England and Wales, in the nine-month period to the end of January 2005 (based on data from only 18 of 50 brigades) 393 attacks were reported. When statistics were extrapolated to cover all brigades over 12 months, they suggested more than 1,200 attacks in that eighteen month period.

The level of under-reporting was demonstrated by official statistics from the Office of the Deputy Prime Minister, which showed that there were only nine attacks in the whole of the Greater Manchester area in the nine months to the end of January 2005. Figures collected by the brigade itself indicated attacks running at around 200 a year for the same period. There was evidence of fires being deliberately started to lure fire crews into pre-planned ambushes. Even if actual physical violence wasn't taking place, the research found, fire crews still faced threats, intimidation and abuse.

At the time very little work had been done at national level in England and Wales on the issue. Work was more advanced in Scotland and Northern Ireland and the effects of local initiatives were going to be evaluated and analysed.

The Labour Research Department made several key recommendations which included:

- Statistics – more needed to be done to ensure a proper collection of standardised statistics on attacks. In some brigades, fire crews are being encouraged to report every incident, but they will be encouraged even more if they understand how the figures can be used.
- Co-ordination and evaluation – different initiatives are being taken around the country, including public awareness campaigns and community-based projects with offenders and potential offenders. These need to be monitored and properly evaluated at national level so that brigades can learn more quickly what works and what doesn't. Understanding local circumstances and context was important and initiatives which may help in one area may hinder in another.
- Training – operational guidance on dynamic risk assessment could be part of the solution, but crews need to be properly trained in its application. If incidents cannot be avoided then an appropriate level of training for fire crews should help them deal with the situations which arise.

- Resources – training and initiatives with schools and the community need to be maintained over the long term and need dedicated resources.

In presenting the findings of the research the FBU warned that the causes of the attacks were complex and needed more than the standard knee-jerk reaction calling for 'crackdowns'.

Shortly after the research was published Labour MP Alan Williams asked if the union wanted and would support an Emergency Workers (Obstruction) Bill. Although Private Members Bills very rarely become law, it did represent an opportunity to raise the profile of the issue in England and Wales.

The English & Welsh Bill was aimed at extending the protection for all emergency workers which had recently come into force in Scotland and to make it a specific offence to obstruct or hinder emergency workers such as firefighters. It would also close the gaps in the law in relation to ambulance workers where no offence of obstruction existed and make it clearer and easier to prosecute for obstructing or hindering fire crews dealing with emergencies.

The Bill for the Act of the Scottish Parliament was passed by the Parliament on 22nd December 2004 and received Royal Assent on 1st February 2005, as the **Emergency Workers (Scotland) Act 2005**.

This is an Act of the Scottish Parliament which makes it an offence to assault or impede persons who provide emergency services.

In addition FBU Scottish Officials have agreed with our Solicitors that a dedicated number will be provided to members to report any attacks direct to Thompson's who will inform the H&S Executive and if necessary the police. It is hoped that this system will assist in the reporting and recording of incidents and ensure that they are followed up.

The union and its Parliamentary Support Group worked very closely with Mr Williams in building cross-party support for the Bill which was introduced to the House of Commons on 22 June 2005. With carefully targeted briefings, the union and the Parliamentary Support Group built unanimous cross-party support for the Bill and not a single member of the Commons opposed the Bill, an extraordinary feat.

It was introduced to the House of Lords on 17 July 2006 and completed its Third Reading in the Lords on 2 November 2006. Again, with carefully targeted briefings from the union and assistance from the Parliamentary Support Group, unanimous cross-party support was built in the Lords and not a single member of the Lords opposed the Bill.

It was given Royal Assent on 8 November 2006 and became law in February 2007.

In addition and concurrent to this, the issue had been raised at the Practitioners' Forum and a Task and Finish group established, which was lead by CFOA, on which the FBU were represented.

The Task and Finish group reviewed a total of 66 documents. These documents, which included the FBU report on Attacks on Firefighters all included issues which were recognised as being of value for consideration in preparing the final report which was presented to the Practitioners' Forum in July 2006.

B18 Integrated Risk Management Planning (IRMP)

In April 2005 the FBU opened a purpose-built National IRMP Department / National Training and Conference Centre at Pencoed, South Wales. The FBU's IRMP Board continued to meet in 2005 and 2006 to advise the Executive Council on the Union's Integrated Risk Management Planning policy and strategy.

FBU CAST Strategy

The FBU's 2005 CAST Strategy aimed to introduce risk-based response planning to a common standard in all brigades in the UK, and in line with the process set out by the ODPM in its 1994 document "Preparation for the FSEC Toolkit" as follows:

"A fundamental part of planning fire service emergency cover is the determination of what response is required to incidents. The FSEC Toolkit enables fire and rescue services to define a response that is specific to the risk in an area and to local practices.

Planning an appropriate response involves:

- *Defining the Planning Scenarios (PS) that each risk in an area attracts;*
- *Deciding what resources are required in that scenario;*
- *Deciding how to 'phase' those resources i.e. in what order and at what intervals they should arrive.*

Fire and rescue services will need to provide evidence that the planned response is safe and appropriate. This is likely to involve carrying out detailed risk and task analyses of the planning scenarios.

Responsibility for the safety and effectiveness of the planned responses will lie with the fire authority and as such they should be approved at the highest level."

The FBU defined 'Detailed Risk & Task Analysis' as the process of:

firstly assessing the risk from the incident as a whole, and from specific firefighting/rescue actions (or tasks);

secondly matching the tasks to Standard Operating Procedures (which are designed to minimise risk);

thirdly determining the length of time each task will take to complete, and

fourthly determining which tasks can be carried out simultaneously and which tasks can only be carried out after an earlier task has been completed.

A Task Key and Task Timeline can then be constructed from which the minimum number of personnel for the Planning Scenario is derived.

The 2005 CAST training focused on the detailed risk & task analysis required for effective risk-based emergency response planning, and was supported by an FBU CAST Document and CD which contained detailed task timelines for the 13 dwelling plane planning scenarios identified in the FBU's 2004 National IRMP Document.

The training was delivered by the FBU National IRMP Department on a region by region basis. Over 160 Officials attended this one day training course in 2005.

Risk Reduction Planning (RRP)

In January 2006 the Welsh Assembly Government issued a consultation document entitled "Wales – A Safer Country" setting out its proposals for a system of fire & rescue service Risk Reduction Planning (RRP) in place of the DCLG (ODPM) IRMP Policy. The Welsh Fire & Rescue Service National Framework Document, which sets out both the strategic direction and the core principles under which the 3 Welsh fire & rescue services must operate, was critically important to this shift in policy emphasis – with the emphasis on risk reduction as opposed to risk management.

FBU Evidence to Select Committee on IRMP

The evidence presented by the FBU to the ODPM's 2006 Select Committee covered the major concerns the FBU held over both national IRMP Policy in England, and local interpretation of that policy by English FRAs. The FBU's concerns in respect of IRMP policy and application were set out in the 'Memorandum to the Select Committee ...', and the FBU's 2004 National IRMP Document was submitted as Annex 9. In regard to IRMP the FBU's evidence was as follows:

2 ii) INTEGRATED RISK MANAGEMENT PLANNING (IRMP)

- 1 The Office of the Deputy Prime Minister introduced the system of local Integrated Risk Management Planning (IRMP) in England, Wales and Northern Ireland effective April 2004. The Scottish Executive introduced a similar system of IRMP for Scotland effective April 2005.
- 2 Section 62 of the Fire & Rescue Services Act 2004 devolved responsibility for the fire & rescue service in Wales to the Welsh Assembly Government, which is currently consulting on proposals to introduce a system of fire & rescue authority Risk Reduction Plans (RRPs) in place of Integrated Risk Management Plans (IRMPs). The final Welsh model is likely to focus on reducing risk rather than simply 'managing' it.
- 3 The ODPM's 2003 White Paper set two 'prevention-based' targets to drive IRMP. These targets now only apply to English brigades. Pages 26 – 31 of Annexe 9 (the FBU's 2004 National IRMP Document) gives further background to these targets, which are:
- 4 ***"To reduce the number of accidental fire related deaths in the home by 20% averaged over the 11***

year period to 31st March 2010 compared with the average recorded in the five year period to 31st March 1999 – with no local authority fire brigade having a fatality rate of more than 1.25 times the national average by 31st March 2010.”

“To reduce by 10% the number of deliberate fires by 31st March 2010 from the 2001/02 baseline.”

- 5 The FBU supports the general principles of prevention, protection and intervention which underpin IRMP; however we are concerned that the primary focus for IRMP in England appears to have become a reduction in accidental fire-related deaths in the home through preventative initiatives alone.
- 6 This preventative focus on direct life risk in the home effectively sidelines the intervention and rescue role of the service at dwelling fires, the wider emergency response and rescue role of the service at other fires and emergency incidents, and the positive effect of the protection afforded by legislative fire safety to UK businesses, their employees, the general public and the national building stock.
- 7 Additionally the FBU is concerned at a growing trend by senior managers within fire & rescue services to re-categorise fire deaths as either being ‘preventable’ or ‘not preventable’. Categorising fire deaths in this way essentially introduces a local ‘value judgement’ into the IRMP process which is not found in any ODPM guidance on IRMP. The danger of this type of local ‘re-classification’ is that these value judgements may then be relied upon by service managers to justify the use of resources in a particular way in a brigade.
- 8 Currently the ODPM classifies fire deaths as being either accidental (i.e. the fire which led to the fire death started accidentally) or not accidental (i.e. the fire which led to the fire death was started deliberately). The FBU recognises that this is the only valid classification which can be made of fire deaths and believes that the ODPM should issue clear

guidance to fire & rescue authorities in this respect. Pages 29 & 30 of Annexe 9 refer.

- 9 To be robust and reliable, the Integrated Risk Management Planning process must consider all applicable risks and risk reduction measures available, i.e. prevention, protection and emergency response.
- 10 Whilst any reduction in fire deaths in the home which may be attributed to successful local preventative initiatives is welcomed by the FBU, the contribution of fire & rescue service emergency response to saving lives in England has been consistently demonstrated over the last 10 years.
- 11 Successful rescues by firefighters from fires in dwellings have risen from 2,716 in 1994 to 3,868 in 2003. Successful rescues by firefighters from all fires have risen from 3,222 in 1994 to 4,341 in 2003. These figures do not include persons who escape before the arrival of the service, or those who are evacuated as a result of a fire. The full 10 year rescue statistics were revealed in a written answer to Parliamentary Question on the 16th June 2005 (House of Commons Fire [1632] 16th June 2005) by the fire minister **Jim Fitzpatrick**: The number of people rescued alive from fires by fire & rescue service personnel in England are shown for each year 1994 to 2003 in the following table (*see below*).
- 12 Similarly, the protection based fire safety enforcement activities of fire & rescue authorities since 1961 have led to a reduction in deaths and injuries from fires beyond the home. So much so that the significant majority of workplace injuries due to fire relate to process risks – the handling of flammable liquids or dangerous substances – which are not the responsibility of fire & rescue authorities. This success however is no reason for fire & rescue authorities to reduce their fire safety enforcement activities. The recent major incident at the Total Oil terminal in Hemel Hempstead has vividly demonstrated this.

	Rescued casualties ⁽⁹⁾		Rescued unharmed ⁽¹⁰⁾		All people rescued alive	
	All fires	Dwelling fires	All fires	Dwelling fires	All fires	Dwelling fires
1994	2,072	1,815	1,150	901	3,222	2,716
1995	2,317	2,034	1,155	918	3,472	2,952
1996	2,442	2,138	1,022	864	3,464	3,002
1997	2,684	2,347	889	701	3,573	3,048
1998	2,545	2,300	959	811	3,504	3,111
1999	2,511	2,252	1,413	1,043	3,924	3,295
2000	2,728	2,641	2,155	1,627	4,883	4,268
2001	2,671	2,412	1,409	1,176	4,080	3,588
2002⁽¹¹⁾	2,829	2,580	1,763	1,589	4,592	4,169
2003⁽¹¹⁾	2,735	2,441	1,606	1,427	4,341	3,868

(9) Based on all primary fires attended. Casualties include people who were injured or required a precautionary check-up.

(10) Based on a grossed up 20 per cent. sample of primary fires attended.

(11) Data include estimates for incidents not recorded during periods of national industrial action in 2002 and 2003.

Source: Fire & Rescue Service FDR1 returns to ODPM.

13 Clearer ODPM guidance on risk-based response planning is needed to ensure that brigades are adopting a common emergency response methodology under IRMP. The FBU advocates the **Critical Attendance Standard (CAST)** methodology (pages 32 – 43 of Annexe 9) in this respect; a methodology which is based on risk & task analysis. However to date the ODPM has not issued an IRMP Guidance Note on the risk-based response planning process, despite this being an integral part of IRMP as demonstrated by the ODPM's rescue statistics.

14 The process of risk-based response planning is independent of, yet complementary to, the use of computer risk modelling (such as the ODPM's Fire Service Emergency Cover [FSEC] model) which seeks to map areas of similar risk in brigades. The very brief reference to risk-based response planning (page 10 of ODPM document "Preparation for the FSEC Toolkit" – February 2004) must now form part of bespoke ODPM IRMP Guidance if it is Government's intention to demonstrate a real commitment to a truly integrated approach to IRMP.

15 Risk-based response planning methodology, and the system of measurement which underpins it, should be the same throughout England to allow valid comparisons between brigades on a like-for-like basis, and to satisfy communities that like-risk will receive a like-response irrespective of location in England.

16 Effective Integrated Risk Management Planning is potentially a detailed and complex process. A large number of apparently conflicting factors have to be taken into account. However as the IRMP process should essentially be about reducing risk, there is a simple formula that can be applied to each and every proposal in a local IRMP which will measure whether the proposed strategy increases risk or decreases risk. The FBU terms this the "Intervention Window" test. Pages 44 – 51 of Annexe 9 refer. The FBU commends this formula to the ODPM for a future IRMP Guidance Note to fire & rescue authorities.

The FBU also sought to highlight in its evidence the "central fault line" which it had identified in current national resilience planning policy in England when compared to national IRMP policy in England, i.e.

"... that IRMPs allow fire & rescue authorities to "manage" their local risks and in some instances contemplate and carry out significant cuts in personnel. We see little evidence that they [Fire & Rescue Authorities] are assessing risk and planning their levels of personnel with any view to the national need to be capable of responding to a series of protracted major incidents. And we see little evidence that ODPM is giving sufficient, if any, guidance on this matter; guidance that is urgently needed before the collective national response capability of the service is degraded any further."

IRMP Steering Group & Project Workstreams

The ODPM/DCLG IRMP Steering Group was re-established in 2005 in an attempt to provide a forum for stakeholders to

consider the general process of IRMP setting by Fire & Rescue Authorities in England so as to ensure that correct processes have been gone through and that a robust risk analysis has taken place. In addition its terms of reference included:

- acting as a source of expertise on all issues of process raised by the public, business or other stakeholders in respect of IRMPs;
- identifying the need for further advice and guidance to be issued;
- consideration to what action may need to be taken to ensure that efficiency and value for money remain a key issue in the IRMP process;
- acting as facilitator for improving the standard of the overall IRMP process by initiating specific pieces of work from Steering Group members or through a third party;
- providing a focal point for institutional framework bodies such as the Practitioners' Forum, the Business & Community Safety Forum and the Central Local Partnership to raise issues of process relating to IRMP;
- consideration of how the impact of IRMPs can be assessed and, therefore, the extent to which they are contributing to the successful delivery of the PSA3 target.

The FBU was represented on the IRMP Steering Group by Brothers Dick Pearson, John McGhee and Dave Beverley during 2005 and 2006.

In addition to the FBU, membership of the IRMP Steering Group includes:

- Fire Service Improvement Team, ODPM
- HM Fire Service Inspectorate, ODPM
- Fire Statistics Research Division, ODPM
- Buildings Division, ODPM
- Civil Resilience Directorate, ODPM
- Business Change Manager, ODPM/Government Office
- Local Government Association
- Chief Fire Officers Association
- Fire & Rescue Service CPA secondee
- Fire Protection Association
- Health & Safety Executive
- Confederation of British Industry
- Fire Engineering consultant
- Chair of the Business & Community Safety Forum
- HM Fire Service Inspectorate Scotland (observer)
- Welsh Assembly Government (observer)

At the fourth meeting of the IRMP Steering Group (21st February 2006) a detailed action strategy was endorsed closely linked to potential to improve:

- Community and firefighter safety;
- Efficiency and effectiveness of the overall IRMP process and projected outcomes;
- Resilience and robustness of planning processes;
- Collaboration and co-ordination between those organisations that prepare, plan, prevent and respond to risk in the community.

SECTION B — ODPM NOW DCLG

Two main opportunities for development were identified in the strategy:

1. The production and clarification of policy, advice and guidance to support IRMPs and;
2. Research to address current gaps in the understanding and implementation of IRMP's and the underpinning of future advice and guidance.

A "Cross Mapping IRMP Action Strategy" against other work already underway in the fire & rescue service community was presented to the IRMP Steering Group at its meeting of the 26th April 2006.

The strategy was agreed at this meeting, and represented those areas which had been identified as requiring further work in order for a more robust IRMP policy to be developed at national level in England.

THREE DISTINCT WORKSTREAMS were identified:

- Development of National (IRMP) Policy and Reporting Mechanism
- Collaboration with Cabinet Office and the Civil Contingencies Secretariat
- Research to Underpin and Drive Forward IRMP

Each of the 3 Workstreams had a number of 'High Priority' projects assigned to them which the FBU has opted to participate in. The officials/advisors representing the FBU in these project workstreams were agreed by the Executive Council as follows:

John McGhee
Dick Pearson
Dave Beverley
Tam McFarlane
Jim Parrott
Glyn Evans

DCLG Operational Assessment

The Audit Commission's 2005 Comprehensive Performance Assessment (CPA) of fire and rescue authorities (FRA) examined corporate governance and how well an FRA was being run. It did not seek to assess operational effectiveness.

The FBU had raised concerns consistently at the absence of any 'proofing' for operational service delivery issues following the introduction of IRMP in April 2004. As a result of the FBU concerns, and concerns raised by other stakeholders, the Audit Commission accepted that there was a need to include a Service Assessment element within the FRA CPA process in England. To facilitate this, and following a consultation to which the FBU responded in detail in June 2006, an Operational Service Assessment Toolkit was developed to allow internal or external validation of the operational and technical aspects of service provision.

The operational service assessment process included all aspects of the delivery of the FRA's Integrated Risk

Management Plan (IRMP). This comprises all emergency responses, (firefighting, fire rescue, transport accidents, specialist rescues, major incidents, terrorism, and environmental threats) and preventative and protective services.

The key lines of enquiry (KLOE's – the areas to be assessed) included in the Toolkit were;

- Risk Analysis
- Prevention and Protection
- Operational Preparedness
- Call Management and Incident Support
- Operational Response

The objectives of the Operational Assessment process were stated as being:

1. To assess the FRA's operational performance, improvement planning, and capacity and to identify areas of strength and weakness;
2. To quantify evidence of operational performance and service delivery;
3. To support the sharing of best practice.

The Operational Assessment Toolkit set out the expectations for the various elements which underpin or influence the safety and effectiveness of operational service delivery. It also included examples of the type of evidence that might demonstrate compliance and, where possible, what might constitute good practice. The Toolkit had an assessment framework for use by 'experienced operational practitioners' in each FRS, allowing for the same criteria to be applied to judgements on the evidence demonstrated by the Service, whether by self assessment, peer review or an appropriate external body.

The Toolkit was developed in accordance with guidance outlined in HS(G)65 Successful Health and Safety Management to allow for operational effectiveness to be examined as required against national criteria. The Toolkit aimed to assess strategic emergency response, quality of service delivery, safety of firefighters and overall operational effectiveness in accordance with:

- The Fire and Rescue Services Act 2004
- The National Framework Document 2006/08
- The Civil Contingencies Act 2004

The 2006 Service Assessment was to be undertaken as a baseline review. Each FRS in England would initially carry out a self-assessment which was to be submitted to the DCLG. Field teams of F&RS staff who have been seconded to the DCLG then visited each FRS in England to review and make a judgement on the accuracy of the self-assessment, and to determine a score (1-4) for the individual F&RS. This score would then be fed into the wider Performance Framework (CPA) assessment of FRAs being undertaken by the Audit Commission.

The DCLG Field Teams commenced their series of visits to FRS on the 14th August 2006 (beginning with Lancashire FRS). The programme of visits ran until November 2006.

The DCLG wrote to each FRS in England advising them of the visit programme, and stating that as part of the visit they wish to extend the offer of a meeting to Representative Bodies.

During August and September 2006 the FBU's National IRMP Department ran a series of training seminars for officials on the Operational Assessment process to ensure that the FBU could engage fully with the process.

The FBU supports robust and centrally coordinated assessment of the systems in place in individual FRS to determine appropriate Standard Operating Procedures, and is clear that the results of the Operational Assessment process are critical to the future health & safety of FBU members.

The lessons learned from the Operational Assessment process will be fed back into IRMP Steering Group Workstream Project MR12: The Operational Assurance toolkit should be further developed to cover all aspects of an FRS IRMP process. This would form the basis of an agreed national standard of practice, internal or external validation of all the operational and technical aspects of service, planning and provision. This process should also support Operational Assurance post-CPA in the longer term, as detailed in FSC 21-2005.

B19 Building Disaster Assessment Group

Fire and Rescue Circular 55/2004 was issued in December 2004 and related to the studies carried out by the Building Disaster Assessment Group. That circular identified issues which should be considered by Fire Authorities and therefore provided officials at local level the opportunity to raise and address issues specifically identified. Subsequent to that, some of this work was subject to further study by CFA. However that further work did not undermine the findings of the BDAG report and those same issues remain live today and continue to be pursued and available at both Brigade and Regional level.

At a national level the findings of the BDAG report are highlighted both within response documents and raised at meetings as appropriate.

B20 Fire and Rescue Statistics User Group

The Fire and Rescue Statistics User Group met on the following dates in 2005/6:

1st March 2005
9th June 2005
6th September 2005
6th December 2005
7th March 2006

Membership of the Group consists of representatives drawn from the following Government departments, independent bodies and associations:

Association of British Insurers
Fire Protection Association
Fire Information Group
World Fire Statistics Centre
Fire Brigades Union
London Fire and Emergency Planning Authority
English Heritage
Sustainable Buildings Division – ODPM
Fire Statistics and Research Division – ODPM
National Community Fire Safety Centre – ODPM
Fire Service College
University of Central Lancashire
Fire Industry Confederation
Her Majesty's Fire Service Inspectorate
Chief Fire Officers Association
Scottish Executive

The Group is chaired by Glyn Evans (FBU - Fire Safety Adviser) and the Secretariat is provided by the Fire Statistics and Research Division of the ODPM. Dick Pearson represented the FBU on the Group.

The following issues have been under consideration and discussion by the Group in the period of reporting:
Future of the Cost of Fire Model Sub Group;
English Heritage – historic buildings data circulation programme to Brigades;
Fire Related Research and Development Seminar – Fire Service College;
ODPM Review of FDR1, FDR2, FDR3 and Special Service Call reporting;
Development of Group Website;
Review of Fires in Warehouses;
FDR1 Data review of use of fire extinguishers in real fires;
Practitioners' Forum – Risk Data Task and Finish Group;
Recording of Fires of Special Interest;
Liaison with the Statistics User Forum, Statistics Commission and the Office of National Statistics;
FSEC Model progress.

The Group researches and identifies fire and rescue related statistics from a wide variety of sources. It can also provide a statistical analysis service. The Group is affiliated to the Statistics User Forum (SUF) which is a body created under the auspices of the Royal Statistical Society. The SUF has a number of other statistical user groups within its membership and the intent is to improve access to government statistics, improve public confidence in government statistics and also to share information between User Groups.

2005/6 has proved a busy time for the Group members with a number of issues emerging including the on-going FDR1 review by the Fire Statistics and Research Division of the ODPM. The Group has received reports on progress with the E-fire project and E-transformation at ODPM and also from the National Community Fire Safety Centre. An update on progress with the creation of a data base of heritage site fires and rescues was also given.

The Group has also developed its own website which it is intended will improve access to the Group and also the transfer and dissemination of information.

Cost of Fire Sub Group

It was reported to the Group at their March 2005 meeting that the Cost of Fire Report had been updated and the total cost of fire in 2003 was £7.6bn which is about 0.9% of England and Wales GVA (this figure aligned closely with those of the World Fire Statistics Centre). The Cost of Fire Sub Group was not reconvened for the updating of the Report. The work in doing so was carried out by an economist employed at the Office of the Deputy Prime Minister.

The 2004 Cost of Fire Report was published in March 2006.

B21 National Framework

Following the publication of the National Framework document 2004/05, the Office of the Deputy Prime Minister (ODPM) produced a National Framework Document for 2005/6 following consultation with fire service stakeholders. The Department for Communities and Local Government (DCLG) produced a National Framework Document for 2006-08 following consultation.

The Fire Brigades Union submitted comments to both these consultation exercises.

B22 Welsh Assembly Government Service Standards & Risk Reduction Planning (RRP)

Welsh Assembly Government Risk Reduction Planning (RRP)

In January 2006 the Welsh Assembly Government issued a consultation document entitled "Wales – A Safer Country" setting out its proposals for a system of fire & rescue service Risk Reduction Planning (RRP) in place of the DCLG (ODPM) IRMP Policy.

The consultation document had been informed by a series of meetings with key stakeholders in the fire & rescue service in Wales. In addition to being consulted in the initial round of meetings, the FBU also responded in full to the Welsh Assembly RRP consultation exercise as follows:

Fire Brigades Union Response to Welsh Assembly Government Consultation on Fire & Rescue Service Risk Reduction Planning Guidance – Wales a Safer Country

1. INTRODUCTION

- 1.1 On the 2nd April 2003 the Office of the Deputy Prime Minister (ODPM) issued Fire Service Circular 7/2003. The Circular informed all fire & rescue authorities in England, Wales and Northern Ireland that Integrated Risk Management Planning was a key element in the Westminster Government's programme of reform and modernisation for the fire & rescue service. Each authority would be required to produce, consult upon, and then implement an Integrated Risk Management Plan (IRMP) for their brigade area. This IRMP would direct all service activities and was to be effective from April 2004.
- 1.2 On the 3rd April 2003 the Scottish Executive issued Scottish Fire Service Circular 4/2003 outlining proposals to introduce a similar system of Integrated Risk Management Planning in Scotland. The Scottish Executive however believed that in order to allow sufficient time for central guidance on Scottish IRMP to be developed, and for brigade plans to be constructed, a realistic timetable for the introduction of IRMP in Scotland would be April 2005.
- 1.3 Both the ODPM and the Scottish Executive chose to issue central guidance on the construction of local Integrated Risk Management Plans in the form of a series of 'Guidance Documents' which had no statutory footing. This effectively meant that individual fire & rescue authorities could choose whether or not to follow this guidance.
- 1.4 Section 62(1) of the Fire & Rescue Services Act 2004 devolved responsibility for the fire & rescue service in Wales to the Welsh Assembly. This Section of the Act was brought into effect in Wales by means of a Welsh Assembly Government 'Order' on the 9th November 2004. The Order took effect on the 10th November. The FBU supported this devolution of power, and recognised that it would allow the Assembly to set a 'Welsh' agenda in respect of fire & rescue service policy.
- 1.5 Section 22 of the Fire & Rescue Services Act 2004 gives the Welsh Assembly Government extensive powers to direct fire & rescue authorities as to what to do. Sections 22(1) and 22(2) of the 2004 Act refer to a 'Framework'.
- 1.6 Following devolution of fire & rescue service responsibility the Assembly published the Fire and Rescue National Framework for Wales. The WAG Minister is required to produce the Framework under Section 21 of the 2004 Act, and fire and rescue authorities must have regard to the Framework when carrying out their functions.
- 1.7 The National Framework Document is critically important and can be considered to be the very cornerstone of the fire & rescue service in Wales. It sets out both the strategic direction and the core principles under which the 3 Welsh fire & rescue services must operate.

- 1.8 The National Framework for Wales includes a clear commitment to work effectively with stakeholders and front-line staff. Both the First Minister and the Minister with responsibility for the fire & rescue service in Wales have made clear that the views of front-line staff are key to understanding how successful a public service is in delivering to the public “at the sharp-end”.
- 1.9 The Welsh Region of the Fire Brigades Union is pleased to respond to the Welsh Assembly Government’s consultation on Fire & Rescue Service Risk Reduction Planning (RRP).
- 1.10 The focus of Welsh RRP reveals an approach grounded in a clear agenda and a clear vision of what is needed for Wales. The FBU does not believe that this position is accidental. The RRP consultation demonstrates clear links with other social policy positions and initiatives which have been adopted by the Assembly. The weaknesses associated with announcing policy and then attempting to work out the detail against an unrealistic timescale appear to have been avoided.
- 1.11 The FBU is also pleased to note that it is the Assembly’s intention to place its Risk Reduction Planning Guidance on a statutory footing by incorporating it within an updated Fire & Rescue National Framework for Wales.
- 1.12 The FBU is responding simultaneously to the Welsh Assembly Government’s Consultation on Principles of Services Standards for Attendance to Fires in the Home. Service Standards are integrally linked to Risk Reduction Planning and the FBU’s RRP consultation response should be read in conjunction with this paper.
- 1.13 With this in mind the FBU offers the following comment on the Welsh Assembly Government’s Risk Reduction Planning consultation document:

2. FOCUS OF RISK REDUCTION PLANNING (RRP)

- 2.1 The FBU supports the Welsh Assembly Government’s “Risk Reduction Planning” terminology.
- 2.2 Whilst ODPM and Scottish Executive policy and guidance refers to fire & rescue authority “Integrated Risk Management Planning”, the FBU is not convinced that this term accurately reflects the aspirations held by the Welsh Assembly Government or the communities of Wales for our 3 fire & rescue services.
- 2.3 The term IRMP implicitly provides for risk to be managed both upward and downward, without any reference or standard relating to the acceptability or tolerability of the resulting risk.
- 2.4 Conversely the term “Integrated Risk Reduction Planning” provides a clearer focus of intent for Welsh government, Welsh fire & rescue authorities and brigade managers. RRP must aim to reduce risk, and not simply to ‘manage’ it.

3. AN INTEGRATED APPROACH TO RISK REDUCTION

- 3.1 The FBU recognises that the Welsh Assembly Government’s RRP consultation paper sets out a well defined risk reduction planning process for all fire & rescue service activity.
- 3.2 Community Fire Protection, Community Fire Safety and Emergency Response must be seen as complimentary areas of a fire & rescue authority’s total activity, and the local Risk Reduction Plan must recognise this. The RRP must also take account of other statutory and organisational responsibilities to ensure that all risks and risk control measures are fully integrated within the Plan.
- 3.3 The FBU has included a Risk Reduction Planning Checklist which reflects the areas of overlap between the above primary strands of service delivery (Annexe 1).
- 3.4 To assist in uniformity of approach across the 3 Welsh Brigades the Fire Brigades Union commends this service-specific checklist to the Welsh Assembly Government, for inclusion as an Annexe to its final Risk Reduction Planning document.

4. RRP & PROPOSED WAG SERVICE STANDARDS

- 4.1 The Welsh Assembly Government consultation on the Principles of Service Standards for Attendance to Fires in the Home is inextricably linked to its Risk Reduction Planning policy.
- 4.2 Whilst Service Standards will initially seek to establish emergency attendance times to fires, the size of this emergency response will be determined by reference to the risk-based response planning process set out in the Assembly’s RRP policy.
- 4.3 The FBU recognises the critical importance of establishing the correct process and framework for effective and robust local risk-based response planning. The process must compliment the Service Standard and ultimately it must be capable of delivering the correct level of emergency response to an emergency incident within agreed timescales.

5. RISK-BASED RESPONSE PLANNING PROCESS

- 5.1 A fundamental part of planning fire & rescue service emergency cover in support of a local fire & rescue authority’s Risk Reduction Plan is the determination of the emergency response required to incidents.
- 5.2 An RRP will require local fire & rescue authorities to set out how they intend to make provision to meet efficiently the emergency response requirements which they can reasonably expect to be placed upon them.
- 5.3 Planning an appropriate emergency response involves 3 stages:
 1. Defining the Planning Scenario that each risk in an area attracts (e.g. a house fire);
 2. Deciding what resources are required in that scenario (firefighters and equipment);

SECTION B — ODPM NOW DCLG

3. Deciding how to 'phase' those resources (i.e. in what order and at what intervals they should arrive).
 - 5.4 Clearly fire & rescue authorities will need to provide evidence that the planned response is safe and appropriate. This will be best achieved through detailed risk and task analysis of the identified Planning Scenarios.
 - 5.5 Detailed Risk & Task Analysis is the process of:
 - assessing the risk from the incident as a whole, and from specific firefighting/rescue actions (or tasks);
 - matching the tasks to accepted fire & rescue service Standard Operating Procedures – SOPs (which are designed to minimise risk);
 - determining the length of time each task will take to complete;
 - determining which tasks can be carried out simultaneously and which tasks can only be carried out after an earlier task has been completed.
 - 5.6 A Task Key and Task Timeline can then be constructed from which the minimum number of personnel and equipment for the Planning Scenario can be derived.
 - 5.7 Whilst the process of planning an appropriate response with accompanying detailed risk & task analysis may initially appear burdensome, much of this work is already complete.
 - 5.8 Although it did not set attendance times to emergency incidents, the Central Fire Brigades Advisory Council's Review of Standards of Emergency Cover published in late 2002 included identification and comprehensive detailed risk and task analysis for the more commonly occurring incidents which fire & rescue authorities could routinely expect to attend (Stages 1 & 2 of the risk-based response planning process above).
 - 5.9 The Fire Brigades Union has further extrapolated the work conducted during this review to match resources and SOPs to current response strategies using existing fire engines (Stage 3 of the risk-based response planning process above). The FBU has termed the results of this further extrapolation the Critical Attendance Standard (CAST).
 - 5.10 The CAST methodology does not deal with attendance times to fires or other emergencies – which the Welsh Assembly Government intends to establish through the Service Standard process. However it does consider the appropriate size for an emergency response to different types of incidents.
 - 5.11 Equally the CAST methodology is not so prescriptive as to limit local decision making on the various response strategies which fire & rescue authorities may wish to adopt to suit local circumstances.
 - 5.12 Rather CAST, taken with the accepted 3 stage response planning process set out in paragraph 5.3 provides a clear framework within which fire & rescue authorities can work to ensure that emergency responses are risk-based and of sufficient size to ensure that the initial emergency response to an incident has a reasonable chance of mitigating the effects of that incident, without compromising unduly the safety of firefighters who will be operating in an inherently unsafe environment.
 - 5.13 The FBU has included an example of risk-based response planning risk and task analysis for a single occupancy dwelling fire as Annexe 2 to this response.
 - 5.14 The analysis and accompanying task timeline in Annexe 2 is based upon accepted Standard Operating Procedures which aim to limit the risk faced by firefighters during firefighting and rescue tasks. The task analysis relates only to basic procedures; additional Standard Operating Procedures, if and when they are adopted at local level, may necessitate the mobilisation of additional resources over and above those listed.
 - 5.15 Following this methodology will ensure that the correct number of firefighters & equipment are mobilised as part of the initial attendance to emergency incidents. It should also ensure that the required firefighters and equipment arrive close enough together to limit the potential for Standard Operating Procedures to be compromised by a lack of available resources, particularly during the early stages of emergency incidents.
 - 5.16 To assist in uniformity of approach across the 3 Welsh Brigades the Fire Brigades Union commends this process to the Welsh Assembly Government, for inclusion as an Annexe to its final Risk Reduction Planning document.
 - 5.17 Ultimately the responsibility for the safety and effectiveness of the planned response to emergency incidents will lie with the fire & rescue authority and as such they should be approved at the highest level.
- ## 6. ISSUES OF NATIONAL RESILIENCE
- 6.1 Experience to date, coupled with intelligence from the security services, suggests strongly that future fire & rescue service emergency response planning must take into account the potential for coordinated acts of terrorism deliberately aimed at maximising civilian casualties and societal disruption resulting in simultaneous, prolonged and resource intensive incidents in geographically distant locations in different parts of the UK.
 - 6.2 This emergency response planning cannot be restricted to consideration of terrorist attacks alone. An effective response needs to be maintained for other large scale regional or supra-regional emergency incidents such as the Hatfield rail crash, the Glasgow Stockline Plastics factory explosion, the Hemel Hempstead fuel terminal inferno, and increasingly

extreme weather conditions which led to the flooding in Boscastle, York and Carlisle and a tornado in Birmingham.

- 6.3 However the introduction of Integrated Risk Management Planning in England and Scotland has meant that local decisions are now made by local fire & rescue authorities on emergency response levels, availability and disposition in brigades. These decisions are grounded in local and not national priorities.
- 6.4 Although the ODPM has issued additional equipment such as mass decontamination units, urban search & rescue units, and high volume pumping appliances to fire & rescue services (including Welsh brigades) as part of its 'New Dimension' programme, it has not issued guidance on the necessary planning arrangements to maintain the ability to actually deploy this equipment together with the personnel necessary to operate it.
- 6.5 ODPM IRMP Guidance Notes have not included direct reference to any regional or national resilience considerations against which fire & rescue authorities should balance local decisions when preparing their local integrated risk management plan.
- 6.6 It is critical that the Welsh Assembly Government RRP policy directs fire & rescue authorities to consider the likely resource implications which may arise as a result of anticipated commitment to a supra-regional or UK-wide response to an incident or series of simultaneous incidents.
- 6.7 A failure to consider such potential resource implications could lead to a situation where resources are stripped from brigades irrespective of the effect on local priorities, in an attempt to meet a UK-wide response requirement.

7. DATA CAPTURE & STATISTICAL ANALYSIS

- 7.1 Risk Reduction Planning must be supported by a comprehensive data capture and analysis system.
- 7.2 The Office of the Deputy Prime Minister has been consulting on a proposal to introduce an electronic data collection system for all incidents that are attended by fire & rescue services – the Incident Recording System (IRS).
- 7.3 Accurate and speedy recording of incident data can only enhance the planning and resourcing of fire & rescue services in the future by providing firm statistical evidence, in one common and standard format, for all emergency incidents attended.
- 7.4 The FBU also believes that to enhance consistency and accuracy of data recording an electronic IRS must be extremely user friendly. The FBU supports the ODPM proposal and has responded in detail to this consultation.
- 7.5 The FBU recognises that the issue of data capture and statistical analysis for the 3 Welsh fire & rescue

services for all activities and their outcomes is currently under consideration, and we welcome this position in Wales.

- 7.6 Since devolution of responsibility for the fire & rescue service to the Welsh Assembly Government, the ODPM has restricted its responses to questions on fire & rescue service statistics to English Authorities only. This is illustrated by responses to questions raised in the House of Commons in June 2005 relating to successful rescues of persons from fires by firefighters, and rescues from road traffic collisions by firefighters.
- 7.7 In both cases the ODPM Minister only reported the statistics for English fire & rescue authorities for the year 2003, and despite the fact that devolution had not occurred at that point, as follows:
 - All people rescued alive by firefighters from all fires – 4,341
 - All people rescued alive by firefighters from dwelling fires – 3,868
 - Road traffic accidents involving the rescue of persons by firefighters – 9,673
- 7.8 The FBU will be pleased work with the Welsh Assembly Government in further developing the data capture and statistical analysis systems which will be required to support its Risk Reduction Planning policy.

8. STATUTORY FOOTING

- 8.1 The FBU is pleased to note that it is the Assembly's intention to place both its Risk Reduction Planning Guidance and its Service Standards on a statutory footing by incorporating them into an updated Fire & Rescue National Framework for Wales.

On the 21st March 2006 the Welsh Assembly Government issued Wales Fire & Rescue Service Circular (06)07 which formally issued the Fire and Rescue Authority Risk Reduction Plan – Wales a Safer Country – to Welsh fire and rescue authorities. The Circular stated that the guidance had been produced following consultation and for the avoidance of doubt replaced the previous policy of IRMP in Wales from the 21st March 2006 onwards.

The Welsh Assembly's RRP Guidance contains a number of notable differences to the DCLG (ODPM) IRMP Guidance. Examples are shown in the direct quotes from the Welsh Assembly Government RRP policy document below:

- The primary aim of the Authority's Risk Reduction Plan (RRP) is to reduce risk ... through a managed framework that integrates the FRAs within the wider social justice agenda in Wales. A risk management framework is introduced for FRAs to adopt and will allow FRAs to reduce risk in a consistent, systematic and repeatable manner.
- The Risk Reduction Plan is a strategic document that sets the agenda for both the Fire and Rescue Authority (FRA) and the Fire and Rescue Service (FRS) alike. Each FRA must produce a RRP and an Annual Action Plan that

SECTION B — ODPM NOW DCLG

focuses on community and corporate risk.

- FRAs must produce RRP that address local risks. RRP must be forward-looking and shaped by evidence rather than a response to short-term pressures that tackle causes and not symptoms.
- Proposals made under the Authority Risk Reduction Plan (RRP) must be made in an open and transparent manner, based on evidence that is robust and reliable.
- There is an expectation from the citizens and communities of Wales that fire appliances and resources will arrive quickly to a fire in their home or workplace.
- Although the FRA need to place a greater emphasis on preventing fires from occurring in the first place, the need for an effective response to anticipated or actual incidents that do occur must not be diminished.
- An RRP is expected to contain the Welsh Assembly Government Service Standards for Attendance to Fires in the Home [FBU editorial comment – i.e. the Welsh national emergency response standard].
- FRAs must clearly demonstrate the level of service that citizens and communities can expect to receive; this information must be based on established Service Standards and community fire safety initiatives.
- It is envisaged that Service Standards in Wales will develop to reflect the range of activities that the FRAs are engaged in, such as, road traffic collisions, fires in other buildings and other emergency incidents etc.
- FRAs must ensure that their Standard Operating Procedures, policies and competence of personnel match the resources available to reduce risk.
- When developing RRP, FRAs will need to consider the safety of their personnel, in particular firefighter safety, ensuring proposals do not compromise Standard Operating Procedures.
- The Authority will need to recognise safe systems of work that are required to ensure firefighter and community safety are not compromised. FRAs must define the scenario that each risk attracts, decide the weight of response and determine when resources will arrive.
- FRAs should ensure a professional and effective response is available to meet the range of incidents they may encounter. This includes:
 - Staff are trained to professional standards, are familiar with risks and understand the concept of risk management and reduction;
 - Effective command and control systems are in place;
 - Incident commanders have appropriate training and experience;
 - The right equipment is available and staff are fully supported with appropriate resources to deal effectively with incidents, within agreed Service Standards, to ensure the safety of those undertaking the task; and
 - Working together as appropriate.
- In any review of stations FRAs must not only consider existing and anticipated activity levels, but also the interoperability of the station, changing levels of demand throughout the day, week or time of year and the wider role of the station in providing resilience.
- While FSEC is not the only modelling tool available to Authorities, it is the Welsh Assembly Government's preferred tool for gathering and interpreting evidence to inform the development of proposals contained within the FRA's RRP.
- FSEC can inform the decision-making process in the placement of operational resources, by testing proposed changes to operational cover. The use of computer modelling must not be the sole factor in taking such decisions. Authorities will need to validate the information provided by FSEC from other sources and in discussion with personnel, experts in the field and communities affected by the decisions.
- Consultation is not an option. It is a statutory duty. During the consultation FRAs must also make available their risk assessments and evidence they have used to propose the chosen strategy.
- Each RRP must be accessible in a clear and concise manner to citizens, communities, businesses and other stakeholders.
- Fire and Rescue Authorities need the freedom to develop innovative solutions in their quest to manage and reduce risk. However, this needs to be balanced against the views of the communities they serve.
- FRAs must informally discuss proposals and options within their RRP and Annual Action Plans with the Minister for Social Justice and Regeneration [FBU editorial comment – the Minister who holds the fire & rescue remit in the Welsh Assembly Government] prior to the FRA commencing its public consultation. The National Assembly's Social Justice and Regeneration Committee may also wish to view the FRA's RRP or subsequent Action Plans.
- Annual Action Plans must identify the focus of the FRA for the following financial year and must be clearly linked to the current RRP.

Welsh Assembly Government Service Standards

In August 2005 the Welsh Assembly Government Minister with responsibility for the Fire & Rescue Service in Wales established a Standards of Attendance Time to Fires Task & Finish Group to produce National Standards of Attendance Time to Fires applicable in Wales for consideration by the Welsh Assembly Government. The Welsh Region of the FBU was a member of the Task & Finish Group.

The Task & Finish Group met on the 8th August, the 23rd August and the 9th September 2005. It was recognised by the Group that it would not be possible to produce a risk-based proposal for maximum attendance times to all types of fires in Wales within the available timeframe.

The Group was also aware that the vast majority of fire deaths and injuries in Wales have historically resulted from fires in dwellings, and that the Welsh Assembly Government target to achieve a 30-50% reduction in deaths from fires in Wales

could best be addressed by focussing a national response standard on this type of fire in the first instance.

It was also recognised that the Welsh Assembly Government would need to develop and issue IRMP Guidance to support the application of the Standard.

Accordingly the Group focussed on developing a risk-based emergency response standard for fires in dwellings.

Based upon the preliminary findings of the group the Welsh Assembly Government subsequently issued a consultation document in December 2005 entitled "Principles for Service Standards for Attendance to Fires in the Home".

In addition to being a member of the Task & Finish Group the FBU also responded to the Welsh Assembly consultation as follows:

In August 2005 the Welsh Assembly Government established a Standards of Attendance Time to Fires Task & Finish Group (SATFT&FG). The Group was charged with producing recommendations for National Standards of Attendance Time to Fires in Wales which would be considered by the Welsh Assembly Government.

The Membership of the Group was:

- North Wales Fire & Rescue Service
- Mid & West Wales Fire & Rescue Service
- South Wales Fire & Rescue Service
- Fire Brigades Union – Wales
- Finance Impact Assessor
- WAG Observer

The FBU played an active part in the Group.

The Welsh Assembly Government had already set a target to achieve a 30-50% reduction in deaths from fires in Wales. The Fire Brigades Union fully supported the Assembly for setting a target that made no distinction between accidental fire deaths, or fire deaths where the cause of ignition was recorded as deliberate, and for establishing a target which did not restrict the focus of fire & rescue service activity solely to reducing fire deaths in the home.

The SATFT&FG was however keenly aware that the vast majority of fire deaths and injuries in Wales had historically resulted from fires in dwellings, and it was recognised that in the short term it would not be possible to produce a risk-based proposal for maximum attendance times to all types of fires in Wales.

Given the available timescale and identified priorities, the SATFT&FG focussed on developing a risk-based emergency response standard for fires in dwellings in the first instance.

On the 21st March 2006 the Welsh Assembly Government issued Wales Fire & Rescue Service Circular (06)08 which formally issued the Service Standard to Fire and Rescue Authorities. The Circular set out the detail of the standard and requested Fire and Rescue Authorities to integrate it in the

development of their Risk Reduction Plans (RRP) and risk reduction strategies.

Wales Fire & Rescue Service Circular (06)08

21st March 2006

Service Standards to Fires in the Home

1.0 There is an expectation from the citizens and communities of Wales that fire appliances and resources will arrive quickly to a fire in their home or workplace. Additionally, they expect Fire and Rescue Authorities (FRAs) to respond to a range of other emergency situations. To this end the Fire and Rescue Services (FRSs) deserve their reputation for providing an effective and professional response to fires and other emergencies.

Service Standards or attendance standards as they were previously known are not new. The UK was covered by what was known as the '1985 Standards of Fire Cover'. These standards were prescriptive, inflexible and designed to limit the spread of fire from one property to another. They took little account of life risk or any account of built fire safety measures within the property. Subsequently, areas were graded by building density, type and occupancy. This resulted in an area being graded according to building risk and required the FRA to attend the area within a prescribed time. These attendance standards were repealed by UK Government.

1.1 In the summer of 2005 the Assembly Government established a technical working group to review this important area of development. The work of the group resulted in the development of Service Standards for attendance to fires in the home. The Welsh Assembly Government considers Service Standards to be an area of a FRAs risk reduction strategy that will further evolve over time.

1.2 Although the FRAs need to place a greater emphasis on preventing fires from occurring in the first place, the need for an effective response to those emergency incidents that do occur or are anticipated is not diminished.

1.3 The Welsh Assembly Government will introduce Service Standards in Wales. Initial Service Standards focus on life risk and will be developed to ensure citizens, communities and businesses understand them. The thrust of RRP in Wales is for FRAs to allocate resources appropriately to risk.

1.4 It is envisaged that Service Standards in Wales will develop to reflect the range of activities that the FRAs are engaged in, such as, road traffic collisions, fires in other buildings and other emergency incidents etc.

1.5 Service Standards for Attendance to Fires in the Home

1.6 The Service Standard for attendance to fires in the home has been developed based upon a comprehensive model which considers population (numbers of people), population density (dealing with remoteness) and population type (risk of fire).

1.7 This Service Standard aims to provide 80% of Welsh homes

with an attendance to a fire in the home within 10 minutes. The Service Standard also recognises that as a result of local population numbers, population density and population types some areas will attract a 5-minute attendance to a fire in the home. The deciding factor for the introduction of the 5 minute attendance would be where the Fire Service Emergency Cover (FSEC) computer models predict a casualty rate greater than 6.

- 1.8 Additionally, where areas are classified by FSEC as above average risk each FRA will need to assess individual risk and needs. Where these areas exist each FRA must implement an additional form of risk reduction strategy that complements this Service Standard. It is in this area of risk reduction that FRAs are encouraged to develop innovative risk reduction strategies.
- 1.9 The additional risk reduction strategies must be tailored to the need of the citizen or communities. Service Standards are an assurance to a level of service that people can expect to receive. It is important to stress that intervention is the final stage of risk control. FRAs must proactively target their community fire safety strategies in an attempt to prevent fires in the home from occurring.

Building on the introduction of Welsh Service Standards for Attendance to Fires in the Home (which established the national standard for speed of response) the Minister with responsibility for the fire & rescue service in Wales has agreed to establish a further working party to consider the appropriate weight of attack to fires and other emergencies attended by the fire & rescue service in Wales.

B23 Select Committee

Select Committee on the Office of the Deputy Prime Minister: Housing, Planning, Local Government and the Regions – Enquiry Examining Current Issues Affecting the Fire & Rescue Service in England.

In November 2005 following considerable pressure brought by the union and other parties the Select Committee of the Office of the Deputy Prime Minister announced an enquiry with the following terms of reference:

To examine:

- the implications for citizens and the Fire and Rescue Service of:
 - the introduction of Regional Control Centres, and
 - the introduction of and implementation process for FireLink radio services;
- the progress made on Fire and Rescue Services reform since the publication of the Government's White Paper of June 2003, *Our Fire and Rescue Service*, and the Committee's own report on the topic, *The Fire Service*, of January 2004. In particular, issues such as:
 - fire prevention
 - institutional arrangements and reform, including transitional arrangements and finance, and

- promoting diversity within the Fire and Rescue Service, and
- joint working between the Fire and Rescue Service and other emergency services.

The enquiry which was to be conducted by what became the Communities and Local Government Select Committee also had particular regard to 'civil resilience' as far as it relates to the Fire Service.

Written evidence was coordinated and submitted on behalf of the union by John McGhee, National Officer with Political remit. This evidence concentrated on the Resilience Control aspect of the enquiry but also covered all other areas such as FIRELINK, Civil Resilience, Integrated Risk Management Planning, Retained issues, Fire Prevention, The National Joint Council for Local Authority Fire and Rescue Services, Diversity and Co-operation with other services.

Written Evidence was submitted in January 2006 and the union requested permission to give further oral evidence which it was invited to do.

On the 6th February 2006 the President, Ruth Winters, General Secretary, Matt Wrack, Jack Ford, Executive Council member representing officers and Val Salmon, Executive Council member for Control Staff gave oral evidence to the committee.

The committee published its report and recommendations on 12th July 2006 and the Government published its response to the report on 29th September 2006.

Section

TU and Labour Movement

C1 Introduction

The Union continues to be actively involved in the Trade Union and wider Labour Movement.

Delegates have attended the TUC, Welsh TUC, the STUC, and ICTU in addition to playing a full and very active role in all TUC equality sections.

The FBU hosted the first European Firefighters Network meeting and have increased our involvement and activity in European matters and built on and made new links with Trade Unions and Trade Unionists both in Europe and internationally.

Our ability to maintain a high profile in international, national and local politics and Trade Unionism has not been greatly diminished by our disaffiliation from the Labour Party and the increased liaison between the Parliamentary Group and the FBU has been extremely beneficial to members.

Several campaigns have been supported by the FBU including those supported or initiated by the TUC such as the protection of public services from privatisation.

It is also most pleasing to record the election of the General Secretary onto the TUC General Council in 2006.

C2 Affiliations

During 2005 and 2006 the Union has established or maintained affiliation to the following organisations:

- Action for Southern Africa
- Amnesty International
- Anti-Slavery International
- Broken Rainbow
- Campaign for Nuclear Disarmament
- Campaign for Press and Broadcasting Freedom
- Cuba Solidarity Campaign
- Dalit Solidarity Network
- Daycare Trust
- Disability Alliance
- European federation of Public Service Unions (EPSU)
- Hands Off Venezuela
- International Lesbian and Gay Association
- Labour Against the War
- Labour Representation Committee
- Labour Research Department
- Local Government Information Unit
- National Abortion Campaign
- National Assembly Against Racism
- National Assembly of Women
- National Pensioners Convention
- NHS Support Federation
- One World Action
- Palestine Solidarity Campaign
- Public Services International
- SERA
- Stop the War
- Trade Union Friends of Palestine
- Unite Against Fascism
- United Campaign to Repeal the Anti Trade Union Laws
- Venezuela Information Centre
- War on Want
- Zero Tolerance Charitable

In addition the union made numerous donations to labour movement and international campaigns and organisations.

C3 Institute of Employment Rights

The Institute of Employment Rights was established in February 1989. It is an independent organisation acting as a focal point for the spread of new ideas in the field of labour law. In 1994 the Institute became a registered charity. The FBU continues to support the IER who have organised many courses and seminars attended by officials in 2005 and 2006.

The IER have gathered together an experienced and highly regarded team of lawyers, trade union officials and academics who together produce and advise on legal opinion both by the organisation of seminars and through the production of publications, several of which have been circulated to officials as appropriate.

The FBU and IER have been building on the links we already have in place which includes a stand at the TUC and inviting FBU officials to address seminars on a range of issues.

C4 International Issues

The Union continued to involve itself and develop its international work. This included on-going campaigns as well as pursuing areas raised at Annual Conference and international support for up and coming campaigns.

We continued to elect an International Committee from the Executive Council to facilitate and co-ordinate our international work from Head Office as well as encouraging regions to involve themselves and contribute to the international trade union scene on their own behalf. The International Committee consists of the General Secretary, the President, John McDonald, Vicky Knight, Micky Nicholas and Val Salmon. They met on several occasions over the past two years and the notes of the meetings are available in Head Office. Further information on the union's international work can be found on a new section of the FBU website – <http://www.fbu.org.uk/campaigns/international/> This includes details of the FBU campaigns and how members can initiate, progress and participate in these campaigns and has live feeds from LabourStart on workers and trade union struggles across the globe.

We continued assisting the Iraqi Federation of Trade Unions and keeping links with the Iraqi firefighters' union as well as supporting them practically with fire kit, specialist equipment and fire appliances. Brian Joyce (retired), Val Salmon (Control EC member) and Dave Green (EC member region 6) have been the main officials dealing with this area. An FBU-sponsored trip was led by Val and Brian with other FBU members who drove the fire appliances and equipment from the UK to Iraqi Kurdistan. Once again this showed the practical help as well as the political assistance that we can give.

We continued to play an active part in the Cuba Solidarity Campaign, listening and learning from trade unionists in Cuba

as well as providing the essential support from ourselves to keep the Cuban system fought for by the revolution alive and well. The President spoke at two conferences held in London on the issue of Cuban and Latin American links and is also a member of the CSC executive committee, attending and speaking at the CSC AGM. The FBU brought over a representative from the Slovakian Firefighters Union to attend the Cuban conference in London as well as fellow trade unionists from Cuba.

We have developed new links with two campaigns involving the positive political changes over recent years in Venezuela. These are "Hands off Venezuela" and the "Venezuela Information Centre". We met with Venezuelan trade unionists who visited the UK and supported the campaigns to defend their own rights to democracy, government and sovereignty without the detrimental influence and interference of the rest of the world, in particular the USA.

Our strong links were maintained with Justice for Colombia, an organisation jointly set up by the FBU and others in the UK trade union movement. The attacks and arrest of trade unionists still continue in Colombia and we must use all our influence to ensure that our government does not provide any military aid or political support for the government in Colombia where it is still viewed as being the main threat to the trade unionists that live there. We had the pleasure of sending John Drake (Region 13) on a JFC delegation to Colombia in 2006, a full report of which was to be submitted to the Executive Council. We must not let the plight of Colombian trade unionists be put on the back burner within our movement.

Underlining a long tradition of raising the issue of Palestine in the wider trade union movement, a resolution was submitted on our behalf to TUC 2006 conference in Brighton and was carried. This led to a TUC General Council delegation to meet with both Palestinian and Israeli trade unionists and government ministers. The President of the FBU attended on our behalf and we were able to discuss our concerns at the removal of European funding to the Palestinian people, after they democratically elected a majority Hamas government, of the removal of financial assistance by the Israeli government and also issues such as the union funds owed to the Palestinian General Federation of Trade Unions by the Israeli trade union confederation, Histadut, for union dues of Palestinian workers in the Israeli occupied territories. We also participated in other events and spoke on many platforms dealing with the crisis in Gaza and the issues of the Middle East in general. Furthermore, we received representatives from the Palestinian firefighters trade union in Nablus at our conference in 2005. FBU brigades/regions initiated twinning arrangements with Palestinian firefighters. One brigade – Lancashire – was planning a solidarity trip to Palestine in 2007 to deliver fire kit to poorly equipped firefighters in Nablus.

We also moved a resolution at TUC conference 2005 in support of the plight of the people and trade unionists in the Western Sahara. It carried. This is a campaign that needs as much publicity as possible and a people who are being ignored by the world, including the UN which has carried numerous

resolutions to ensure free elections take place in the Moroccan occupied Western Sahara. We have continued to give practical support, from supplying computers to bringing the General Secretary of the UGTSARIO, the trade union organisation, over to the TUC in 2006 to meet and liaise with other British trade unions to assist their recognition in world trade union organisations. The TUC followed up their resolution by sending a delegation to the refugee camps in the Western Sahara and the President attended on behalf of the FBU. A report of this trip was given to the TUC and the FBU Executive Council. We have also brought representatives of the Western Sahara over to speak at FBU schools and seminars, in particular with the Women's section of the FBU. We also continued our support for the Sandblast Campaign and would encourage regions and brigades to continue to get involved.

We have started to take the lead in developing a European Firefighters Network, the first meeting of which was held in FBU head office in 2006. Attending on behalf of the FBU were the President, the General Secretary, Glyn Evans (Fire Safety Advisor), John McGhee (National Officer) and Dean Mills (National Officer). It showed a clear need for dialogue and the exchange of information, especially with respect to working practices, pensions and health and safety. It also led to an update of the European Firefighters Charter. A further meeting is planned in Luxembourg in 2007. We must put on record our thanks to EPSU who assisted with organisation, participation and funding for the event. A report of the conference was given to the Executive Council and is available. It was overwhelmingly agreed to maintain our lead in this area and continue our involvement to assist in practical industry issues as well as political and local government issues.

The Assistant General Secretary also attended a conference of the American, Australian and New Zealand Firefighters union on our behalf in Hawaii last year to link and learn from common experiences on an international basis within the Fire Service. We have continued these links over the year and agreed a set of aims in terms of our common goals and continued involvement with each other as sister trade unions. We have invited representatives from all three organisations to attend our Annual Conference this May.

The Union participated in a trade union delegation to South Africa where our B&EMM EC member Micky Nicholas attended on behalf of the FBU and in particular our black and ethnic minority members. A report of this has gone to the Executive Council. We also continued our link with our brother and sister trade unionist in South and Southern Africa in terms of assisting with education grants in the UK, inviting speakers to some of our schools and seminars, as well as previous Annual Conferences.

War on Want and the FBU have also jointly organised funding to assist in two campaigns, Opposition to the "Apartheid" wall in Palestine and a research project into workers rights in the occupied Moroccan territories of the Western Sahara. Both projects continue.

The FBU was also involved in many other areas in the international arena, affiliating to organisations such as Amnesty

International, Public Sector International and Stop the War (for a full list of the organisations see Affiliations paragraph in section C).

We continue as a true international trade union to encourage all our membership, as well as regions and brigades, to involve themselves.

C5 FBU Parliamentary Group

The Fire Brigades Union Parliamentary Group continued to work in Parliament on behalf of the union during 2005 and 2006. The membership and officers of the Group are detailed below. Also included are the meetings held and the main issues raised on behalf of the union.

Parliamentary Group meetings are attended by the General Secretary and a national officer. The President also attends where possible.

Officers

Chair: Andrew Dismore MP
Vice Chair: Michael Clapham MP
Secretary: John McDonnell MP

Membership

The FBU Parliamentary Group has 40 members – and has increased from 32 at its formation in March 2005. Current members are:

1. Dave Anderson MP (Blaydon)
2. John Austin MP (Erith and Thamesmead)
3. Celia Barlow MP (Hove)
4. Roberta Blackman-Woods MP (City of Durham)
5. Dawn Butler MP (Brent South)
6. Michael Clapham MP (Barnsley West & Penistone)
7. Katy Clark MP (North Ayrshire and Arran)
8. Harry Cohen MP (Leyton and Wanstead)
9. Michael Connarty MP (Linlithgow and East Falkirk)
10. Rosie Cooper MP (Lancashire West)
11. Jeremy Corbyn MP (Islington North)
12. Jim Cousins MP (Newcastle upon Tyne Central)
13. Ann Cryer MP (Keighley)
14. Ian Davidson MP (Glasgow South West)
15. Andrew Dismore MP (Hendon)
16. David Drew MP (Stroud)
17. Robert Ffello MP (Stoke-on-Trent South)
18. Neil Gerrard MP (Walthamstow)
19. Ian Gibson MP (Norwich North)
20. Nia Griffith MP (Llanelli)
21. David Hamilton MP (Midlothian)
22. Kate Hoey MP (Vauxhall)
23. Kelvin Hopkins MP (Luton North)
24. Lynne Jones MP (Birmingham Selly Oak)
25. Tony Lloyd MP (Manchester Central)
26. Rob Marris MP (Wolverhampton South West)
27. Chris McCafferty MP (Calder Valley)
28. John McDonnell MP (Hayes and Harlington)
29. Jim McGovern MP (Dundee West)

SECTION C — TU AND LABOUR MOVEMENT

30. Austin Mitchell MP (Great Grimsby)
31. George Mudie MP (Leeds East)
32. Linda Riordan MP (Halifax)
33. Mohammad Sarwar MP (Glasgow Central)
34. Alan Simpson MP (Nottingham South)
35. Marsha Singh MP (Bradford West)
36. David Taylor MP (North West Leicestershire)
37. Rudi Vis MP (Finchley and Golders Green)
38. Joan Walley MP (Stoke-on-Trent North)
39. Bob Wareing MP (Liverpool West Derby)
40. Mike Wood MP (Batley and Spen)

The Group has met at regular intervals during Parliamentary sittings with meetings held on the following dates:

25th October 2005
29th November 2005
10th January 2006
28th March 2006
23rd May 2006
13th July 2006 (with Angela E Smith MP, minister DCLG)
7th November 2006

Throughout the past two years, the Group has held ministerial meetings, written letters, tabled questions and Early Day Motions (EDMs), and intervened in debates on a number of issues of concern to the FBU and its members.

The main issues and campaigns pursued this year by the Group are:

Regionalisation of Fire Control Centres
Firefighters' Pensions
IRMPs and local industrial disputes
Composition of the National Joint Council
Emergency Workers' (Obstruction) Bill

C6 ICTU 2005/2006

ICTU 2005

Jim Barbour and Lynda Rowan O'Neill attended the Biennial Delegates Conference of the Irish Congress of Trade Unions as delegates from Region 2. The Conference was held at the Waterfront Hall, Belfast between 21st and 24th June 2005.

The overall theme of the Conference was QUALITY WORK = QUALITY LIFE.

Conference considered an agenda of some 80 motions and FBU delegates participated in keynote debates including The Rights of Migrant Workers, Quality of Life and Water Charges.

Conference was addressed by a range of guests including James Hoffa, President of the International Brotherhood of Teamsters, John Monks, general secretary of the TUC and Mr Bertie Ahern, an Taoiseach of the Republic of Ireland.

Former Irish rugby international Trevor Ringland outlined in thought provoking detail, the purpose and aims of the One

Small Step Campaign, intended to encourage members of the communities in Northern Ireland to actively and consciously take small progressive steps towards healing the divisions between the communities.

Conference concluded on International matters including debates on the rights of the Palestinian people and the controversial use of Shannon airport by the American air force as a stop off point whilst transferring prisoners to the facility at Guantanamo Bay, Cuba.

ICTU 2006

The FBU delegates to the 2006 Irish Congress of Trade Unions held in Newry, 25th and 26th April 2006 were Jim Barbour and Lynda Rowan-O'Neill. The Regional Officials attended as observers and used the opportunity to network with other trade unionists and political activists on matters of concern to the FBU in Northern Ireland.

The FBU had submitted motions on the Pensions issue and Review of Public Administration in Northern Ireland, however owing to the outcome of the Union's National Pensions Campaign, by the time of the Conference it was necessary to withdraw our Pension's motion.

FBU delegates did however contribute to the debate on opposition to Water Charges, which has resulted in the establishment of an ICTU led Coalition Against Water Charges. The FBU continue to be involved in this coalition.

Jim Barbour moved a resolution opposing New Labour proposals for a Review of Public Administration in Northern Ireland, which will result in a reduction from 26 to 7 local councils with a consequent dilution of local accountability. Whilst this motion was narrowly defeated, the debate on RPA remains live and valid in Northern Ireland!

Jim Barbour seconded a motion moved by Newry Trades Council calling for the ICTU to reinvigorate its Health and Safety function.

The FBU was represented at a number of Fringe Events throughout the course of the Conference.

C7 STUC 2005/2006

STUC 2005

The Annual Congress of the STUC was held in Dundee on 18th to 20th April 2005.

The Fire Brigades Union Delegation were:

Ken Ross	Scottish Regional Secretary
Roddy Robertson	Scottish Regional Chair
Gavin Barrie	Scottish Regional Treasurer

Ronnie Costello	Scottish Regional Official
John McDonald	Executive Council Member
Linda Shanahan	Fife Brigade Secretary
Andy Gilchrist	General Secretary
Ruth Winters	President
John Duffy (Substitute)	Tayside Brigade Chair
Jim Malone (Substitute)	Tayside Brigade Secretary

Alan McLean
Dave Green
Vicky Knight
Stewart Brown
Micky Nicholas

Both of our resolutions carried:

Three Resolutions were moved and subsequently carried by the Congress:

1. Fire Service Standards (as part of a composite);
2. Public Sector Pensions (as part of a composite); and
3. Iraq.

STUC 2006

The Annual Congress of the STUC was held in Perth on 10th to 12th April 2006.

The Fire Brigades Union Delegation were:

Ken Ross	Scottish Regional Secretary
Roddy Robertson	Scottish Regional Chair
Gavin Barrie	Scottish Regional Treasurer
John Docherty	Scottish Regional Official
Linda Shanahan	Fife Brigade Secretary
Matt Wrack	General Secretary
Ruth Winters	President
John Duffy (Substitute)	Tayside Brigade Chair
Jim Malone (Substitute)	Tayside Brigade Secretary

Two Resolutions were moved and subsequently carried by the Congress:

1. Fire Service Integrated Risk Management Planning, moved by Ken Ross; and
2. Asbestos, moved by John Docherty

One of the main issues at the Congress was that of Corporate Culpable Homicide. The Congress was addressed by the Minister for Justice, Cathy Jamieson MSP, who discussed the issue. An expert team, which included Patrick Maguire of Thompsons Scotland, then gave a presentation to the Congress and a questions & answers session followed.

C8 TUC 2005/2006

TUC 2005

The 137th Annual Congress was held from the 12th – 15th September 2005 in Brighton, East Sussex.

The FBU's Delegation was:

Matt Wrack
Ruth Winters
John McGhee

Fire and rescue service emergency response standards in the UK

Congress is gravely concerned that communities in different parts of the UK, who are all equally exposed to the same level of risk from fire and other hazards, are subjected to widely varying emergency response times and standards from different local fire and rescue services – a situation which will only be exacerbated by the regionalisation of emergency fire control centres.

Firefighters and emergency fire control staff are well aware that the emergency response time is a critical factor when they are trying to save lives or property.

The government review of ambulance performance standards also recognised the critical nature of a maximum response time in saving lives. As such the review recommended that the ambulance service in the UK should organise its resources to meet a national emergency response standard.

Accordingly, and in the interests of public and firefighter safety, and to minimise property losses from fires, Congress demands that the Government works in partnership with all stakeholders to reintroduce a national emergency response standard for the fire and rescue service.

This national standard must set both maximum response times and minimum resource requirements.

The Western Sahara

Congress condemns the recent violence of the Moroccan State against the Saharawi citizens participating in week-long peaceful demonstrations starting 25 May 2005 within the occupied territories of Western Sahara in El Aaiun.

This repression highlights the lack of progress by the international community in bringing about an acceptable solution to this 32-year conflict and comes despite numerous European and UN resolutions that support the Saharawis' right to self-determination and the right to a referendum. The lack of compliance by the Moroccan state can only be interpreted as a blatant defiance of human rights.

The plight of the Saharawi people is silent and invisible, despite their cooperation and willingness to come to a peaceful and negotiated settlement. The recent demonstrations only show the desperation and frustration felt by the people of the Western Sahara.

Congress therefore calls upon the General Council to continue supporting the Polisario and for trade unionists and related campaigners to bring about a resolution to the conflict by raising the issues with the UK Government. Congress also calls on the General Council to:

SECTION C — TU AND LABOUR MOVEMENT

call for a meeting with the relevant government department to raise its concerns;

support and help organise a trade union and political delegation to visit the refugee camps and the occupied territories;

publicise the plight of the people of the Western Sahara amongst all affiliates;

actively support the Sandblast Project; and raise the issues amongst the international trade union movement.

In addition our amendment to the resolution on Iraq submitted by the Community and Youth Workers' Union was accepted and the resolution carried.

Congress delegates and visiting officials attended and spoke at several fringe meetings including the FBU fringe meeting on the issues facing us on the regionalisation of Controls which several control member delegations attended.

To promote the issues currently facing us we also shared an exhibition stand with the Institute of Employment Rights. The Executive Council wish to thank John Drake and visiting officials for their assistance in staffing the stand throughout Congress.

Full details of congress 2005 including the verbatim report can be found at www.tuc.org.uk

TUC 2006

The 138th Annual Congress was held from the 11th – 14th September 2006 in Brighton, East Sussex.

The FBU's Delegation was:

Matt Wrack
Ruth Winters
Alan McLean
Vicky Knight
Stewart Brown
Micky Nicholas
Tam McFarlane
Warren Gee

All our resolutions carried:

Fire and rescue service strategic planning

Congress notes with concern that the 'modernisation' agenda within the fire and rescue service appears to be focused on cost-cutting and reducing levels of emergency cover rather than on genuine improvement.

The Buncefield oil refinery explosion and fire in Hertfordshire was the biggest peace time conflagration since the Second World War, requiring resources and assistance from numerous United Kingdom fire and rescue services and other emergency services.

This incident, along with incidents such as the July 2005

bombings, clearly demonstrates the need for new national standards of emergency response, capable of dealing with three simultaneous 'New Dimension' type incidents in geographically different locations in the UK; as well as the need for strategic planning for all incidents at a local and regional level. Such strategic planning must involve fire and rescue services, and other services likely to be involved. It must also ensure that local democratic accountability is maintained.

The current national framework and guidance for fire and rescue service 'integrated risk management planning' does not adequately take account of such needs. This weakens the ability of the service to respond to incidents requiring a regional, supra-regional or national level response.

Congress calls on the Government to address this matter urgently in consultation with fire and rescue service employers, the FBU, and the public and to ensure sufficient investment is made available to individual fire and rescue services to ensure that they are able to plan, control, manage and deliver the appropriate emergency response to all incidents on all occasions.

Palestine – (Composite Resolution 16)

Congress supports:

1. the right of the Palestinian people to self-determination;
2. the right of Palestinian refugees to return to their homeland;
3. the withdrawal of Israeli troops from all occupied territories; and
4. the removal of the illegally constructed 'apartheid wall'.

Congress believes that the achievement of justice for the Palestinians will help bring peace to the Middle East and to the people of Israel.

Congress condemns the Government of Israel's suspension of revenue payments to the Palestinian Authority (PA) and the suspension of aid by the European Union, the United States Administration and others. These actions, which threaten the wages of approximately 160,000 workers and the well-being of the Palestinian people as a whole, are condemned by the Palestinian General Federation of Trade Unions.

Congress condemns the recent Israeli attack on the Gaza City power station, the use of sonic booms over Gaza, and the seizure of members of the democratically elected Palestinian government.

Congress resolves to ask the General Council to:

1. call on the British Government to maintain all funding to the PA and call for the restoration of all EU and other international aid to the PA;
2. pressurise the Government of Israel to restore the revenues collected by them to their rightful owners, the PA;
3. make appropriate representations to the quartet (US, EU, Russia and the UN) to take immediate steps to achieve a negotiated settlement based on justice for the Palestinians;
4. raise these issues in the ETUC, ICFTU, Histadrut and ILO

and all appropriate international and national bodies;

5. continue to make every effort to promote dialogue between Palestinian and Israeli trade unionists and the building of direct links with Palestinian trade unions;
6. seek to bring about greater cooperation amongst solidarity organisations supporting the rights of the Palestinian people, such as the Palestine Solidarity Campaign, and encourage all affiliates to affiliate; and
7. call on the British Government to make public its concern at Israel's continued attacks on Gaza.

This composite was seconded by the Educational Institute of Scotland and supported by the Transport Salaried Staffs' Association.

In addition to having these resolutions carried an emergency resolution was submitted and also carried:

Emergency 1 Attacks on fire cover and trade union organisation by Merseyside Fire Authority

Congress condemns the recent decisions of the Merseyside Fire and Rescue Authority to implement cuts which will lead to a reduction of 120 frontline jobs. Congress notes the dispute which has arisen as a result. The Fire Authority proposals include:

- i) introducing a 96-hour continuous shift at six fire stations;
- ii) imposing a new shift system in the emergency fire control centre which will result in 15 job losses; and
- iii) reducing night-time cover at four busy city centre fire stations.

Congress is concerned that this level of job reduction in an emergency service will place at risk both the public and the firefighters serving them.

Congress is alarmed at the anti-union stance which appears to have been taken by the Chief Fire Officer in Merseyside and by the Fire and Rescue Authority. This has included the removal of check-off arrangements; the removal of union notice boards and information from fire stations; and threats to the careers and promotion prospects of union members including new recruits.

Congress is further alarmed that the Fire and Rescue Authority have refused to allow any national assistance in the resolution of the dispute and procedure which is a normal and regular part of industrial relations in the fire service.

Congress urges all affiliates to provide whatever financial and moral support they can to FBU members in Merseyside. Congress further supports the call made by the Fire Brigades Union for an independent inquiry into industrial relations within the Merseyside Fire and Rescue Service.

The RMT seconded our emergency resolution.

In addition to the congress business delegates attended and spoke at several fringe meetings.

To promote the issues currently facing us we also shared an exhibition stand with the Institute of Employment Rights. The Executive Council wish to thank Linda Smith and visiting officials for their assistance in staffing the stand throughout Congress.

General Secretary Matt Wrack was elected to the General Council.

Full details of the congress including the verbatim report can be found at www.tuc.org.uk

C9 TUC Black Workers Conference 2005/2006

TUC Black Workers Conference 2005

The conference was held in Southport on the 15-17 April 2005. The theme of the conference was Organising Black Workers. The FBU delegation was as follows:

- Bro Nicholas
- Sis Samuels
- Bro Ramsey
- Bro Chaudhry
- Bro Simpson
- Bro Brooks
- Bro Phillpotts
- Bro Johnny

Bro Sami Chaudhry moved the FBU resolution on Developing World – Debt Cancellation. This was adopted by conference.

Bro Nicholas was re-elected to the TUC Race Relations Committee.

TUC Black Workers Conference 2006

The conference was held in Eastbourne on 7-9 April. The FBU delegation was as follows:

- Bro Nicholas
- Sis Samuels
- Bro Simpson
- Bro Fawcitt
- Bro Brooks
- Sis Oparocha
- Bro Bryant

Sis Samuels moved the composited FBU resolution on the Commission for Equality and Human Rights. This was adopted by conference.

Bro Nicholas was again re-elected to the TUC Race Relations Committee.

C10 TUC LGBT Conference 2005/2006

TUC LGBT Conference 2005

Delegates for the annual tuc/lgbt (lesbian gay bi-sexual and trans) conference gathered in congress house, London, on the 30th June 2005 to play their part in what is the 8th annual conference held on behalf of lgbt workers within the trade union movement.

The fire brigades union sent 8 delegates as they are entitled to under the 'all different all equal policy', and this was made up from 8 different regions within the union.

We had our chair, Pat Carberry, our acting secretary Peter Gallagher, and the executive council member Stewart Brown, along with members of the national committee who made up the delegation from regions 5, 6, 9, and 12. One member who is not on the committee was Peter Wilcox from region 3, who is now a regional official having left the g&l committee to concentrate on mainstream union issues, although peter still plays a big part in the equality work that the union is involved in and is a member of the North West regional tuc set-up.

The Fire Brigades Union submitted the following motion to the tuc for inclusion in the agenda of the tuc/lgbt conference

INTERNATIONAL HOMOPHOBIA – JAMAICAN VIOLENCE

"Conference is disgusted and appalled at the increasingly violent atmosphere against LGBT Jamaicans. Gay men and women have been beaten, burned, raped and shot on account of their sexuality. Public vilification is common and once a person's sexuality becomes known they are more at risk Jamaica's laws continue to criminalise sex between males, offences against 'the Person Act', punishes the crime of buggery by up to 10 years imprisonment with hard labour. Attacks against lesbians including physical violence and rape are increasing".

Conference calls on the TUC and affiliates to:

Join the J-Flag campaign, the only recognised support/campaign group within Jamaica, to show solidarity for the LGBT community and offer support either morally or financially;

Call on the UK and Jamaican Governments to seek the removal of the legislation criminalising those who engage in same-sex conduct;

Demand that during its term at the head of the G8, and Presidency of the EU, the Government seeks to ensure support from other countries who would seek to guarantee human rights atrocities are eliminated in Jamaica; and Urge the Jamaican Prime Minister to publicly state that violence and abuse against LGBT people will not be tolerated.

FIRE BRIGADES' UNION

Our motion was seconded by the university lecturers union, NATFHE, and was passed unanimously.

The Fire Brigades Union also submitted an emergency motion to this years conference, based on a recent paper sent out from the TUC regarding major restructuring of its annual conference's including our own, the lgbt conference.

Our emergency motion read as follows...

"This Conference notes with Concern, that the General Council are currently exploring the possibility of having the four equality conferences bi-annually. This Conference wishes to express to the General Council our firm belief that such a move would be detrimental to our Lesbian, Gay, Bisexual and Transgender members and that these conferences must be held annually as a minimum".

23 motions, including emergency resolutions and 7 amendments to original motions. All motions were fully debated and all were carried.

- Discrimination in goods and services
- Goods and services
- Gender Recognition Act
- Provision of services for Tran's people by the NHS
- Single Equality Commission
- Intentionally promoting LGBT equality
- Equal opportunities monitoring forms
- International LGBT agenda for the TUC
- International homophobia – Jamaican violence
- Employers' obligations to ensure equality in the workplace
- Support for LGBT members in unions
- Workplace culture
- Organising LGBT workers
- Civil partnership and equal rights
- Civil Partnership Act
- LGBT adopters
- Broken Rainbow
- Developing work in schools to tackle homophobia
- Working together
- Equalities seats on the General Council

Two emergency motion's were submitted. One from NAPO, the national association of probation officers, entitled 'executions and flogging of gay men in Saudi Arabia', and from Unison, entitled 'amendment to equality bill', both of which were moved and carried.

Speakers and guests;

General Secretary of the TUC, Brendan Barber

MP Meg Munn, who is the deputy minister for women and equality at the Department for trade and industry.

Trevor Phillips who is the chair of the commission for racial equality,

Ms Jeannie Drake who is the president of the TUC for 2004/2005.

We had 3 informal sessions at conference with guests from Broken Rainbow, an organisation dealing with domestic violence within the lgbt community.

The J-Flag representative from Jamaica, who cannot be named for confidentiality reasons and Dr Frank Boulton from the national blood donors association.

TUC LGBT Conference 2006

Congress House, London, Thursday 29 June to Friday 30 June, attended by 8 delegates from the FBU and the President Ruth Winters

In the chair

Stewart Brown (Thursday morning), Yvonne Washbourne (Thursday afternoon), Tamsin Piper (Friday morning), Maria Exall (Friday morning), Neil Adams (Friday afternoon).

The Conference was attended by 193 delegates from 32 unions, 9 observers from Trades Union Councils and Regional Councils, 52 visitors, one member of the media and 6 exhibitors.

On Thursday morning, Conference was addressed by Brendan Barber, TUC General Secretary; Lord Waheed Alli; and GED Nichols, TUC General Council.

On Thursday afternoon, Conference was addressed by Barry Fitzpatrick, equality and employment law consultant; and "Al", a Jamaican refugee.

Gloria Mills, TUC President; Angela Clayton, Press for Change; addressed Conference on Friday morning; and there was a presentation by Terry Wragg, Leeds Animation Project. A speaker from Venezuela also addressed Conference.

Informal Session

THERE WAS AN INFORMAL PLENARY SESSION ON "VIEWS FROM AROUND THE WORLD", WITH ALAN LITTLE, HOUZAN MAHMOUD, ALI HILLI AND "AL", ON FRIDAY MORNING.

Promoting Equality in the Workplace

Discrimination

EMERGENCY MOTION 4: Ruth Kelly

Tackling Harassment at Work

COMPOSITE MOTION 2: Hate Crimes against LGBT People (Motion 4 and amendments)

Homophobic/Transphobic Violence

Exposing Organisations' Homophobic and Heterosexist Practice

Censorship

LGBT Equality Legislation

United Nations convention C111 on Discrimination (Employment and Occupation)

Colombia

EMERGENCY MOTION 2: CIVIL LIBERTIES AND LGBT RIGHTS IN NIGERIA

EMERGENCY MOTION 3: Solidarity with LGBT People in Eastern Europe

Promoting World AIDS Day

Sexual Health

HIV and Aids

Education and the Equality Act 2006

Enhancing Government Anti-Bullying Work in Schools

COMPOSITE MOTION 3: Union Equality Representatives (Motions 16 and 17)

Healthy Minds, Active Futures: The Need to Mainstream LGBT Equality

The Importance of Equality

Contestability and Privatisation

ELECTION RESULTS

The following were declared elected to the TUC LGBT Committee 2006-07:

Section A (14 PLACES)

Eileen Barnard	Transport Salaried Staffs' Association
Stewart Brown	Fire Brigades' Union
Maria Exall	Communication Workers' Union
Betty Gallacher	Transport and General Workers' Union
Susan Greenwell	ASLEF
Andrew Harvey	Community
Tony Hughes	GMB
Alan Jarman	Unison
Tim Lucas	National Union of Teachers
Andrew Murray	Nationwide Group Staff Union
Mary Page	National Association of Schoolmasters/ Union of Women Teachers
Nick Roe	Accord
Yvonne Washbourne	Public and Commercial Services Union
Roland Zollner	FDA

Section B (2 PLACES)

Beverley Miller	Unison
Patrick Williams	University and College Union

Section C (2 PLACES, ONE NOMINATION)

Nigel Marley	Amicus
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Section D (2 PLACES)

Angela Clayton	Prospect
Tamsin Piper	Amicus

C11 Wales Labour Party Conference 2005/2006

Wales Labour Party Conference 2005

The Wales Labour Party Conference was held from the 17th – 19th March 2005 in Swansea.

As in 2004 no attendance was made by the FBU.

Wales Labour Party Conference 2006

The Wales Labour Party Conference was held from the 23rd – 25th March 2006 in Swansea.

As in 2005 no attendance was made by the FBU.

C12 Wales TUC 2005/2006

Wales TUC 2005

The Wales TUC Annual Conference was held from the 25th – 27th May 2005 at the North Wales Conference Centre, Llandudno.

The Fire Brigades Union delegation was:

Matt Wrack – General Secretary
Bob Allen – Regional Chair
Dick Pearson – Regional Secretary

Simon Jenkins was elected to the Wales TUC General Council and Sandra Williams was elected to the Wales TUC Womens Committee.

The FBU submitted a resolution on Pensions which was carried by Conference.

FBU Resolution to Wales TUC 2005

This Conference views with alarm the Government's published proposals to amend the current Firefighters Pension Scheme (FPS) and the Local Government Pension Scheme (LGPS) which covers Fire and Rescue Emergency Control Room Staff, and introduce a new scheme to existing members.

We note with concern that all of the existing members of the FPS entered into the scheme with the full knowledge that at the attainment of their retirement they would receive a specified pension calculated on their contributions of 11% of salary.

Whilst we welcome the belated recognition of common law partners in the Government's proposals and the intention to make pension provision available to retained Firefighters, this should not be achieved to the detriment of existing FPS scheme members.

This Conference calls upon the Office of Deputy Prime Minister to withdraw their proposals and engage in meaningful discussions with the Fire Brigades Union on how the pensions of firefighters can be properly maintained and funded.

Wales TUC 2006

The Wales TUC Annual Conference was held from the 24th – 26th May 2006 at the North Wales Conference Centre, Llandudno.

The Fire Brigades Union delegates were:

Simon Jenkins – Regional Treasurer
John Purser – Brigade Secretary North Wales
Emma Gibby – Regional Womens Rep

Dick Pearson – Regional Secretary – attended as an observer.

Simon Jenkins was elected to the Wales TUC General Council and Emma Gibby was elected to the Wales TUC Womens Committee.

The FBU submitted a resolution on the proposal contained in the 2006 North Wales Fire & Rescue Service IRMP to reduce the number of Aerial Ladder Platforms available in North Wales area from 4 to 3. The resolution was remitted to conference on the day of the debate when the FBU received confirmation that the authority had withdrawn its proposal to reduce the number of aerial ladder platforms.

FBU Resolution to Wales TUC 2006 (remitted)

Conference has major concerns with the decision of North Wales Fire & Rescue Authority to remove the Emergency Aerial Ladder Platform (ALP) fire engine from Llandudno.

In addition to extending the emergency access, rescue and firefighting capabilities of firefighters, this Aerial Ladder Platform rescued two members of the public from the roof of a burning hotel in Llandudno as recently as March 2005.

The decision puts residents and visitors to North Wales at greater risk due to the increased time it will take for an Aerial Ladder Platform to arrive at a fire travelling from either Bangor or Rhyl.

It also undermines trust in public services as North Wales Fire & Rescue Authority gave an undertaking in 2003 that average emergency response times for fire appliances would not deteriorate as a result of the abolition of National Standards of Fire Cover.

Conference demands that the North Wales Fire & Rescue Authority rescind their decision in the interest of public safety.

C13 Women's TUC 2005/2006

Women's TUC 2005

SCARBOROUGH – 9th – 11th March 2005

Delegation:

Ruth Winters
Vicky Knight
Dona Feltham
Kerry Baigent
Sam Samuels
Patsy Griffiths

Staci Leach
Joanne Winrow-Jones
Sally Harper

The FBU motion on Regionalisation of controls and our emergency resolution on the Western Sahara were carried by Conference.

FBU Resolution:

Regionalisation of Emergency Fire Control Rooms

This Conference is aware of the Government's proposals to reduce the number of control rooms in England and Wales from 49 to 9 and in Scotland from 8 to 1. Conference firmly believes that these proposals form part of New Labour's political agenda on regionalisation and is in no way based on improving the Service. Conference notes that this political policy on regionalisation was overwhelmingly rejected by the public in the North East referendum held in November 2004.

Should these proposals be implemented there will be job losses of 47% within Emergency Fire Control Rooms where women are the majority workforce.

This Conference believes that these proposals will have a negative impact on the highly efficient service provided by the Fire and Rescue Service throughout the UK and would result in an increased risk to both Fire fighters and the public.

Therefore this conference calls on the TUC and all affiliates to oppose the Governments proposals on the Regionalisation of Emergency Fire Controls by:

- Supporting the FBU's national campaign.
- Publicising the FBU campaign entitled 'Campaign Against Regionalisation'
- Lobbying Government, MP's and local councillors to oppose this initiative.

FBU Emergency Resolution

Western Sahara.

2006 is the 30 year anniversary of the illegal Moroccan occupation of Western Sahara, which this Conference has and will continue to condemn.

On the 16th January the Spanish newspaper El Pais reported that the King of Morocco stated in an interview that "The Territory was recovered in 1975 in a legal and peaceful way, neither myself nor the Moroccan people will ever agree to give up our sovereignty". This reinforced the fact that UN resolution 1514 (xv) calling for the self determination of Saharawi people has been selectively ignored for the financial gains of some, at the cost of the liberty and self determination of a nation of Saharawi people.

This Conference calls upon the TUC Women's Committee and all affiliates to:

- Lobby the UK Government to put Western Sahara on its agenda as head of G8 and take active steps to help revive the referendum process;
- Re-agenda the issue of Western Sahara by highlighting and raising awareness of the plight of the Saharawi people;

- Become involved and financially support the Sandblast project taking place in 2006.

The delegation spoke on a wide range of subjects and took part in several fringe meetings and held a joint fringe meeting with Thompsons on the Western Sahara

Women's TUC 2006

8th – 10th March 2006 – Eastbourne

The FBU delegation was:

Ruth Winters (President)
Vicky Knight (NWC EC Member)
Kerry Baigent (NWC Secretary)
Dona Feltham (NWC Chair)
Staci Leach (NWC region 6)
Patsy Griffiths (G and L region 6)
Emma Gibby (NWC region 8)
Emma Carr (NWC region 9).

The following resolutions were passed by Conference. Childcare was the substantive motion and Abortion rights was an emergency motion.

1. Childcare – FBU motion

This Conference acknowledges that a lack of Childcare provision is one of the many barriers to women's active involvement within the Trade Union movement.

This Conference demands that the TUC Women's Committee in conjunction with the General Council ensure that childcare provision forms an integral part of the planning and organization of any Conference, school, course and/or seminar which is being run by the TUC

This would not only reassure women member and officials by providing some continuity and familiarity of carers but would also facilitate late substitution to attend those events when necessary.

Abortion Rights – FBU emergency motion

This Conference is appalled by the current anti-choice campaign in the UK which is calling on the Government to reduce the current legal time limits for a woman to have an abortion down to 20 weeks. This Conference believes that the US aligned right wing anti-choice campaigners are using this particular point as a smoke screen in order to gain sympathy amongst the British people and then make further attacks on a woman's right to choose.

This Conference calls upon the TUC Women's committee and wider trade union movement to:

Reassert its support of a woman's right to choose;

Campaign to correct the prevalent false impression that pregnancy termination is easily accessible;

Urge the UK Government to provide all women with access to

SECTION C — TU AND LABOUR MOVEMENT

free, safe abortion services at the earliest possible time and not further restrict a woman's right to access abortion;

Vigorously oppose any reduction in the time limits for abortion in order to preserve a woman's rights to choose.

FBU speeches covered:

Ruth Winters – Abortion Rights

Vicky Knight – Women and the Local Government Scheme and equality seats

Kerry Baigent – Pregnancy Discrimination

Dona Feltham – Abortion Rights and feminism of migrant workers

Patsy Griffith – Supporting parents and carers

Staci Leach – Childcare

Emma Carr – International Women's day

Emma Gibby – Bullying at work

The FBU also hosted the Charter for Women fringe meeting, which was a great success. Ruth Winters spoke at the Abortion Rights fringe meeting. Vicky Knight was re-elected on to the TUC Women's Committee.



Section

Pensions

The 6th April 2006 saw the introduction of the New Firefighters Pension Scheme (NFPS). Following a national campaign, which included two recalls of Annual Conference, some significant concessions on the proposed imposition of detrimental changes to the FPS were achieved. In particular, the DCLG agreed to preserve the retirement age for pre 6th April 2006 Firefighters, and partially yielded to long-standing pressure from the FBU for the introduction of pensions for unmarried partners in the NFPS.

We also received proposals, towards the end of the year, for amendments to the Local Government Pension Scheme (LGPS) and the introduction of a new LGPS. The "Rule of 85" has been abolished (with some protection for current members of the scheme), the effect of which is to raise the normal pension age for many members from 60 to 65. Unfortunately the High Court ruled that the Rule of 85 was unlawful when its abolition was challenged by another union and there was no prospect of resisting this change.

The details of the proposed new LGPS have been published and are set out in the table overleaf. We have made some limited progress in securing admission of our Firefighters (Control) members into the New Firefighters Pension Scheme but the process has been stalled while the Government Actuary considers the cost of the proposal.

RDS Pensions – House of Lords Legal Victory

Members have been made aware of the long running legal case regarding pension and other employment rights which was brought on behalf of members working the Retained Duty System.

Following an earlier setback in this case at an Employment Tribunal the FBU took the issue to a number of levels of legal appeal. In a decision given on 1st March 2006 the Law Lords upheld the appeal brought by the FBU.

The test case was taken by 12 members of the FBU working the Retained Duty System (RDS) – 6 from Kent and 6 from Berkshire. The case centred on the exclusion of RDS Firefighters from the Firefighters' Pension Scheme and worse treatment under the sick pay scheme.

The Law Lords said that Retained and Wholetime firefighters are employed on the same "type of contract". They ruled that the Employment Tribunal (ET) which originally rejected the Fire Brigade Union's case had focused too much on the differences rather than the similarities between Wholetime and RDS duty contracts.

It was also considered that the decision was likely to have much wider implications for part-time workers generally. It is expected to mean that part-time workers will be able to use the new Part-Time Workers Regulations to compare their work with that of full-time colleagues.

The legal process in this case is not yet concluded but this decision at the House of Lords marks a very significant step forward. This case demonstrates very clearly that the FBU is still the only organisation within the fire service which has both the resources and political will to represent RDS firefighters at such a level.

The importance we have attached to this issue has also been reflected in other forums where the issue of pensions for RDS members have been discussed. The FBU are the major stakeholder at the Firefighters' Pensions Committee (FPC) and have led the way in ensuring that pension rights for RDS members have been protected and improved.

SECTION D — PENSIONS

Issue	NFPS	Current LGPS	Amended LGPS	New LGPS
Contributions	8.5%	For most members, 6% some older members 5%	Same	5.5% on the first £12,000 of pensionable pay, and 7.5% on balance
Retirement age	60	65 unless at the age of 60 member has 25 or more years service (rule of 85)	65 unless the member would have the benefit of the Rule of 85 by 2016 (2020 in Scotland)	65
Accrual rate	1/60ths	1/80ths	Same	1/60ths
Lump sum	By commuting part of pension. 25% may be commuted at a commutation rate of 12:1. If 25% commuted, after 40 years' the effect is to produce a pension accrued in 1/80ths (i.e. 75% of 60ths) and a lump sum of two times pensionable salary	3/80ths for each year of pensionable service. After 40 years' pensionable service, lump sum is 1½ times pensionable salary	Same	As for NFPS
Ill-health retirement: qualification for benefit	Permanently incapable to perform the functions of role (operational or non-operational)	Permanently incapable of performing own job or any similar job employer offers	Same	Permanently incapable of performing his or her own local government duties
Ill-health retirement: amount of benefit	Two-tier. Lower tier, immediate but unenhanced. Higher tier if unable to undertake any employment of 30 hours per week or more: 2% enhancement for each year of prospective pensionable service between date of retirement and age 60	Sliding scale depending on length of service: Less than 5 years: actual period of membership only; 5 or more and less than 10 years period of membership doubled 10 or more and less than 13½ years increased to 20 years 13½ or more and less than 33½ years increased by 6½ years 33½ or more and less than 40 years increased to 40 years	Same	Two-tier. Lower tier as for NFPS. Enhancement if unable to undertake any gainful employment: 50% of potential service between date of leaving and age 65
Other early retirement: employee's request	Age 50 or over and employer consents: immediate but actuarially reduced pension. Reduction factors specific to scheme but so far we have been told 5% for each year taken early, counting down from age 65.	Age 50 or over and employer consents: immediate but actuarially reduced pension. Reduction factors vary according to age and gender.	Same	Flexible retirement so member can draw part of pension and part time pay between age 55 and age 65. Pension paid early reduced by factors which have not yet published.

Issue	NFPS	Current LGPS	Amended LGPS	New LGPS
Redundancy	On the face of it, no provision made. Option of retirement at the employers' request could be used in which case, if over 50, immediate, unreduced but unenhanced pension	If over 50, immediate unreduced pension. At the employers' discretion, possibility of enhancement of up to 6 $\frac{2}{3}$ ths years' additional service	Same	Immediate pension without enhancement
Transfers	Public Sector Transfer Club Non-Club transfers: transfer value calculated according to statutory requirements by GAD	Same	Same	Same
Partners' pensions	If registered with the FRA	None	None	Pensions for cohabiting partner: no definition yet
Pensionable pay	Core pay (Details still to be confirmed but probably exclude non-contractual overtime)	Basic pay, contractual overtime, shift allowances, bonuses and any element said specifically to be pensionable in contract. Non-compulsory overtime excluded		Core pay including contractual overtime. Former protection for reduction in pay removed

Section



AIF 2005/2006

E1 Accident and Injury Fund 2005

The management committee of the Accident and Injury Fund comprised of:

Vice President – Alan McLean
National Officer for AIF (until October 2005) – John McGhee
National Officer for AIF – Paul Woolstenholmes

Executive Council members

Mick Shaw
Dean Mills
Val Salmon
Stewart Brown

The Accident and Injury Fund department urges all Officials at Brigade and Branch level to ensure that members adhere to the rules of the Fund, with particular attention to the time limits required for submitting the claim.

Changes to Rule 30:

There were a number of changes to Rule 30 that were proposed by the Executive Council and were agreed at Conference 2005.

It was made clear that commuting to and from work was to be considered off-duty for the purposes of claims to the Fund.

The time limit for the submission of claims was extended from 60 days to 12 months for disablement claims, and from 6 months to 12 months for claims as a result of a death.

Temporary disablement benefit was increased from 7% to 25% of a Firefighter's (competent) weekly rate of pay, per week of disablement.

The lump sum for Permanent disablement benefit was increased from 25% to 50% of a Firefighter's (competent) annual salary.

The lump sum payment for the death of a member benefit was increased from 70% to 125% of a Firefighter's (competent) annual salary.

For all claims for death of a member, the additional lump sum payment for each dependant child was increased from 5% to 125% of a Firefighter's (competent) annual salary.

The lump sum payment for the death of a member's child (subject to Rule) or spouse/partner was increased from 10% to 35% of a Firefighter's (competent) annual salary.

The changes took effect from 12th May 2005.

Accident and Injury Fund									
Summary for the year ended 31 December 2005									
REGION		ON DUTY	OFF DUTY	DEATH	REOPENED CLAIMS	DEATH OF A DEPENDANT	TOTAL AMOUNT	TOTAL CLAIMS	CONTRIBUTIONS
1	No. of Claims	37		4		5	£123,833.31	46	£68,731.61
	Amount Paid	£47,169.71		£45,674.40		£30,989.20			
2	No. of Claims	28					£22,928.32	28	£33,356.37
	Amount Paid	£22,928.32							
3	No. of Claims	15				3	£35,677.04	18	£42,285.91
	Amount Paid	£15,677.04				£20,000.00			
4	No. of Claims	22		1		3	£49,564.73	26	£48,813.69
	Amount Paid	£24,564.73		£5,000.00		£20,000.00			
5	No. of Claims	42	1	3		5	£135,894.99	51	£140,060.72
	Amount Paid	£39,781.39	£1,112.80	£77,294.00		£17,706.80			
6	No. of Claims	29		5		4	£95,811.35	38	£97,763.61
	Amount Paid	£27,614.55		£39,707.60		£28,489.20			
7	No. of Claims	25		3		1	£80,566.23	29	£107,411.99
	Amount Paid	£29,891.83		£41,924.40		£8,750.00			
8	No. of Claims	20	2	1		1	£45,888.94	24	£104,260.24
	Amount Paid	£20,201.68	£1,914.86	£21,272.40		£2,500.00			
9	No. of Claims	19		1		1	£38,263.01	21	£96,792.26
	Amount Paid	£20,088.61		£15,674.40		£2,500.00			
10	No. of Claims	70	4	6		2	£159,821.46	82	£193,116.40
	Amount Paid	£72,088.31	£2,895.15	£73,848.80		£10,989.20			
11	No. of Claims	16		3			£63,322.52	19	£72,466.17
	Amount Paid	£12,234.52		£51,088.00					
12	No. of Claims	15				2	£19,260.65	17	£77,130.25
	Amount Paid	£14,521.45				£4,739.20			
13	No. of Claims	16		3		2	£65,671.37	21	£97,096.61
	Amount Paid	£20,257.77		£27,913.60		£17,500.00			
TOTAL NO. OF CLAIMS		354	7	30	0	29		420	
Total Amount		£367,019.91	£5,922.81	£399,397.60	£0.00	£164,163.60	£936,503.92		£1,179,285.83

E2 Accident and Injury Fund 2006

The management committee of the Accident and Injury Fund comprised of:

Vice President – Alan McLean
National Officer for AIF – Paul Woolstenholmes

Executive Council members

Val Salmon
Stewart Brown
Tam Mitchell
Dave Whatton

The Accident and Injury Fund department urges all Officials at Brigade and Branch level to ensure that members adhere to the rules of the Fund, with particular attention to the time limits required for submitting the claim.

Changes under Rule 30 (9) (d):

In accordance with Rule 30(9)(d), the Management Committee of the Fund considered that the Fund may have been unable to meet future liabilities, and submitted a report to the Executive Council with the following recommendations:

Temporary disablement benefit was not to be paid for on-duty injuries/illness unless the member had their sick pay reduced by the Fire Authority, or had been absent for more than 12 months as a result of the injury/illness, and the benefit should be increased from 25% to 30% of a Firefighter's (competent) weekly rate of pay, per week of disablement.

The lump sum benefit payment for the death of a member should be decreased from 125% to 100% of a Firefighter's (competent) annual salary.

For all claims for death of a member, the additional lump sum payment for each dependant child should be decreased from 125% to 20% of a Firefighter's (competent) annual salary.

The lump sum payment for the death of a member's child (subject to Rule) or spouse/partner should be decreased from 35% to 20% of a Firefighter's (competent) annual salary.

The time limit for the submission of claims should be extended from 12 months to 24 months for on duty disablement claims, and from 12 months to 18 months for off duty disablement claims.

That the AIF Management Committee conduct an annual review of the performance of the Fund.

An account be opened for the sole purpose of holding the AIF reserve; the reserve to be built up to the level as recommended by Hard Dowdy (the Union's Accountants) from contributions not utilised as benefit payments to members.

All benefits continue to be paid as a percentage of a Firefighter

(competent) rate of pay.

That the required changes to Rule 30 be made at Conference 2007.

The Executive Council voted to accept the recommendations of the Management Committee, and the changes took effect from 24th August 2006, per all-members circular 2006HOC0495MW.

Accident and Injury Fund									
Summary for the year ended 31 December 2006									
REGION		ON DUTY	OFF DUTY	DEATH	REOPENED CLAIMS	DEATH OF A DEPENDANT	TOTAL AMOUNT	TOTAL CLAIMS	CONTRIBUTIONS
1	No. of Claims	34	2	4		6			
	Amount Paid	£74,116.13	£2,893.28	£156,250.00		£39,703.40	£272,962.81	46	£70,578.92
2	No. of Claims	34				4			
	Amount Paid	£72,228.23				£40,607.10	£112,853.33	38	£39,048.89
3	No. of Claims	15		2		1			
	Amount Paid	£31,659.43		£10,000.00		£9,047.50	£50,706.93	18	£44,389.26
4	No. of Claims	26	2	2		1			
	Amount Paid	£75,257.46	£8,799.68	£98,750.00		£5,309.60	£188,116.74	31	£43,794.78
5	No. of Claims	48	2	6		7			
	Amount Paid	£79,702.92	£8,780.16	£246,562.50		£55,559.20	£390,604.78	63	£130,251.01
6	No. of Claims	32	1	4		2			
	Amount Paid	£76,271.23	£690.30	£156,250.00		£17,797.50	£251,009.03	39	£93,977.55
7	No. of Claims	28	1	1		2			
	Amount Paid	£55,000.69	£3,492.48	£32,312.50		£14,357.10	£105,162.77	32	£110,482.31
8	No. of Claims	21	3	2		1			
	Amount Paid	£43,077.33	£12,353.01	£77,538.60		£9,047.50	£142,016.44	27	£106,462.39
9	No. of Claims	23		1		2			
	Amount Paid	£42,103.80		£32,312.50		£14,059.60	£88,475.90	26	£98,988.82
10	No. of Claims	88	1	5		1			
	Amount Paid	£163,186.62	£1,958.66	£196,750.00		£9,047.50	£370,942.78	95	£202,521.69
11	No. of Claims	13				1			
	Amount Paid	£23,742.63				£5,309.60	£29,052.23	14	£90,905.73
12	No. of Claims	16		2		3			
	Amount Paid	£22,013.27		£63,562.50		£26,845.00	£112,420.77	21	£78,447.71
13	No. of Claims	16	1	3		1			
	Amount Paid	£23,495.70	£2,396.80	£184,625.00		£9,047.50	£219,565.00	21	£97,897.87
TOTAL NO. OF CLAIMS		394	13	32	0	32		471	
Total Amount		£781,855.44	£41,364.37	£1,254,913.60	£0.00	£255,738.10	£2,333,871.51		£1,207,746.93



Section

Legal Report

Legal

Two landmark legal victories on the employment rights of FBU members, and over £9 million in compensation for members injured at and away from work, mean it's been a busy couple of years for the union's legal services.

Employment rights

Retained Duty System firefighter pensions

The House of Lords, in March 2006, overturned the decisions of lower courts which had rejected the claim of RDS firefighters to equal pension and sick pay rights. This momentous decision forces the employers back to the Employment Tribunal to defend their position and contains guidance which gives us a good chance of winning there. This will pave the way for RDS firefighters in Fire and Rescue Services across the UK to have the same access to the Fire Service pension schemes as Wholetime members, and establish beyond doubt that RDS and Wholetime firefighters are employed on the same "type of contract" and so are entitled to equal treatment.

The FBU backed the test case throughout its journey to the House of Lords and continues to back the case.

Co-responding

In a key challenge by the FBU to the employers' attempts to change national contracts of employment without negotiation, the union succeeded in having the efforts of two fire authorities to force firefighters to answer 999 medical emergencies dismissed by the High Court in October 2006. Nottinghamshire and Lincolnshire Brigades had sought to compel Wholetime members to "co-respond" in breach of

FBU policy and without additional payment. The brigades claimed, among other things, that the right to assign additional duties such as co-responding had been agreed in the settlement which resolved the national fire strike of 2002/3.

The High Court ruled that co-responding was not a contractual requirement under the Grey Book. Importantly, the judgment also confirmed that documents such as local Integrated Risk Management Plans are "aspirations" and are not incorporated into contracts of employment. The employers have been granted leave to appeal and the hearing is listed for late February 2007.

New contracts of employment

High Court proceedings also began, in 2005, over the issuing of new contracts to all London members by the LFEPA. The new contracts were less favourable in a number of respects and members were advised to object to the attempt to unilaterally vary their contracts.

The LFEPA agreed, at a settlement conference with the FBU, to withdraw the disputed contracts and issue new ones with agreed wording.

Workplace disputes

Two disputes with the North Yorkshire Fire and Rescue Service have required the union to call on Thompsons for advice in negotiating resolutions as we did not accept that national agreements have been correctly applied.

An attempt by the NYFRS to impose a move from rank to role was successfully challenged, with the employer agreeing to negotiate over the proposed changes instead of imposing them.

An attempt by the NYFRS to impose changes to day and night

SECTION F — LEGAL REPORT

shift lengths and stand-down periods illustrated the effectiveness of the union and lawyers working together to settle matters locally, without recourse to legal action. The employer proposed moving from a 10 hour day and 14 hour night shift pattern to 12 hour day and night shifts, while reducing the stand-down period from midnight to 7am to just four hours only. The right of NYFRS to make these changes has been challenged and the matter has been through the national disputes machinery. It has yet to be brought to a conclusion, but no change has yet been made, a year after the changes were originally to be imposed.

Any such attempts in breach of national agreements will continue to be challenged both legally and industrially if necessary.

Age regulations

The FBU's lawyers used the new age discrimination regulations to secure a Sheffield firefighter substantially more compensation than originally awarded.

The Criminal Injuries Compensation Authority appeal panel was persuaded that under the then imminent age legislation, the claimant's future loss of earnings could not be calculated only up to the Brigade's normal retirement age of 55.

This meant that the firefighter, who was seriously injured in an explosion while attending an arson attack and was unable to work again, received over £98,500 instead of the £20,000 he might otherwise have got.

The case illustrates how the expertise and knowledge of specialist trade union lawyers in using different aspects of the law can secure better results for FBU members than non-specialist firms might do.

Health and Safety

Deaths at work

The FBU instructed the union's lawyers Thompsons to act at the inquests into the tragic deaths of Billy Faust and Adam Meere, killed tackling a fire in Bethnal Green, East London in 2004.

Although an inquest is normally a fact-finding forum and not an area where issues of criminal or civil liability are determined, the inquest jury found, in line with the FBU's submissions, that issues over the failure to recognise potential effects of ventilation, the failure to provide proper communication to the two firefighters and an inadequate water supply all contributed to the members' deaths.

The FBU's lawyers are also representing the widow of Billy Faust, and two of the rescuers at the scene in their claims for compensation against the London Fire Brigade. The Brigade has denied liability in the claim of one of the rescuers.

Vicarious liability

In a landmark Court of Appeal ruling, the FBU and its lawyers established that a nightclub owner was vicariously liable for the

actions of a security staff member, even though he was not directly employed by him.

Our member was left with severe head injuries after being hit in the face outside a Southend nightclub by a security staff member. Luminar Leisure, which owned the nightclub, denied liability because the security staff member was employed by a security firm. But the Court of Appeal found that Luminar's control over the security staff was such as to make it their temporary employer. The case is set to have implications across the UK's leisure and security industry.

The case also illustrates the extent of the FBU legal scheme which covers legal claims for injuries on and off duty and non-work injuries for members' families. Only very limited exceptions apply.

The myth of the compensation culture

A former Merseyside firefighter, not only had to fight for compensation from Merseyside Fire and Civil Defence Authority, but he had to fight accusations in the press that his £100,000 award of compensation for the injury that ended his career was part of a "compensation culture".

Our member sustained a serious ankle injury when he slipped on a dusty floor while taking part in a PT session. The Merseyside Authority lost the case, then took it all the way to the Court of Appeal, and lost again. They then ran to the media who misreported the case falsely claiming it was evidence of a compensation culture and took the opportunity to attack firefighters generally.

Asbestos

The union secured over £177,000 for the widow of a member who tragically died of the asbestos cancer mesothelioma before his former Fire Service employers agreed to pay compensation.

The member was exposed to asbestos in asbestos blankets, gloves and other equipment and at the scenes of fires where he was not provided with adequate protective equipment. Yet none of the three brigades who employed him would admit liability or make a reasonable offer. The case finally settled on the steps of the High Court, some months after the member's death.

FBU lawyers also secured £250,000 for the widow of a member exposed to asbestos by the London Fire and Emergency Planning Authority. He developed mesothelioma after being exposed when using anti-flash hoods and gloves made from asbestos, when putting out fires where asbestos materials were present and working near to damaged asbestos pipe lagging at various fire stations.

Another member, who developed a less serious injury, pleural thickening, as a result of exposure to asbestos at fire stations across South West London, received £7,000 compensation.

Personal injury

A member who was forced to retire early from the West

Midlands Fire Service after developing the asthma-like Reactive Airways Dysfunction Syndrome caused by exposure to chemicals at a large fire secured £65,000 through the FBU legal assistance scheme.

Our member was not told of a number of chemical leaks during the blaze and so did not wear protective equipment.

A member employed by Durham and Darlington Fire & Rescue Brigade who was forced to retire from the Service aged just 50 due to noise induced hearing loss was awarded £69,557 by the court.

The member's hearing was damaged by excessive noise when operating the pump on an appliance, using wrecking tools on training sessions and other equipment.

But while the Brigade admitted liability it failed to make a suitable offer to settle the compensation claim, and used various tactics to try to defeat the claim. The court eventually penalised the Brigade for not offering more than £45,000.

A member who was lucky to escape with his life from a rescue operation at a steelworks in South Wales received £62,000 damages. He suffered physical and psychological injuries during the rescue of a casualty from a lime hopper at the steel plant and was medically retired from the Fire Service.

An RDS firefighter employed by the Derbyshire Fire Authority was awarded £30,000 by a court after a knee injury put an end to his career with the fire service. He also suffered post traumatic stress as a result of the continual pain and inability to work, or to walk without the aid of a stick.

The FBU and Thompsons secured compensation for a member who injured her back on a training course when working for Cumbria Fire Service. The tasks set were extremely strenuous and included lifting heavy objects while twisting and standing on unstable surfaces. The Office of Deputy Prime Minister, which has responsibility for the Fire Service, admitted liability for exposing her to an unnecessary risk of injury due to the weight of the objects and the nature of the tasks.

Non-work related injuries

An RDS firefighter in South Wales whose life was turned upside down when a suicide driver drove head on into his lorry received £236,000 compensation.

The horrific incident which happened as our member carried out his job for British Bakeries left him a broken man, unable to work or sustain his relationship with his family due to the psychological trauma of witnessing not only the body of the driver, but two child car seats strewn on the road.

He was convinced he had also killed two babies in the head on collision, which at that time he did not realise had been a deliberate act by the young driver. The compensation, secured with the support of the FBU and Thompsons, has at least given our member and his family some financial security, though it can never take away the terrible lasting impact of what happened.

A member in South Yorkshire who lost an eye when he was knocked off his motorbike received £55,000 compensation. Another member in the region, seriously injured when knocked off a scooter on his way from work received £95,000.

A Cheshire member with a serious nut allergy received compensation from a hotel where he was holidaying with his family. Having been assured that no nuts or nut products were present in a meal, he experienced a severe reaction and was rushed to hospital.

These cases again illustrate the extent of the union's legal assistance scheme covering not only on-duty injuries but members and their families injured away from work where negligence can be proved.



Section

Internal Administration

G1 Industrial Disputes

Nottinghamshire and Lincolnshire Co-Responding High Court Case

As a result of industrial action taken by Nottinghamshire and Lincolnshire over proposals to introduce compulsory co-responding schemes in those Brigades, the Union were notified of proceedings against us and named individuals seeking a legal declaration as to the contractual status of co-responding. These papers were issued in January 2006 but the High Court case was not able to proceed until 16th October 2006.

The hearing lasted four days, with the judgement delivered on 23rd October 2006. In it the judge stated that co-responding was not a part of the contract of a firefighter and that any co-responder schemes can only be introduced on a voluntary basis.

We were informed in November 2006 that both Authorities are appealing the decision and this was due to be heard in late February 2007. As we went to print the trade disputes in both Nottinghamshire and Lincolnshire remain live and will do so pending the outcome of the High Court appeal.

Nottinghamshire September 2005

Following the imposition of a compulsory co-responding scheme in Nottinghamshire (at Retford Branch) in September 2005 a Trade Dispute was lodged by the FBU. The ballot, for action short of strike action, returned a resounding 81% 'yes' vote and action started on 3rd October 2005.

From that date the Fire Authority withheld 10% of our members' pay, on the pretext that they were not fulfilling all of their contract of employment. A Hardship Fund was set up and members were able to continue the action through to 23rd October 2006, when the High Court ruled that co-responding was not within the Rolemap of a Firefighter, and therefore no such deductions could be made.

The Authority reinstated our Members' pay from that date on, but refused to pay back the stoppages prior to the High Court hearing, pending the outcome of the Appeal Hearing in February 2007.

Members at Retford would like to thank the wider Membership for their support, both moral and financial, during this period. By acting together they were able to resist a most intimidating and bullying management team backed, unfortunately, by the Labour controlled Fire Authority.

London March 2005

Industrial action consisting of a refusal to undertake any pre-arranged overtime commenced in March 2005. That action was suspended in order to allow talks to take place. Despite changes being made to the brigade's pre-arranged overtime policy, the dispute remains unresolved.

West Midlands October 2005

On 7 October 2005 a trade dispute was registered with West Midlands Fire Authority as a result of the introduction and imposition of new shift patterns on 9th September 2005 at a time when no agreement had been reached on the

SECTION G — INTERNAL ADMINISTRATION

consequential issues which remained outstanding at that time.

This was wholly inappropriate and exposed the intention of the Authority throughout to treat FBU West Midlands members with contempt and push ahead with the new shift patterns without concern for the lack of agreement on the outstanding issues concerning FBU members.

The Technical Advisory Panel (TAP) recommended in June 2005 that new shift patterns be introduced from September 2005 and that there be local negotiations to resolve three consequential issues, ie leave arrangements, compensation for travelling to stations whilst working the strategic reserve pattern and issues for members on completion of a late duty whilst working the strategic reserve pattern. TAP made it clear that these recommendations should form the basis of an agreement between the Authority and FBU members.

It is important to stress that the TAP were referring to all of the recommendations forming the basis of an agreement. There was no suggestion that either side should 'cherry pick' the recommendations preferred and disregard the others. But that is precisely what the Authority did. Only the FBU and our members sought to ensure implementation of the TAP decision in full.

This selective approach of the Authority began to emerge as early as 16th June when both sides agreed to recommend the TAP decision. While the FBU stressed that this was a possible resolution and that there were outstanding issues to be negotiated, the Authority gave away its intention to push ahead with the shift changes whether or not the consequential issues were resolved. A Routine Notice was issued setting out the Authority's position that this was an agreement on the shift system which was not reliant upon the negotiation of the outstanding issues.

On 21st June the Authority accepted the TAP recommendations in their entirety and yet did nothing to secure agreement on the three issues remaining. FBU members also accepted the recommendations but clearly no final agreement could be reached until these issues had been resolved. On 7th July the FBU Brigade Secretary wrote to open those negotiations making it clear that this was with a view to concluding these before the implementation of the new shift system. The response was silence.

On 27th July FBU had to raise the matter at a routine meeting to get dates in August agreed for the negotiations. So a month had been lost.

In advance of the first meeting the FBU wrote on 1st August setting out the position on behalf of members. It was understood that, as the Authority had wasted a month, agreement may not be reached by 9th September but that was only a possibility and the emphasis was to reach agreement before then. The position on each issue was:

- Annual leave – application of the 12 and 20 consecutive days off in winter and summer to all periods of annual leave;
 - Travel compensation – a system similar to the current standby agreement and consideration to the increased burden on vehicle insurance premiums;
 - Issues on completion of late duties (midnight finish) – a package in line with the Essential Car Users Agreement, an equivalent package for those without private transport to secure a timely and safe return home, recognition in the package of the increased childcare costs, enhanced payments due to unsociable hours working where members are required to work later and an allowance to reflect working 6 consecutive late shifts including working the same days each time which may be weekends.
- Two meetings then took place but the Authority offer was still not forthcoming at these. On 8th August the Authority notified the FBU that it would not be possible to complete the negotiations by 9th September. How this could be said at that stage is not known unless the Authority had already decided to delay matters.
- Further meetings continued but still the proposal from the Authority was awaited. This lack of response meant that negotiations had not even started so on 17th August the Brigade Secretary stressed the urgency of the matter.
- The delays continued. 9th September came and the Authority imposed the shift changes on members without even having made its proposal. Eventually the long awaited offer came on 12th September. It can only be described as insulting, particularly given the delay and the imposition of the shift changes before it was made. It suggested:
- Annual leave – the FBU proposal was rejected. No alternative offered. Related matters mentioned but no offer made on these;
 - Travel compensation – the FBU proposal was rejected. The Authority asserted that strategic reserve stations were also home stations but would consider some payment only in respect of the second station as this would have minimal cost implications. No figure offered;
 - Issues on completion of late duties (midnight finish) – it was considered that no compensation package as requested was justified. Midnight finishes were said not to be uncommon in the public and private sector. No Essential Car Users Allowance would be justified. Car sharing and shift exchanges could be explored.
- Alternatively the Authority proposed a general flexibility allowance to replace the current standby agreement. New money was promised but not quantified and would be achieved by the efficiency savings from the proposal. The details were extensive and required a great deal from members for minimal return whilst failing to address the three core issues identified by TAP.
- Throughout this process, the conduct of the Authority had been wholly unacceptable. The TAP decision was cherry picked, the changes imposed, the negotiations delayed and the offer insulting.

In registering the trade dispute on behalf of FBU West Midlands members the General Secretary formally demanded that the Fire Authority immediately restore the shift patterns and duty system in operation before 9th September and that it would undertake to maintain those arrangements until agreement had been reached on all three consequential issues identified by the TAP as requiring local negotiation.

He made clear that the dispute plainly related to the allocation of work or the duties of employment of FBU members. He emphasised that it concerned terms and conditions of employment and/or working conditions of FBU members employed by the Fire Authority. Further, that it impacted upon the allocation of work or employment duties between personnel. In addition, he added, questions as to the health and safety of FBU members arise.

The remedy for the dispute was identified i.e. that the *“Authority unconditionally restores the shift patterns and duty system in operation before 9th September and undertakes to maintain those arrangements until agreement has been reached on all three consequential issues identified by the TAP as requiring local negotiation.”*

The Authority replied on 13th October 2005 in terms that clearly failed to resolve the dispute as required. They suggested that they could not agree the position put forward on the three points by the FBU on behalf of members as the cost would be prohibitive. The Authority failed to improve on their own offer or explain their delays. They denied cherry picking and did not accept that their proposal on the flexibility allowance was insulting. The Authority stated that they would continue to implement the IRMP which included reducing appliances at night and operating the new shift system, and specifically would not restore the previous shift patterns until agreement had been reached on the three points.

This response was clearly unacceptable. It contained no concessions or further proposals and simply maintained the position that negotiations could continue. As a result a ballot for strike action was held and the result was as follows:

YES	861	76.6%
NO	263	23.4%
Turnout 68.1%		

As a result of successful discontinuous strike action, the employers wrote to the FBU Brigade Committee on 12th November 2006 with a proposed settlement which included a commitment to review the “OSCA Shift System”. The written proposal stated:

FINAL OFFER TO ADDRESS THE CONSEQUENTIAL ISSUES ARISING FROM THE AGREEMENT REACHED AT THE TECHNICAL ADVISORY PANEL OVER THE INTRODUCTION OF A NEW DUTY SYSTEM AND SHIFT PATTERN

The consequential issues arising from Professor Lewis’s recommendations at the Technical Advisory Panel which are to be resolved locally are:-

1. The application of leave arrangements arising from the new

duty system under the requirements of the relevant provisions of the Grey Book.

2. Arrangements for compensating travelling to stations while working the strategic reserve pattern.
3. Issues arising for employees on the completion of a late duty while working the strategic reserve pattern.

In order to provide resolution through negotiation, the Authority will make the following final offer in respect of each of the three recommendations above.

1. ANNUAL LEAVE

The Authority has already conceded up to four days at the Technical Advisory Panel in respect of summer and winter annual leave when rostered on an OSCA shift.

The Authority will undertake a joint review of the annual leave policy and negotiate with the FBU how it will apply from 2007.

It is recognised that leave for 2006 will be difficult to change at this time. Therefore, the following interim arrangements will be put in place next year.

Should anyone have more than one of their Spring, Additional, Autumn or Long Service leave in a single calendar year starting from the first day of an OSCA set of duties, then:

- a. An additional two days of annual leave will be granted on the second occasion;
- b. An additional two days of annual leave will be granted on the third occasion;
- c. An additional two days of annual leave will be granted on the fourth occasion;

This additional leave cannot be moved and must be taken as the two rostered OSCA duties that would normally be worked if the additional leave were not granted.

This proposal applies only to leave that is part of an allocation given within a single leave group and cannot be taken if an individual chooses to swap to another leave group.

2. COMPENSATING TRAVELLING

The Authority will reimburse additional travelling costs for crew managers and firefighters when rostered to either of their allocated OSCA stations.

However, there would not be any entitlement to standby payments which sit outside of Professor Lewis’s recommendations. At the same time, the standby policy will apply as at present, based upon the borough structure.

Reimbursement will be made through the payroll system and not petty cash in order to alleviate the workload on Station Administrative Assistants.

3. LATE DUTY FINISH

In recognition of the requirement to work a part night shift finishing at midnight, the Authority will pay a 12.5% enhanced hourly rate between 2000 hours and midnight for those on a late OSCA shift.

SECTION G — INTERNAL ADMINISTRATION

The Brigade Committee considered the proposals on 21 November 2005 and took the decision to consult the membership in the form of a consultative vote via members' home addresses which resulted in a Yes vote to accept the proposals as a conclusion to the trade dispute. The trade dispute was subsequently lifted.

Somerset June 2005

In early 2005 Brigade Officials from Somerset FBU made approaches to management to address the issue of insurance cover for Firefighters attending terrorist incidents. The Committee recognised that, until this issue was resolved nationally, it was the responsibility of Somerset Fire Authority to commit to make good any loss of insurance cover should a Somerset Firefighter be killed or seriously injured at a terrorist incident.

Local management responded in a letter dated 7th March 2005 which said:

"I am disappointed to have to inform you that it will not be possible for the Council to give any assurance. That is because Somerset County Council follows insurance industry guidelines and policies, and the insurance industry's approach is to make exclusions for these type of circumstances. The risk of firefighters in Somerset being killed or injured at terrorist type incidents is fairly remote, but if the County Council were to make good firefighters losses as a result of insurance exclusions the financial impact upon the County would be likely to be huge. The variables are such that the risk would be unquantifiable, and would therefore be unacceptable to the Council."

As a result of the failure to make progress on this issue the Somerset FBU Brigade Committee agreed to request that the Executive Council instigate a lawful ballot of FBU members in Somerset for action short of strike action consisting of a refusal to participate in "New Dimension" training, until the issue of insurance cover for Firefighters attending terrorist incidents was resolved.

The ballot was commenced on 27th June 2005 and ran to the 18th July. The result was an 85.5% YES vote. Following the result of this ballot, management very quickly agreed to a Joint FBU/Management working party to be set up. The working party led to the Fire Authority acknowledging the depth of this issue and agreeing to assist effected members. In light of this the Brigade Committee agreed to suspend the action. The Brigade Committee, aware that the core issue was of a national nature, received assurances from the General Secretary that this issue would be progressed at the appropriate national level.

Suffolk June 2005

Suffolk FBU Members were the first in the UK to take local strike action against cuts introduced as a result of budgetary cuts introduced by their fire and rescue authority through the new local IRMP process.

Trade dispute

Following years of sustained understaffing across the Brigade, the fire authority's IRMP sought to cut 12 wholetime firefighters at Bury St. Edmunds that provided the 24/7 crewing of one of the county's two TTLs despite acknowledging that the proposed alternative crewing arrangements would mean at best significantly delayed response times and at worst, no emergency response at all by the TTL or the frontline pump from which the crews would "jump". This 6.25% cut of the wholetime-rider workforce would further impact on staff shortages across the Brigade. Despite the representations made by FBU officials including health and safety representatives, FRS managers did not carry out any risk and task analysis or any other serious risk assessment of fire cover need and provision. The Trade Dispute was registered on 27th June 2005.

Ballot Result

The ballot result was announced on 25th July 2005. 227 members voted with 155 voting Yes (68.3%) and 72 voting No (31.7%).

Settlement

After 22 short, discontinuous strikes over an eight week period, a negotiated settlement was reached which focussed on 6 key areas which resulted in an end to the trade dispute on 5th October 2005:

- A reduction of the wholetime establishment from 256 to 253 rather than the cut of 12 wholetime posts;
- A commitment to achieve and maintain the agreed wholetime establishment and to recruit to the full retained establishment on stations;
- A commitment to the key objective of five riders on all frontline pumps;
- The purchase of a multi-role appliance (combining frontline pumping and aerial capabilities) that will remain primary crewed to replace the existing TTL and pump;
- The redeployment of 9 wholetime establishment posts from crewing the TTL into sustainable CFS roles with a dual commitment to improving frontline, emergency response crewing levels. All nine posts will be contracted to NJC conditions of service, requiring the agreed NJC Firefighter Role Map and maintaining emergency response competency;
- A commitment to fully involve the FBU in future IRMP processes and the use of evidence-based methodologies including CAST.

The Suffolk dispute served as a reminder that when FBU Members stand together it is possible to change things whereas if we do nothing then the cuts will follow.

Hertfordshire April 2006

On the 4th July 2005 the Hertfordshire CFO announced a list of proposals within his IRMP which was openly the result of budget-cutting rather than providing changed fire cover arrangements on a risk assessed basis.

Despite many submissions to the consultation opposing the proposals, Hertfordshire County Council agreed the proposals on 28th March 2006. Despite tremendous pressure applied by FBU officials locally and a well-organised public campaign which resulted in huge public opposition to the cuts the fire authority could not be budged from their position. As a result, the Brigade Committee had no option but to ask the General Secretary to write to the Clerk of the Authority to register a trade dispute on 4th April 2006 which detailed the FBU's opposition to the fire authority's proposals:

Trade Dispute

I refer to the Draft Community Safety Plan for 2006/7 which, was referred to the Fire Authority on 28th March following the consultation from 1st November 2005 and 31st January 2006. As amended following the consultation this included the following proposals which were endorsed by the Fire Authority:

1. Introducing a Community Safety Task Force to carry out safety education throughout Hertfordshire;
2. Introducing a new attendance standard for fires in Hertfordshire of two appliances to all property fires, to attend within 8 to 10 minutes and 13 minutes respectively on 90% of occasions. Persons reported fires to have a third appliance within 16 minutes on 90% of occasions;
3. Changing the non fire engine based officers' duty rota system to ensure a sufficient number of officers are available at all times and reduce the total number of officers required;
4. Reducing the number of aerial appliances in Hertfordshire from 3 to 2 vehicles, to be stationed at Watford and Stevenage;
5. Reducing the number of firefighters at Hemel Hempstead, St Albans and Stevenage from 13 to 12 per watch. This will maintain recommended crewing levels of five and four riders on the first and second appliance respectively (minimum four and four respectively). These posts to be redeployed into the Community Safety Task Force;
6. Making the second fire engine at Watford available for the busiest 12-hours rather than 24-hours as it is at present. The Chief Fire Officer to agree the duty system;
7. Changing the working hours for wholtime stations from 9 hour days and 15 hour nights to 10 hour days and 14 hour nights, start and finish times to be determined by the Chief Fire Officer, and the current 2-2-4 shift pattern to remain unchanged;
8. Increasing the number of firefighters at Bishops Stortford and Hitchin fire stations by 2 at each station, the duty system to be agreed and implemented by the Chief Fire Officer;
9. Closing Bovingdon fire station;
10. Closing Radlett fire station;
11. Changing the duty system at Royston to provide wholtime crewing Monday to Friday with a new duty system being agreed by the Chief Fire Officer.

On behalf of FBU members in Hertfordshire, our response in

January 2006 to the original proposals made it clear that the proposals were unacceptable. The new attendance standards would result in slower response times and a worsening weight of emergency response available to the communities of Hertfordshire and thereby endangering our members. The proposed changes in duty system, rotas and hours of duty would lead to job cuts, increased workloads, increased responsibilities, increased fatigue and stress at work, less family friendly hours and longer periods of working time without breaks. The wholesale objection by the workforce during the consultation on the proposed new rota systems and the start and finish times of shifts was ignored with insufficient operational justification being given. The proposals would have had the significantly detrimental effect on the morale of the most valuable asset – staff in Hertfordshire – apparently to pacify the ODPM's political whims nationally in relation to duty systems.

The station closures combined with the reductions in firefighter numbers and appliance numbers and availability would mean job cuts and transfers, additional work and emergency cover reductions to the detriment of members' safety.

Whilst our members welcomed some of the proposals such as the Community Safety Task Force and the few new jobs created, it was not acceptable that these were at the expense of cuts in emergency response resources.

These measures were particularly unacceptable in the context of the inadequacies of personnel numbers, equipment, emergency cover and strategic planning highlighted by the deaths of two Hertfordshire firefighters at Stevenage in February 2005 and the Buncefield incident in December 2005 – during the consultation period referred to. At Buncefield only the dedication and professionalism of our members prevented loss of life, even worse damage and potential disaster due to previous cuts and the overall lack of resource support for staff. The Draft Plan should have been withdrawn then and fresh proposals brought forward following a detailed and inclusive analysis of the corporate level planning and emergency resource failings exposed by that incident.

We highlighted our concerns with regard to the apparent acceptance of minimum crewing levels of four and four riders on the first and second appliance respectively. It was not accepted that four riders was safe or appropriate for the range of emergency response planning scenarios the fire authority continued to require our members to respond to. We remained gravely concerned at the fire authority's failure to provide appropriate detailed risk and task analyses for these scenarios and at the apparent cavalier attitude towards planning for our members' health and safety at the wide range of emergency incidents to which they would continue to be sent.

Our members were also clear that the overall net effect of improving firefighter and community safety is best achieved through improving both community safety provisions and improving emergency response resources; the most professional and cost effective means of improving safety in Hertfordshire is to utilise the dual role skills of professional Firefighters to deliver both community safety initiatives and

SECTION G — INTERNAL ADMINISTRATION

emergency response cover from the fire stations in their communities.

These concerns remained following amendments to the initial proposals. The measures endorsed as a whole were, therefore, unacceptable to FBU Hertfordshire members who specifically required confirmation as follows:

1. Withdrawal of all 11 measures endorsed by the County Council on 28th March 2006 (outlined above);
2. Confirmation that no alternative measures would be approved which included any job losses at any stations, any station closures or reduced appliance numbers or availability, any changes to working hours unless agreed with FBU or any reductions in fire cover or attendance standards;
3. Agreement that sufficient numbers of Firefighters will be recruited and deployed at Retained Duty System and Shift Duty System fire stations to effectively maintain a minimum of five riders on all pumping appliances throughout Hertfordshire;
4. Acceptance that improving community safety provisions would not be at the expense of emergency response personnel and other resources; combined with a commitment to utilise the dual role skills of professional Firefighters to deliver both community safety initiatives and emergency response cover from the fire stations in their communities.

Until all four assurances were confirmed a trade dispute existed between FBU members in Hertfordshire and the Authority.

Ballot and strike action

A ballot for strike action then commenced and the result was announced at the close of the ballot on 2nd May 2006. Based on a turnout of 70.1%, 345 members voted Yes (85.4%) and 59 members voted No (14.6%).

Three periods of strike action were necessary to extract changes to the proposals. Whilst these changes did not comprise the full objectives of the FBU's campaign or meet the full aspirations of officials and members they did represent a significant improvement and were sufficient to end the trade dispute.

Settlement

Following consultation with the branches the trade dispute ended on 18th July 2007. The settlement of the dispute including explanatory notes where shown was as follows:

1. Community Safety Team

The Community Safety Team will comprise 12 full time equivalent posts (employed on NJC Conditions of Service*), 10 of which will be full time, (including 2 day crewing working out of Royston Fire Station), and 2 (FTE) of which will be offered as part-time for the potential redeployment of RDS personnel from Radlett and Bovingdon (see item 9). The duty system and working patterns for these staff will be developed through joint working to achieve the final model. Flexibility in working

patterns must contribute to the delivery of the relevant objectives of Community Safety Plan.

*National Joint Council For Local Authorities Fire and Rescue Service 6th Edition.

The Community Safety Team will have exceptional alternative functions when workloads permit, such as:

- Covering unexpected, unpredicted and urgent ridership shortfalls;
- Providing programmed cover for appliance based training;
- Promoting retained recruitment.

Explanatory Notes

- I. Primary Purpose – reducing deliberate and accidental fires and delivering community safety education such as Home Fire Safety Checks in hard to reach locations and high risk target areas and other Service safety initiatives. E.g. road safety initiatives.
- II. The Job Description will be in accordance with the firefighter role map.
- III. Hours of Duty (flexibility and compressed hours to enable some evening and weekend working) will be subject to appropriate consultation.
- IV. Operational Competency – the development of policies to maintain operational competence, for covering ridership shortfalls and training shortfalls shall be subject to further consultation. These policies will include procedures on how and when the exceptional alternative functions (as described in the Collective Agreement) will be implemented.
- V. Develop policy for involvement in RDS recruitment.

2. Attendance Standards

In addition to the already defined attendance standards the Service agrees to monitor and publish the following:

- The average attendance time for the first appliance to property fires;
- The average attendance time for the second appliance to property fires.

The Service reaffirms its commitment to the stated minimum confidence levels of 5 and 4 on 75% of all occasions and will work jointly with the FBU and its membership to strive for continuous improvement. This factual performance data and information will be published. Hertfordshire County Council is committed to maintaining the agreed attendance standards as laid out in the Cabinet Paper of March 28th.

The authority gives every reassurance in the strongest terms that these proposals are as far as the service will go in terms of station closures, reductions of station based operational staff, appliances and equipment for the remainder of the current administration, which is approximately 3 years. The current administration cannot make a commitment outside of this period. However, further station closures, appliance and equipment reductions are not anticipated.

Explanatory Notes

- I. It is confirmed that achieving and maintaining the establishment of Station based operational personnel is a Service priority and agreed that the creation of a Community Safety Team confirms the Services' commitment to place preventative work on an equal footing.
- II. The service will provide the FBU on a quarterly and annual basis the approved and actual full Service establishment for the purposes of joint monitoring.
- III. The monitoring of establishment (full establishment, rider establishment, station establishment and confidence levels) will be a standard agenda item for Level 1 meetings between the FBU and the Service management.
- IV. Average attendance times for first and second appliances to property fires will be monitored and published twice yearly.
- V. A separate letter confirming three year assurance.

3. Officer Duty System

The Service reaffirms its intent to continue constructive joint discussions with the FBU on an Officer Duty System based on the proposal of 42 flexible duty officer posts and any implementation implications that may arise, e.g. the monitoring of stress levels in this group of staff. The introduction of the 42 Officer rota system will coincide with the introduction of an additional 3 Watch Manager A District Trainers which brings the number to 11, the establishment of substantive Crewing Office positions and the continuance of retained station admin support and the 3 Watch Manager A Retained Support Officers.

Explanatory Notes

- I. The introduction of the 42 hour flexi duty rota system is nearing mutual agreement and the three additional Watch Manager A District Trainers will be appointed following the conclusion of the current In Band Promotion interviews.

4. Specialist Appliances

In addition to the proposal to reduce to 2 aerial appliances the Service commits to joint working to keep under review the type, number and location of specialist appliances including their Predetermined Attendance Times (PDA's).

The Service will work with the FBU to review the processes involved in determining the PDA's for specialist appliances. This includes consideration for recommendations for the revision of the current policy.

If the Service has only 1 aerial appliance on the run this will be primary crewed and this policy will be rigorously implemented.

In recognition of this Stevenage Fire Station will remain at 13 operational staff per watch.

Explanatory notes

- I. In recognition of there being two aerial appliances, one will be deployed in the north and one in the south of

the County. The initial expectations are that the aerial appliances shall be at Stevenage and Watford and the IRU at St Albans.

- II. Service policy and a trigger system for ensuring primary crewing when one aerial appliance is available will be jointly developed.
- III. There will be early consultation with station based personnel and the joint working group on the training of the Stevenage crews to ensure that training has been completed before the removal of the last remaining HP.
- IV. The development of a joint working group to consider the type and distribution of all specialist appliances across the County, including PDA's, will require a wider debate. This work will be included as an action point in the 2007/2008 Community Safety Plan.

5. Two Pump Stations

Watches at two pump stations, with the exception of Stevenage (see 4. above) will be established at 12 operational staff per watch. The Service is committed to achieving these watch size levels as actual establishment levels prior to implementing the new posts in the Community Safety Team (with the exception of the part time redeployment posts – item 9 bullet point 2 which can start immediately). The Service is committed to achieving the operational establishment and will ensure that staff are allocated in the following order:

- 12 on all two pump watches and 7 on 1 pump watches;
- Establishment of the Community Safety Task Force;
- 13 on Stevenage watches.

Systematic monitoring of recruitment and retention will be achieved through joint working at FBU/Management level 1 to provide assurance of the above commitment.

Explanatory Notes

- I. In addition to the current recruit course of 15 people, a further course is planned to start in November 2006 with up to 24 new recruits.
- II. Future recruitment will be pre-planned in response to the published operational establishment taking into account people leaving the Service.
- III. The Service is committed to achieving and maintaining full operational establishment.

6. Watford

Watford fire station will remain as a two pump fire station. The Station will have an establishment of 48 watch based staff, working the same duty system (i.e. 2-2-4) as other shift based stations in Hertfordshire.

7. Day Crewing and Wholetime Duty Systems

Hertfordshire Fire and Rescue Service will work jointly with the FBU with a view to reaching agreement on revised day crewing systems across the County to ensure 24-hour fire cover at those stations.

Any changes will not take place in advance of this joint

SECTION G — INTERNAL ADMINISTRATION

project being completed. This joint approach will also include the consideration of aligning the positive hours of the shift on day crewing and the whole time day shift.

The Service is committed to the alignment of day shifts rather than the number of hours worked on a day shift, from the starting point of 9-hour days.

Explanatory Notes

- I. There will be no changes to day crewing personnel contracts in advance of the joint review of day crewing systems.
- II. The Service has no intention of changing from the existing 2-2-4 shift system for crewing wholetime shift stations.

8. Hitchin and Bishops Stortford

Both stations will maintain and achieve the existing establishment of 12. HCC remain of the opinion that Bishops Stortford and Hitchin should have 14 staff and the County Council and the Chief Fire Officer will continue to work towards this through future budget rounds.

9 & 10. Bovingdon and Radlett Fire Stations

The Service recognises the impact for individual staff and will be looking to redeploy all staff at Bovingdon and Radlett. There will be early discussions with each individual with the aim of meeting their preference. The following options are available:

- A relocation package to assist house moves for individuals who choose to redeploy on the Retained Duty System to an alternative location within Hertfordshire, and as agreed with the Service. This package will be the Hertfordshire County Council Key-Worker Relocation package to a maximum value of £5000;
- As part of the Community Safety Team (see item 1) redeployment of a maximum of 12 RDS posts to part time (7 hours/week) Community Fire Safety Officer posts, subject to the Working Time Directive. These are part of the 12 FTE posts referred to in item 1. These posts can take effect immediately to ensure continuity of employment;
- The Service will aim to redeploy individuals to other Service roles or suitable vacancies that match relevant skills, qualifications and experience. Without setting precedent and specifically for the purpose of seeking agreement this includes redeployment from retained firefighter to whole time firefighter, subject to vacancies being available. If this option is selected, an individual can choose to revert to the original redundancy option within 4 weeks of the commencement of the whole time training. Whilst it is recognised that in these exceptional circumstances an individual will not be required to take part in the normal selection process, in order to achieve redeployment to whole time competent status, an individual must successfully complete all elements of the normal training period for trainees. To recognise the previous experience (and without setting precedent) of individuals who select this option they will be paid

development rate whilst on the training course rather than trainee rate.

To ensure continuity of employment, pending the commencement of the whole time training course, individuals who select this option will continue to receive the RDS retainer payment.

The Service accepts the general principle of transfer between RDS and whole time duty systems for all RDS staff but would wish to meet its statutory obligations in completing equality impact assessments before progressing the principle. It is the Services intention to include this principle as part of the retained review;

- Normal HCC redundancy procedures and payments will be applied as appropriate to the maximum legal limit.

Upon closure of the two stations Borehamwood Fire Station will be designated as a key station and the Service reaffirms this status for all existing key stations including Hemel Hempstead and St.Albans.

There is a budget for Retained work that can include extra hours' payment, these needs to be approved by the District Manager. A sum of £3000 per retained pump has been allocated for community safety work, which comes from LPSA Government money. Guidance will be issued to managers on its use.

Explanatory Notes

- I. The emphasis will be on protecting the contractual opportunities and redundancy rights of the individuals. To this end, joint discussions for appropriate transitional arrangements are a priority.
- II. Those staff choosing to redeploy will remain on their existing retained employment contract until such a time as their chosen redeployment option takes effect or until agreed transitional arrangements apply.

11. Royston

Royston will be a day-crewed station utilising 12 personnel, (including 2 members of the Community Safety Team) to provide fire cover with positive and stand-by hours 7 days a week.

Explanatory notes

- I. There will be no changes to day crewing personnel contracts in advance of the joint review of day crewing systems. Thereafter all personnel at Royston will be contracted to a rota system that provides positive and standby hours seven days a week guaranteeing 24 hour cover in line with item 7 of the collective agreement.

Future Joint Working

The Service is committed to:

- continued joint working with the FBU so that the Service is well placed to balance the demands on community safety and operational response. This joint work will include any operational implications arising from external requirements and recommendations;

- developing a partnership approach and partnership agreement to facilitate staff and FBU involvement in shaping the service for the longer term, for example, the impending Operational Assurance assessment. This builds on existing joint working within the Service;
- working with the FBU and its membership to improve employment policies and procedures. As an example the Service is committed to a joint approach to the review of training within the Service;
- To facilitate any joint reviews the Service will grant trade union leave to FBU officials within normal arrangements and exigencies of the service. To assist there will be a review of current trade union facilities.

Explanatory Notes

- I. The Service & the FBU, in partnership, commit to improving and developing existing industrial relations arrangements at strategic and local level.
- II. The Service & the FBU also commit to the joint implementation of the Collective Agreement.

Merseyside July 2006

Merseyside Fire Authority attempted to make cost savings by cutting jobs and emergency cover and by attacking the working conditions of FBU members in Merseyside.

Specifically, their proposals would have resulted in the loss of four pumps at night at four locations which had two pumps, a shift system (LLAR) which was to be worked at 6 locations in Merseyside which breached the law and the terms of the Technical Advisory Panel (TAP) recommendation, a shift system for firefighter (control) members including for the first time, variable staffing and secondary contracts for overtime working at rates of pay not only below nationally agreed Grey Book overtime rates but lower even than normal basic pay.

The General Secretary informed the Fire Authority that the four measures were wholly unacceptable to the FBU membership and specifically required confirmation that included:

- The withdrawal of the proposed transfer of four pumps at night from City Centre, St Helens, Birkenhead and Bootle & Netherton to become wholetime retained at night but on a reserve, rather than retained status;
- The withdrawal of the LLAR shift system to be worked at 6 locations in Merseyside which requires our members to work 96 hours straight through;
- Acceptance that the proposed shift system for firefighter (control) members including variable staffing, is a matter for negotiation, not consultation, and immediate withdrawal of the proposals;
- And acceptance that the secondary contracts provide for overtime working at rates of pay not only below nationally agreed Grey Book overtime rates but lower even than normal basic pay. Immediate withdrawal of these contracts and an assurance that overtime will be at agreed rates and not offered at lower rates in secondary contracts.

The Fire Authority failed to meet the terms of the trade dispute and on the 28th July 2006 the FBU commenced a ballot of Merseyside members for discontinuous strike action.

On the 23rd August 2006, the result of the industrial ballot was announced with the number of ballot papers returned being 890, the number of ballot papers found to be invalid 1, the number of ballot papers counted then being 889. With the number voting yes at 642 and the number voting no at 247, that resulted in a 71.4% yes vote on an 82% turnout.

4 days of strike action were called to commence on the 31st August 2006, quickly followed by a further 4 days. It quickly became clear that the strike would be a protracted and bitter dispute and after a small period of return to work the action effectively became 26 days of almost continuous action, the longest outside the 1977 national strike action.

During the action, extensive negotiations took place, at first within the local secretaries' arrangement in existence within MF&RS and subsequently with the NJC Joint Secretaries of which the AGS, Bro Andy Dark was the Union's Joint Secretary.

After the 26 days of action the FBU reached a position with the employers that could form a basis for resolution and were prepared to suspend further industrial action on the 30th September 2006. The position was that a Principles of Agreement document was agreed between the FBU Brigade Committee and the Merseyside Fire and Rescue Authority with the four central issues of the trade dispute being addressed. The agreement required further extensive negotiations to continue which resulted in a collective agreement reached of Low Level of Activity and Risk (LLAR), a collective agreement reached on retained resilience, an agreed definition on the term LLAR, an agreed definition of the difference between the application of part time working and overtime working and an agreed return to work agreement.

Further, it was agreed between the FBU and MFRA that an industrial relations review be commenced immediately with a six month timeframe set with the inclusion of elected members. That review is on-going at the time of writing. Agreements were also reached on issues that did not fall within the trade dispute demand but were viewed as essential. Those agreements included a commitment from the Fire Authority toward a 5 and 4 ridership level on 75% of occasions with a year on year improvement built in and a clear recruitment strategy agreed with FBU.

The trade dispute reached full and final settlement that was acceptable to the Merseyside FBU membership on the 23rd October 2006.

Cleveland June 2006

On 24 March 2006, despite robust representations from local FBU officials Cleveland Fire Authority resolved to implement a "Safety Improvement Plan" which contained eight proposals. Proposals 3 – 8 as set out in the document were of major concern to the Fire Brigades Union. These were:

SECTION G — INTERNAL ADMINISTRATION

- De-staff 3rd fire appliance at Stranton fire station from immediate operational availability and place it into reserve, with the re-deployment of 24 posts;
- Change of emphasis at Headland Fire Station from response to focus on prevention activities and place the fire appliance into reserve, this requiring amendment to contracts to reflect new duties for staff as necessary;
- Change of status at Marine Fire Station to reduce operational availability of appliance to the hours of 12.00 – 24.00hrs. Re-deployment of 14 operational firefighter posts into community safety;
- Reduction in crewing levels at Thornaby Fire Station which will be 4 + 4, re-deployment of 8 operational firefighter posts into community safety;
- Reduction in crewing levels at Redcar Fire Station which will be 4 + 4, re-deployment of 8 operational firefighter posts into community safety;
- De-staff hydraulic platform at Stockton Fire Station, redeployment of 12 operational firefighter posts into community safety.

At subsequent Scrutiny (Service Delivery) Committee meetings in May and June the timetable for implementation was agreed. During this period a high profile FBU campaign in the communities resulted in a change to the Safety Improvement Plan regarding Headland Fire Station.

Having been unable to persuade the fire authority to heed the same common sense regarding the other proposals the Brigade Committee met on the 12 June 2006, where, after lengthy debate the difficult decision was taken to register a trade dispute with the authority and give seven days notice of the intention to ballot for industrial action. The trade dispute letter together with the notification to ballot was delivered to the Clerk to the Fire Authority on the 13 June 2006. Despite a determined effort by local principal managers to undermine the FBU campaign the ballot was declared on 11 July 2006 with the following result:

Yes:	(74%)
No:	(26%)
Turnout	70.2%

Continued negotiations then took place over a number of weeks, amounting to almost 60 hours of intense talks. The outcomes of these discussions were placed into a 'Heads of Agreement' document. In brief the achievements obtained through negotiation were:

- Proposal 3 – de-staff 3rd appliance at Stranton Fire Station Appliance placed into strategic reserve, this means the appliance will be made operationally available under 'special circumstances';
- Proposal 4 – Change of emphasis in focus at Headland Fire Station. Proposal withdrawn;
- Proposal 5 – Marine Fire Station, Closed between 24.00hrs – 12.00hrs. Station to remain open 24hrs and fire appliance to be operationally available 24/7 and remain fully staffed;

- Proposal 6 – Thornaby Fire Station, reduction in crewing levels to 4 + 4. Proposal withdrawn;
- Proposal 7 – Redcar Fire Station, reduction in crewing levels to 4 + 4. Proposal withdrawn;
- Proposal 8 – De-staff hydraulic platform and remove from operational availability. Proposal significantly amended to ensure 24/7 availability on a dual staff basis;
- Crewing levels increased and re-established at Billingham Fire Station, to remain consistent with the rest of the brigade at a level of 5 + 4;
- In recognition of the stringent ridership factor, the establishment of 5 community safety teams will provide the brigade with a safety net provision that will ensure that the brigade continues to meet the 5 + 4 ridership on at least 75% of occasions;
- Attendance and response times for property fires in high risk areas has been established at:
 - i. A minimum of two fire appliances to attend all property fires; with
 - ii. The first appliance within 5 minutes on 75% of all occasions; and
 - iii. The second appliance to attend within 8 minutes on 75% of all occasions.
 - iv. To 'persons reported' fires a third appliance will attend within 10 minutes on 75% of all occasions.

Staffordshire September 2006

On 1 September 2006 a trade dispute was registered with Staffordshire Fire and Rescue Authority as a result of the unnecessary cuts which had been presented to the Fire Brigades Union. The General Secretary outlined the details of the trade dispute in his letter to the fire and rescue authority:

Our Ref: AD/eh

1 September 2006

*Mr Alan Doig
Chief Fire Officer and Chief Executive Officer
Staffordshire Fire and Rescue Service
Fire Service Head Quarters
Pire Hill
Stone
Staffordshire ST15 0BS*

By Fax and Post: 01785 285204 /01543 425432/01785 898396

Dear Mr Doig

NOTIFICATION OF TRADE DISPUTE: DOWN-GRADING OF STATIONS AND REMOVAL AND DOWN-GRADING OF APPLIANCES

I write on behalf of members of the Fire Brigades Union employed by the Staffordshire Fire and Rescue Service (the "Service").

In this letter, I refer to four matters which cause members of the Union employed by the Service great concern.

1. Removal of appliances at Cheadle, Wombourne and Uttoxeter stations

Representatives of the Union met with you on 12th May 2006 in relation to your proposals to remove one appliance from each of Cheadle, Wombourne and Uttoxeter stations. It was agreed at that meeting that the Union would not proceed to a ballot for industrial action whilst constructive dialogue on the issue continued.

Nonetheless, at the staff consultation and negotiation forum meeting held on 17th July, you reported that the Fire Authority's policy decision to remove the appliances as part of the 06/07 IRMP had been determined following what you described as 'extensive consultation', and was not open to review.

Members of this Union in Staffordshire remain opposed to the removal of these appliances from these three stations. This is plainly a matter which relates to terms and conditions of employment and the allocation of work or duties between Service employees.

2. Downgrading of Burslem and Kidsgrove Stations to Retained stations

On or around 6th July 2006, Assistant Chief Fire Officer Stuart Smith informed the Fire Brigades Union verbally, that the Service is to down-grade Burslem and Kidsgrove stations to Retained status. At present, there is a Wholetime appliance and a Retained appliance at each station. I understand that the Service's intention is then for a new station to be built at Sandyford and for there to be one pumping appliance at that station. I am also told that this decision has not yet been ratified by the Fire Authority, but the measures are nonetheless to go ahead.

Members of this Union in Staffordshire oppose the downgrading of Burslem and Kidsgrove stations. Again, this is plainly a matter which relates to terms and conditions of employment and the allocation of work and duties between Service employees.

3. Downgrading of the water-tender at Hanley station

The Service has decided to down-grade the second Wholetime appliance (water-tender) to mixed crewing (i.e. Wholetime and Retained). The obvious intention is for that appliance then to be further down-graded to Retained status.

Members of this Union employed by the Service oppose the downgrading of the second appliance (water-tender) at Hanley. This is also a matter which plainly relates to terms and conditions of employment and the allocation of work and duties between Service employees.

4. Removal of second Wholetime appliances at Hanley, Burton-on-Trent, Newcastle and Stafford stations

Representatives of the Union have been told that two stations, Tamworth and Cannock, are to be upgraded from day-crewing status to Wholetime shift stations. That

process necessitates a reallocation of resources and the Union understands that you and the Service will seek to remove the second Wholetime appliances at Hanley, Burton on Trent, Newcastle and Stafford.

Union representatives have asked you and other officers whether or not this is the Service's intention, and at no stage has it been denied.

Members of this Union employed by the Service are opposed to the removal of the second Wholetime appliance at any of those stations. Again, this is plainly a matter which relates to terms and conditions of employment and to the allocation of work and duties between Service employees.

In those circumstances, the Union seeks the following unconditional and unequivocal assurances from you:

- (i) That the removal of any appliance from each, or any, of Cheadle, Wombourne and Uttoxeter stations will not be implemented;
 - (ii) That Burslem and Kidsgrove stations will not be downgraded to Retained-only stations and that the Service will maintain, at each station, a Wholetime appliance and a Retained appliance;
 - (iii) That the second appliance (water-tender) at Hanley station will not be downgraded to 'mixed crewing' (i.e. Wholetime and Retained) or to Retained status, and will be maintained as a Wholetime appliance;
- and
- (iv) That no Whole-time appliance will be removed from any of Hanley, Burton-on-Trent, Newcastle or Stafford stations.

Unless I receive from you, by no later than 4.00 pm on 14th September, the Service's unconditional and unequivocal assurances in the above terms on each of the four issues detailed above, then a trade dispute will exist between members of this Union and the Service. In those circumstances, a notice of industrial action ballot would follow immediately.

To be clear, in order to avoid a trade dispute between members of this Union and the Service, the Service's unconditional and unequivocal assurances are required in relation to each of the four matters detailed above. Assurances in relation to one or more, but less than all, of the matters will not suffice for the purpose of averting a trade dispute.

As always, officials of this Union remain available and willing to enter into discussions with you in relation to the above matters.

Yours sincerely



MATT WRACK
GENERAL SECRETARY

SECTION G — INTERNAL ADMINISTRATION

A ballot of the membership commenced as discussions continued with the fire authority. A fresh set of proposals was supplied by the fire and rescue authority on 2nd October 2006. These were considered by the Brigade Committee who recognised that the proposals were sufficient to resolve the dispute. The trade dispute was lifted prior to the completion of the ballot process being necessary. The details of the proposals were:

- The removal of the 3 retained pumps was determined by the Fire and Rescue Authority in March 2006 and will be progressed as part of the 2006/07 IRMP implementation which includes:
 - £1m investment in new Retained Duty System;
 - An increase in Retained establishment;
- Staffing levels involved at the 3 stations, Cheadle, Wombourne and Uttoxeter – will be maintained above the required level of 15 where necessary and for as long as such staff continue in Service at their existing station. This additional investment will be utilised to enhance risk reduction activities in our communities;
- The proposed Retained Duty arrangements will ensure improvements and security of earnings for all retained staff. The new system has been modified in light of recent consultation and now fully addresses the key concerns previously expressed by the FBU. Importantly, no impairment of earnings will occur where supplementary staff exist, now or in the future;
- Should any of the 3 Stations affected by the changes to response arrangements remain on the old Retained Duty system, agreement in principle to pay protection has been reached. Detailed discussions would be required in due course to determine levels and duration of such protection;
- This Authority is prepared to offer a categoric and binding assurance that no reduction in retained establishments will be made. Movement towards the optimum staffing level will occur, over time. There will be no redundancies;
- A strategic cover review has been recently concluded and establishes a new and robust risk framework for determining risk categorisation and consequential cover requirements. This assessment confirms that the 3 Stations affected by changes in current response arrangements are in the low risk category and would normally be used for the supply of covering appliances. However, given the representations made and importantly, the need to maintain staff and public confidence, it is proposed to provide enhanced covering arrangements at those stations consistent with Medium Risk areas. Full details of these enhanced cover arrangements can be found in the Strategic Cover Review Report accepted by Brigade Policy Group on 20 September 2006. I enclose a copy for your information;
- An IRMP Review and Audit Working Group is to be established. This will include all Fire and Rescue Service Representative Bodies and will overview the effective introduction and operation of all IRMP strategies. This Group will be led by Director of Safer Communities and will compliment the work of the recently formed Benefits Realisation Group;
- An effective Retained recruitment strategy will support the increase in establishment required for the introduction of the new Retained Duty System. A steering Group will be established chaired by Director – Organisational Learning and Development and will include the Fire and Rescue Service Representative Bodies;
- The development of IRMP over the next 18 months will be based on a full and transparent risk assessment process. It is essential that staff and public confidence is maintained in the process. Therefore, in addition to role of consultee, active engagement of the Staff Representative Bodies in the process will be sought;
- Specifically, referring to Hanley, it is confirmed that the trial of the Targeted Response Vehicle (TRV) is progressing and will provide important information that will be considered as part of the Medium Term operational response Strategy. At this time, the second pump is mixed crewed under a newly established wholetime watch manager. The current five retained staff are soon to be supplemented by a further 4 trainees (currently at final selection stage). It is anticipated that by January 2007, the TRV will become operational, with 8 wholetime firefighters and the 2nd pump mix crewed on a 24 hour basis (2 w/t and 4 Ret). The target is to reduce this to 1 w/t and 5 Ret by April 2007, and by April 2008 to have the second pump on 24 hour, full retained availability;
- It is expected that Staffordshire Response Standards, currently under development will be available to Policy Group in November 2006. Subject to consultation, these new, local standards will be recommended to the Fire and Rescue Authority early in 2007 and subject to the Authority's approval apply from April next year. The clear intention of the new response standards will be to provide an improved framework within which any future changes to response arrangements will be set;
- Bearing in mind the discontinuance of the previous standards, which were in any case based on property conflagration rather than life intervention requirements, it is proposed that a new urban and rural standard is introduced and will apply to all life threatening emergencies. It is intended to demonstrate an improved response standard, which would benefit the vast majority of our County. In Hanley, the support available to the first pump will be within 8 minutes of the call being received. Notwithstanding the second pump at Hanley, this level of support can be provided by the neighbouring stations. This is significantly better than elsewhere in the Service and reflects the unique and close arrangements in and around the City;
- The next IRMP will be published in April 2008. Over the next 12 months the risk assessments will be undertaken to consider the existing capacity/risk and the potential to redirect resources into Cannock, Tamworth and Risk Reduction. Over that same period, the type and number of appliances will be determined for effective response at all locations, but in particular for the new build stations (Hanley, Newcastle, Kidsgrove, Sandyford, Cannock and

Tamworth). It is anticipated Uttoxeter and the response bases at Tamworth, Stafford and Burslem will be one pump. Importantly, no decisions can be taken until such an assessment has been concluded which is anticipated to be summer 2007. There will thereafter follow a period of IRMP consultation on the consequential proposals with the earliest introduction of any new arrangements from April 2008 through to 2011. This is consistent with the timescale for the PFI scheme and medium term Service Strategy. Clearly, this process will also be advised by the Authority's Futures Groups, the Stoke on Trent and Staffordshire Local Area Agreements and the developing WMRMB;

- Recognising the above paragraph, it is possible to express as a binding agreement, the development of the Retained Establishment from the current 378 Full Cover Equivalents (FCE) at 120 hrs availability to increase to 472 FCE at 84 hours availability (plus maintenance of excess establishment at Cheadle; Uttoxeter; Wombourne). This increase is subject to recruitment and the new Retained Duty System being implemented. This development has the potential for an increase across the County of 94 new Retained FTE posts;
- Of similar importance, is the maintenance of the existing front line wholetime establishment. This Authority would also be prepared to enter into a binding agreement to maintain the existing 70 Day crewing; 300 shift aligned, and 35 Silver/Bronze Command positions. This would of course be subject to development eg., the day crewing members would change over to the new 24 hour stations when introduced in 2009; as would the 24 hours shift aligned resources change to meet the future IRMP requirements of the Community;
- For Staffordshire Fire & Rescue Authority the development of the IRMP has never been about reductions in establishment, but rather optimum use of existing resources. Firefighters in the future may be using different tools e.g. TRVs, in different places or even discharging different roles (Risk Reduction) but the Fire and Rescue Authority recognise in facing a future of new challenges and change, the professional staff require a confidence that the Service is to be developed, not reduced. This unprecedented, binding agreement will hopefully remove any fears and concerns that staff may have. The new commitment to openness and engagement in the risk assessment processes will hopefully maintain a new confidence and ensure staff can make a valued and positive contribution to the development of our Service.

London Co-Responding 2004

Industrial action which commenced in 2004 involving a refusal by members to attend co-responding calls, train for co-responding or handle equipment designed for such a scheme continues. The proposed pilot co-responder scheme in the London Borough of Tower Hamlets, which was to have commenced in 2004, has never started.

G2 B&EMM Committee Report 2005/2006

Committee members during 2005/06 were:

Michael Nicholas EC member
Samantha Samuels – National Chair
Carl St Paul – National Sec
Sami Chaudhry – Reg 1
Paul Greaves – Reg 5 (part of)
Pradeep Verma – Reg 6 (part of)
Warren Simpson – Reg 7
Brian Amos – Reg 8
Ronnie Stanley – Reg 9
Garrett Brooks – Reg 10
Lud Ramsey – Reg 12
Leroy Phillpotts – Reg 13

Bros Chaudhry, Greaves, Stanley and Verma relinquished their roles in due course. We are pleased that Bro Powell has subsequently been elected B&EMM Rep in Region 6. Our committee is a small one and we are making every effort to increase our representation within the structure. On a positive note, we have now increased our Brigade representation to 10 reps.

There were 10 business meetings of the National Committee in 2005 and 2006, and numerous other meetings of our sub committees and the B&EMM Exec. We also had a seminar for B&EMM reps and activists in Jan 2006. In 2006, Bro Phillpotts was elected as B&EMM Vice Chair and in Dec 2006 Bro Nicholas was re-elected as the B&EMM EC member. In 2005 and 2006 Bro Nicholas was also re-elected onto the TUC Race Relations Committee at its Black Workers Conferences.

In 2005 we launched and distributed the B&EMM DVD – 'Rise to the Challenge'. There was, after an EC decision, no B&EMM School in 2005. This caused a degree of anger on the National Committee which felt they should have been consulted prior to any decision. This resulted in correspondence to the General Secretary from the committee and members. It is the B&EMM position that an EC should not take a decision of this magnitude without consultation with the appropriate section.

The B&EMM School 2006 was back at Wortley Hall on 27-29 October 2006. The National Secretary Bro St Paul announced that this would be his last school as B&EMM National Secretary. He would be stepping down when his tenure ended in 2007. The School included contributions from the General Secretary and invited guest speakers. The theme of the school was that BME people should take responsibility for their own progression in the fire service and our communities, and this was discussed in 2 workshops on Personal & Community development. There were 65 students and guests from some Brigades, UNISON Black Members Chair Gilly Anglin-Jarrett and our honorary member Frank Bailey who is now in his 80th year. The School concluded with an Action Plan drawn up by

SECTION G — INTERNAL ADMINISTRATION

the students for the National Committee, reps and activists to progress B&EMM issues in the next 3 years. This will be reviewed annually at the B&EMM School.

We had full delegations at both TUC Black Workers conferences in 2005 (Southport) and 2006 (Eastbourne). We submitted motions to both the conferences and they were adopted. The conferences are a good opportunity for our newer and less experienced reps to speak at and we shall continue to encourage them to attend in the future.

We also attended the Scottish Black Workers conferences in 2005 and 2006. In 2005, for the first time, the majority of the FBU delegation were Scottish B&EMM. Our motions were also adopted there. Our motions in 2006 were on Public Sector Employees and the Scottish Cultural Audit.

In 2005 and 2006 B&EMM continued to represent the FBU at the PRIDE & RISE events in London. We also had reps at the various RESPECT events in the UK. We continued to send a delegation to the DESCENDANTS charity event in Birmingham.

Our B&EMM campaigns are on-going. These include: BNP/Far Right membership, Monitoring Race Equality Schemes, Equality Impact Assessments and training for FBU officials, supporting BME community issues like the African Caribbean Leukaemia Trust and most importantly raising awareness of B&EMM issues and encouraging more activity from our members.

There were 6 Advisor magazines in 2005 and 2006 and we will continue to submit articles for Firefighter and FIRE publications.

G3 B&EMM AGM 2005/2006

B&EMM AGM 2005

The B&EMM AGM was cancelled for 2005.

B&EMM AGM 2006

The B&EMM AGM was held at Wortley Hall on the 20th November 2006. Delegates attending the AGM were:

Leroy Phillpotts	Chair
Michael Nicholas	EC member
Lud Ramsey	Region 12
Andre Hernandez	Region 12
Dave Pazir	Region 7
Garrett Brooks	Region 10
Carmen Osbourne	Region 10
Delroy Bryant	Region 10
Dalton Powell	Region 6

The President, Ruth Winters, gave a national report. Delegates arranged a collection for the Merseyside Hardship Fund.

The following resolutions were carried.

RACE EQUALITY ISSUES

This B&EMM Annual General Meeting call upon the Fire Brigades Union to report annually and provide a league table of all Fire Brigades within the British Fire Service, in their performance on race equality issues.

The criteria for such a report to be in agreement with the B&EMM National Committee. The first report to be produced for Annual Conference 2008.

REGION 7

RACE EQUALITY SCHEME

This B&EMM Annual General Meeting calls on the Fire Brigades Union to produce a race equality scheme. This race equality scheme to be produced in line with the Race Relations Act (Amended 2000), Specific Duty.

This is to be produced in agreement with the B&EMM National Committee, and produced by Conference 2008.

REGION 7

HISTORY OF B&EMM

This B&EMM Annual General Meeting calls on the Fire Brigades Union to collate and research information, establishing the history of black and minority ethnic members within the modern British Fire Service. A progress report on this is to be submitted to the B&EMM National Committee starting at the B&EMM 2007 AGM.

Subsequent progress reports to be submitted annually to the B&EMM National AGM's.

REGION 7

VICTIMISATION

This Annual Meeting of black and ethnic minority members condemns recent developments where FBU members have been victimised by the British National Party or other right wing organisations. This Annual Meeting demands that the B&EMM National Committee formulate a strategy to give full commitment and support to all B&EMM members who receive such harassment.

REGION 12

G4 CRAG

The Control Regionalisation Advisory Group was set up by the Executive Council in September 2004.

The group have continued to collate and distribute information to members, officials, the public and politicians on the dangers posed by the ill conceived idea that call management and command; and control and mobilisation to and of incidents can be best handled by the regionalisation of these functions.

The Group consists of members of the EC and Regional Officials supported by the Communications and Research Department. The group meets regularly with the President and General Secretary assisting.

The members of the Group are:

Dean Mills	National Officer
Sharon Eames	CSNC EC Member
Sue Offland	CSNC Secretary
Jack Ford	ONC EC Member
John Drake	Region 13
Mark Simmons	Region 11
Duncan Milligan	Communications and Research

CRAG have fought against the regionalisation of controls on several fronts. The group identified the huge costs of the project both in terms of set up and on-going costings despite the difficulty in ascertaining accurate and consistent figures from government.

The practical operation and safety of the system has been highlighted and the group have raised its concerns at each opportunity and in all arenas.

The political arguments have been made and reiterated and the Executive Council note that many local politicians and principle fire officers have become slowly more vocal publicly, having held these views from the outset privately, against the concept.

Platforms have been shared with CFOs, fire authority members and members of the public who are alarmed at the continued failing of the government to engage in an open public debate on the matter.

Regions have pooled information and resources and CRAG have distributed these materials widely and produced information for all members on a regular basis.

The legal implications of the plans have been carefully monitored and the assistance of Thompsons in dealing with many issues and assessing the impact on members and the public has been most useful.

The Executive Council will continue to fully support CRAG in their aims and objectives and wish to record their thanks to those officials who have and continue to serve on the group.

There is still much to do in the continuance of our campaign to stop these dangerous proposals and further seminars, schools and parliamentary briefings have been planned along side our updates to all Trade Unions in the UK and Internationally.

G5 Confidential Helpline

The Confidential Helpline continues to be available to our members and officials.

During 2005/6 members were reminded of the existence of the service by the inclusion of a full page advert in the January 2006 issue of the Firefighter. An A2 size poster was also sent to all branches against 2006HOC0024JM (Head Office circular). Officials have been encouraged to highlight this service to all members.

The number of general enquiries throughout 2005 for onward referral was 138, this increased to 145 calls during 2006. The helpline is proving a valuable source of assistance to members with requests for stress counselling being the main call type made.

G6 CSNC Report 2005/2006

CSNC Report 2005

The Control Staff National Committee continues to develop, aware of still being faced with uncertain times ahead due to the threat of regionalisation. Staff leave without being replaced, hence more stress and health, safety and welfare implications for Firefighter (Control), although this threat is further down the line for the English controls we await to see the effects it will have through out the UK.

The changes to the FPS and the effect it will have on the LGPS and the possibility to transfer to the NFPS are yet to be seen. With the move from R2R Brigades find themselves in a quandary of not knowing quite what to do with Firefighter (Control). Some have actually decided to wait and not enter into R2R as they await the outcome of regionalisation.

Firelink and FiReControl projects remain on-going, with still no final business case. The FBU await with anticipation the finding from the Select Committee, at least this has raised the questions by ourselves and the concerns of MPs through the EDM. It was encouraging to see how many MPs signed the EDM and the enormous amount of work that was put in from the Parliamentary Group and our officials.

CSNC Report 2006

Another year of political lobbying and campaigning by our Members and Officials led to the highly critical Select Committee Report into the ill-conceived FiReControl Project. Surprise, surprise it confirmed what the FBU has been saying all along. The Select Committee said they were "unconvinced that the Government can offer the assurance of maintained or improved service quality resulting from the FiReControl project and there is clearly widespread doubt across the FRS".

We have given them the FBU's alternative in the form of our Resilience Controls proposals in an attempt to help them, this was rejected, and so a further 'Plan B' was released, again rejected! So much for listening to the professionals.

A "draft" Full Business case was issued and the FBU commissioned the Institute of Public Finance (IPF) to look into it. This was also highly critical. A preferred bidder – EADS - was announced for the technology part of the Project and contracts have yet to be signed. A Final, Final Business Case is awaited and the Minister is now saying this is a "Living Document", so don't hold your breath.

SECTION G — INTERNAL ADMINISTRATION

The whole project is year's late, costs have spiralled and there is no confidence amongst Fire Service Professionals that it will be delivered in a competent and proper manner.

FireLink is also late and we hear that O2 Airwave may face legal action seeking financial damages for not delivering on time. FRAs are fast realising that FireLink will cost them a lot more than they thought.

Rank to Role – Yet again it seems that Fire Fighter (Control) members are being treated differently across the country with some Brigades going through the whole R2R process and others either cherry picking bits to suit or not doing it at all with the threat of Regionalisation looming (ever further in the distance).

At the time of writing CPD Is 'almost' resolved nationally with the question of pensionability outstanding.

Pensions – The draft proposals for the amended LGPS scheme have just been released and work is underway to compare this 'newer' version of the LGPS to the NFPS. Progress is slow but it is imperative we make the comparison using the latest version of LGPS in order to give members an accurate and informed choice.

G7 CSNC AGM 2005/2006

CSNC AGM 2005

The CSNC AGM for 2005 was cancelled.

CSNC AGM 2006

The Control Staff Members AGM was held at Wortley Hall Sheffield on the 20th November 2006.

The following resolutions were carried.

1. CONTROL STAFFING

This Annual General Meeting instructs the Executive Council to investigate the present staffing levels within controls in relation to secondments out of the controls and their replacements. Many controls are now running at less than minimum staffing, and the level of experience is diminishing. This is also placing an onerous burden on staff to work overtime, which is often above the 24 hours a month (averaged over a 6 month period) national agreement. This report to be completed within 6 months.

REGION 3

2. REGIONALISATION

This Annual General Meeting continues to be appalled at the DCLG's headlong rush into regionalisation of Fire Controls. We continue to vehemently oppose this costly and ill-thought out scheme, which will result in many job losses within our present workforce; and ultimately provide a less efficient service to the public.

We demand the Executive Council continue to oppose all such attempts by whatever means necessary, including a ballot for strike.

REGION 3

3. TRAINING INDUCTION

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

REGION 3

4. REGIONALISATION

This Annual General Meeting condemns the continuing movement towards Regionalisation of Brigade Emergency Fire Controls and demands that it is opposed by all means available up to, and including, industrial action.

REGION 5

6. PROMOTION PROCEDURE

To allow Control staff to progress and diversify in their careers within the Fire Service.

This Annual General Meeting demands that the Fire Brigades Union, both nationally and locally, negotiates to ensure Control staff are not excluded from the Initial Test for Potential (ITOP) or any part of the Assessment Development Centre (ADC) process now being used for promotion in Brigades.

REGION 7

7. REGIONAL FIRE CONTROL PROJECT

This Annual Meeting requests that the FBU Parliamentary Group of MP's, in the light of the ODPM Select Committee findings, request the House of Commons Public Accounts Committee investigate all financial aspects of the Regional Fire Control project and its escalating costs and slippage of this project.

REGION 12

Emergency Resolution 1

CONTROL SECTION ELECTIONS

Given recent decisions by West Yorkshire Brigade Committee in the current Control EC members election, this Control AGM demands that when Control EC/National Secretary's and Chair's are at nomination stage, to be nominated for office, that when the relevant section holds a Branch meeting that the decision of the section be upheld by the relevant Brigade Committee.

We further instruct the Executive Council to prepare and put the relevant rule changes to Annual Conference.

*Moved by Region 5
Seconded by Region 4*

RESOLUTIONS DEFEATED

Resolution 5

– REGIONAL MANAGEMENT BOARDS – REGION 7

G8 Executive Council Meetings 2005/2006

Executive Council Meetings 2005

12 January
15 February
16 February
7 March
30 March
5 April
20 April
26 April
8 May
7 June
8 June
30 June
24 August
20 September
21 September
22 September
17 November
6 December
7 December
8 December
14 December

Executive Council Meetings 2006

13 January
2 February
14 February
15 February
16 February
6 March
7 March
21 March
22 March
26 April
6 June
7 June
8 June
12 June
26 June
8 August
23 August
7 September
19 September (am)
19 September (pm)
20 September
21 September
29 September
24 October
14 November
5 December
6 December
7 December
15 December

G9 EC Attendance Record 2005/2006

Executive Council Attendance Record 2005

	Possible	Actual	Reasons for Non-Attendance
Ruth Winters (President)	21	20	1 – Annual Leave
Andy Gilchrist (General Secretary)	9	7½	½ – Other Union Business/1 – Annual Leave
Matt Wrack (General Secretary)	13	13	
Mike Fordham (Assistant General Secretary)	13	11	2 – Annual Leave
Andy Dark (Assistant General Secretary)	5	5	
John McDonald	21	12	4 – Annual Leave/5 – Sick Leave
Jim Barbour	21	17	2 – Other Union Business/2 – Annual Leave
Alan McLean	21	17	1 – Annual Leave/2 – Family Leave/ 1 – Sick Leave
Bob Blackburn	21	19	2 – Annual Leave
Phil Micallef	9	8	1 – Other Union Business
Warren Gee	12	10	2 – Annual Leave
Dave Green	21	20	1 – Sick Leave
Chris Wood (Acting EC Member)	1	1	
Dave Whatton	20	18	1 – Annual Leave/1 – Medical Appointment
Mike Smith	21	15	5 – Annual Leave/1 – Family Leave
Keith Handscomb	21	17	1 – Other Union Business/3 – Annual Leave
Mick Shaw	21	17	2 – Other Union Business/2 – Annual Leave
Ernie Thornton	21	18	1 – Other Union Business/1 – Family Leave/ 1 – Sick Leave
Dean Mills	21	19	1 – Other Union Business/1 – Annual Leave
Brian Joyce	21	15½	½ – Other Union Business/5 – Annual Leave
Jack Ford	21	18	2 – Other Union Business/1 – Annual Leave
Micky Nicholas	21	18	2 x ½ – Other Union Business/ 2 – Annual Leave
Morris Butterfield	16	15	1 – Travel Difficulties
Tam Mitchell	4	4	
Val Salmon	21	20	1 – Annual Leave
Vicky Knight	21	18	1 – Other Union Business/2 – Annual Leave
Pat Carberry (Acting EC Member)	1	1	
Stewart Brown	20	18	2 – Sick Leave
NATIONAL OFFICERS			
Geoff Ellis	21	18	3 – Other Union Business
Davy Patton	3	1	2 – Annual Leave
John McGhee	21	14½	3 – Other Union Business/3 – Sick Leave/ ½ – Family Leave
Paul Woolstenholmes	21	18	2 – Other Union Business/1 – Sick Leave

Executive Council Attendance Record 2006

	Possible	Actual	Reasons for Non-Attendance
Ruth Winters (President)	29	26	2 – Annual Leave/1 – Other Union Business
Matt Wrack (General Secretary)	29	28	1 – Annual Leave
Andy Dark (Assistant General Secretary)	29	27	1 – Annual Leave/1 – Other Union Business
John McDonald	29	10	16 – Sick Leave/3 – Family Leave
Roddy Robertson (Acting EC Member)	15	14	1 – Annual Leave
Jim Barbour	29	23	2 – Annual Leave/1 – Other Union Business/ 3 – Sick Leave
Alan McLean	29	25	4 – Annual Leave
Bob Blackburn	29	27	1 – Annual Leave/1 – Medical Appointment
Warren Gee	29	27	2 – Annual Leave
Dave Green	29	27	2 – Annual Leave
Dave Whatton	29	25	1 – Annual Leave/3 – Family Leave
Mike Smith	29	26	2 – Annual Leave/1 – Family Leave
Keith Handscomb	29	21	1 – Annual Leave/2 – Other Union Business/ 5 – Family Leave
Mick Shaw	29	27	2 – Annual Leave
Ernie Thornton	29	27	2 – Annual Leave
Dean Mills	9	9	
Pete Miller	19	18	1 – Family Leave
Brian Joyce	9	4	5 – Annual Leave
Tam McFarlane	20	20	
Jack Ford	29	28	1 – Sick Leave
Micky Nicholas	29	25½	2 – Annual Leave/1 – Compassionate Leave/ ½ – Family Leave
Tam Mitchell	29	27	1 – Annual Leave/1 – Family Leave
Val Salmon	29	26	2 – Annual Leave/1 – Other Union Business
Vicky Knight	29	20½	7½ – Annual Leave/1 – Other Union Business
Stewart Brown	29	24	3 – Annual Leave/2 – Sick Leave
NATIONAL OFFICERS			
Geoff Ellis	9	6	3 – Other Union Business
John McGhee	29	22	2 – Annual Leave/3 – Other Union Business/ 1 – Sick Leave/1 – Family Leave
Dean Mills	20	8	1 – Annual Leave/11 – Sick Leave
Paul Woolstenholmes	29	22	2 – Annual Leave/5 Other Union Business

G10 Elections

2005

Election of Assistant General Secretary

Number of voting papers returned.....	14,205
Number of papers invalid blank/spoilt.....	437
Thus, total number of valid papers to be counted.....	13,768

Result (One to Elect)

Bro Matt Wrack.....	6,260
Bro John McGhee.....	5,527
Bro Dean Mills.....	1,981

CERTIFIED BY ELECTORAL REFORM SERVICES 4th FEBRUARY 2005

Bro Matt Wrack elected as Assistant General Secretary

Election of General Secretary

Number of voting papers returned.....	20,663
Number of papers invalid blank/spoilt.....	571
Thus, total number of valid papers to be counted.....	20,092

Result (One to Elect)

Bro Matt Wrack.....	12,883
Bro Andy Gilchrist.....	7,259

CERTIFIED BY ELECTORAL REFORM SERVICES 6th MAY 2005

Bro Matt Wrack elected as General Secretary

Election of Assistant General Secretary

Number of voting papers returned.....	11,527
Number of papers found to be invalid (blank/spoilt).....	245
Thus, total number of valid papers to be counted.....	11,282

Result (one to Elect)

Bro Andy Dark.....	6,981
Bro Geoff Ellis.....	4,361

CERTIFIED BY ELECTORAL REFORM SERVICES 26th SEPTEMBER 2005

Bro Andy Dark elected as Assistant General Secretary

Election of Executive Council Members

Region 7

Bro D Whatton elected unopposed 19th January 2005

Gay & Lesbian EC Member

Bro S Brown elected unopposed 19th January 2005

Region 9

Bro K Handscomb elected unopposed 31st January 2005

Officers National Committee EC Member

Bro J Ford elected unopposed 8th February 2005

Election of Executive Council Member Region 5

Number of voting papers returned.....	1,787
Number of papers found to be invalid (blank/spoilt).....	4
Thus, total number of valid papers to be counted.....	1,783

Result (one to Elect)

Bro Warren Gee.....	821
Bro Les Skarratts.....	541
Bro Dave Darby.....	421

CERTIFIED BY ELECTORAL REFORM SERVICES 1st June 2005

Bro Warren Gee elected as Executive Council Member Region 5

Election of National Retained Committee EC Member

Number of voting papers returned.....	1,536
Number of papers found to be invalid (blank/spoilt).....	70
Thus, total number of valid papers to be counted.....	1,466

Result (one to Elect)

Bro Tam Mitchell.....	879
Bro Richard Potter.....	587

CERTIFIED BY ELECTORAL REFORM SERVICES 28th November 2005

Bro Tam Mitchell elected as Executive Council Member for the National Retained Committee.

Election of Regional Secretaries

Region 4

Bro Sean Cahill elected unopposed 19th January 2005

Region 11 (Elect)

Bro Jim Parrott elected unopposed 19th January 2005

Region 2

Bro Tony Maguire elected unopposed 31st January 2005

Election of Secretary to the National Retained Committee

Number of voting papers returned.....	2,086
Number of papers found to be invalid (blank/spoilt).....	38
Number of papers found to be invalid (missing/incorrect return).....	342
Thus, total number of valid papers to be counted.....	1,706

Result (one to Elect)

Bro Peter Preston.....	1,005
Bro Leigh Redman.....	701

CERTIFIED BY ELECTORAL REFORM SERVICES 8th August 2005

Bro Peter Preston elected as Secretary for the National Retained Committee.

Region 7

Bro Tony Nutting elected unopposed 3rd October 2005

Election of Regional Secretary Region 5

Number of voting papers returned.....	2,131
Number of papers found to be invalid (blank/spoilt/	
unsealed).....	51
Number of papers found to be invalid (no Return)	495
Number of papers found to be invalid (incorrect Return).....	0
Thus, total number of valid papers to be counted.....	1,585

Result (one to Elect)

Bro Kevin Brown	1,034
Bro Howard Western	551

CERTIFIED BY ELECTORAL REFORM SERVICES 19th December 2005**Bro Kevin Brown** elected as Regional Secretary Region 5**Election of Regional Chairs****Region 12****Bro Danny Whitelock** elected unopposed 19th January 2005**Region 10****Bro Andy Dark** elected unopposed 21st January 2005**Region 13****Bro Phil Jordan** elected unopposed 2nd February 2005**Region 4****Bro Sean Starbuck** elected unopposed 3rd October 2005**Officers National Committee****Bro Allan Guest** elected unopposed 3rd October 2005**Gay & Lesbian National Committee****Bro Pat Carberry** elected unopposed 3rd October 2005**Region 1****Bro Roddy Robertson** elected unopposed 7th November 2005**Election of Regional Treasurers****Region 6****Bro Tom Neal** elected unopposed 24th January 2005**Region 8****Bro Simon Jenkins** elected unopposed 24th January 2005**Region 1****Bro Gavin Barrie** elected unopposed 4th April 2005**Region 9****Bro Jim Brown** elected unopposed 3rd October 2005**Region 11****Bro Graham Fowler** elected unopposed 3rd October 2005**Election of Regional Treasurer Region 6**

Number of voting papers returned	985
Number of papers found to be invalid (blank/spoilt/	
unsealed).....	8
Number of papers found to be invalid (no Return)	100
Number of papers found to be invalid (incorrect Return).....	39

Thus, total number of valid papers to be counted838

Result (one to Elect)

Bro Peter Wilkins.....	585
Bro Perry Seymour.....	253

CERTIFIED BY ELECTORAL REFORM SERVICES 12th December 2005**Bro Peter Wilkins** elected as Regional Treasurer Region 6**Election of Regional Officials****Region 10****Bro Joe MacVeigh** elected unopposed 3rd October 2005**Region 12****Sis Sharon Eames** elected unopposed 3rd October 2005**2006****Election of National Officer**

Number of voting papers returned	17,968
Number of papers found to be invalid (blank/spoilt/	
Number of papers found to be invalid (missing/	
incorrect return).....	1,482
Thus, total number of valid papers to be counted.....	16,278

Result (one to Elect)

Bro Dean Mills	8,169
Bro Geoff Ellis	8,109

CERTIFIED BY ELECTORAL REFORM SERVICES 18th April 2006**Bro Dean Mills** elected as National Officer**Election of National Officer**

Number of voting papers returned	23,066
Number of papers found to be invalid (blank/spoilt/	
incorrect.....	1,897
Thus, total number of valid papers to be counted.....	21,169

Result (one to Elect)

Bro John McGhee.....	10,935
Bro Robert Blackburn.....	10,234

CERTIFIED BY POPULARIS LTD 11th October 2006**Bro John McGhee** elected as National Officer**Election of Executive Council Members****Region 2****Bro James Barbour** elected unopposed 25th April 2006**Region 13****Bro Tam McFarlane** elected unopposed 25th April 2006**National Women's Committee****Sis Vicky Knight** elected unopposed 25th April 2006

SECTION G — INTERNAL ADMINISTRATION

Region 3

Bro Alan McLean elected unopposed 16th May 2006

Region 10

Bro Mick Shaw elected unopposed 13th June 2006

Region 12

Bro Pete Miller elected unopposed 26th June 2006

Election of Executive Council Member B&EMM

Number of voting papers returned	216
Number of papers found to be invalid (blank/spoil/ missing)	0
Thus, total number of valid papers to be counted	216

Result (one to Elect)

Bro Michael Nicholas	147
Bro Ludwig Ramsey	69

CERTIFIED BY ELECTORAL REFORM SERVICES 4th December 2006

Bro Michael Nicholas elected as Executive Council Member
for Black & Ethnic Minority Members.

Election of Executive Council Member CSNC

Number of voting papers returned	496
Number of papers found to be invalid (blank/spoil/ missing)	0
Thus, total number of valid papers to be counted	496

Result (one to Elect)

Sis Sharon Eames	254
Sis Val Salmon	242

CERTIFIED BY ELECTORAL REFORM SERVICES 19th December 2006

Sis Sharon Eames elected as Executive Council Member for
Control Staff Members.

Election of Regional Secretaries

Region 6

Bro Dave Limer elected unopposed 25th April 2006

Region 10

Bro Joe MacVeigh elected unopposed 25th April 2006

National Gay & Lesbian Committee

Bro Pete Gallagher elected unopposed 2nd May 2006

Region 13

Bro John Drake elected unopposed 18th July 2006

Election of Regional Chairs

Region 5

Bro Neil Thompson elected unopposed 25th April 2006

Region 7

Bro Tony Larose elected unopposed 25th April 2006

Region 9

Bro Tennyson Turney elected unopposed 25th April 2006

Election Regional Chair Region 8

Number of voting papers returned	1,310
Number of papers found to be invalid (blank/spoil)	5
Number of papers found to be invalid (no Return)	75
Number of papers found to be invalid (incorrect Return)	27
Thus, total number of valid papers to be counted	1,203

Result (one to Elect)

Bro Roger Perry	884
Bro Grant Mayos	319

CERTIFIED BY ELECTORAL REFORM SERVICES 2nd August 2006

Bro Roger Perry elected as Regional Chair Region 8

Region 10

Bro Gordon Fielden elected unopposed 8th August 2006

Election of Regional Treasurers

Election of Regional Treasurer Region 11

Number of voting papers returned	812
Number of papers found to be invalid (blank/spoil/ unsealed)	6
Number of papers found to be invalid (no Return)	18
Number of papers found to be invalid (incorrect Return)	59
Thus, total number of valid papers to be counted	729

Result (one to Elect)

Bro Steve Beckwith	425
Sis Paula Coppinger	304

CERTIFIED BY ELECTORAL REFORM SERVICES 21st June 2006

Bro Steve Beckwith elected as Regional Treasurer Region 11

Region 2

Bro Stephen Boyd elected unopposed 8th August 2006

Region 3

Bro Steve Hedley elected unopposed 8th August 2006

Region 7

Bro Chris Woods elected unopposed 8th August 2006

Election Regional Treasurer Region 5

Number of voting papers returned	1,670
Number of papers found to be invalid (blank/spoil/unsealed)	15
Number of papers found to be invalid (no Return)	68
Number of papers found to be invalid (incorrect Return)	27
Thus, total number of valid papers to be counted	1,560

Result (one to Elect)

Bro Steve Shelton	782
Bro Alan Anderson	778

CERTIFIED BY ELECTORAL REFORM SERVICES 24th**October 2006****Bro Steve Shelton** elected as Regional Treasurer Region 5**Region 4****Bro Jerry Pagan** elected unopposed 6th November 2006**Election of Regional Officials****Region 1****Bro John Docherty** elected unopposed 26th May 2006**Region 9****Bro Adrian Clarke** elected unopposed 8th August 2006**Region 7****Bro Pete Goulden** elected unopposed 6th November 2006**Region 10****Bro Ian Leahair** elected unopposed 6th November 2006**Region 13****Bro Kevin Herniman** elected unopposed 6th November 2006**REGION/SECTION****NAME**

Region 1	Gavin Barrie
Region 2	Tony Maguire
Region 3	Steve Hedley
Region 4	Sean Starbuck
Region 5	Neil Thompson
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Simon Jenkins
Region 9	Graham Noakes
Region 10	Joe McVeigh
Region 11	Mark Simmons
Region 12	Sharon Eames
Region 13	Phil Jordan
NWC	Dona Feltham
NG&LC	Pat Carberry
NRC	Harry Cotter
B&EMM	Samantha Samuels
ONC	Allan Guest
CSNC	Sue Offland

The Final Appeals Committee did not meet in 2005.

The Final Appeals Committee met on the 21st & 22nd March and the 14th December in 2006 to hear a total of 16 appeals. The Final Appeals Committee upheld the decision of the Executive Council to expel from the Union 16 members of Merseyside Fire and Rescue Service for co-responding.

G11 Final Appeals Committee

In accordance with the Rules of the Union, one Official from each Region/Section was appointed by the 2006 Recall Annual Conference held 16th February 2006 to serve on the Final Appeals Committee.

Attendance Record

	Possible	Actual	Reasons for Non-Attendance
Paul Woolstenholmes (Secretary to the Final Appeals Committee)	2	2	
Gavin Barrie	2	2	
Tony Maguire	2	2	
Steve Hedley	2	2	
Sean Starbuck	2	2	
Neil Thompson	0	0	From Defendant's Region
Dave Limer	2	1	Personal Business
Chris Woods	2	2	
Simon Jenkins	2	0	No Leave/Other Union Business/Work Commitments
Graham Noakes	2	2	
Joe MacVeigh	2	2	
Mark Simmons	2	1	Regional EC meeting
Sharon Eames	2	1	No Facilities
Phil Jordan	2	2	
Dona Feltham	2	1	Annual Leave
Pat Carberry	2	2	
Harry Cotter	2	1	Other Union Business
Samantha Samuels	2	0	Recall Conference & Personal Business
Allan Guest	2	1	No Facilities
Sue Offland	0	0	From Defendant's Region

G12 Fairness at Work 2006

NB: Where numbers do not add up across the columns for certain Regions this is due to either members withdrawing that request for representation or investigations which were still continuing/outstanding at the end of 2006.

2005/2006

	Requests for Representation	Granted	Not Granted	Appeals	Appeals Rejected	Appeals Upheld
Region 01	6	5	1			
Region 02	3	1	1	1		
Region 03						
Region 04	5	5				
Region 05	11	11				
Region 06	9	9		1		
Region 07						
Region 08	3	1	2			
Region 09	6	5	1			
Region 10						
Region 11	5	4	1			
Region 12						
Region 13	6	5	1	1		1
TOTAL	54	35	7	3	—	1

Members of the Fairness at Work Committee 2006:

A. Miller	Region 1
J. Quinn	Region 2
T. Whitfield	Region 3
S. Cahill	Region 4
M. Ackah	Region 5
P. Seymore	Region 6
C. Pullen	Region 7
D. Parry	Region 8
T. Turney	Region 9
S. Wakeford	Region 10
D. Jones	Region 11
L. Phillpotts	Region 13 & B&EMM
S. Offland	CSNC
J. Allen	ONC
L. Redman	NRC
K. Baigent	NWC
N. Perry	G&L

The FAW Committee met on two occasions during 2006, January and July.

The Stress helpline was re-launched at the end of 2005 with a full page advert in Firefighter along with the distribution of posters to all work places.

At the January meeting the FAW Strategy Group was elected. It was agreed that the following officials would take part in this group: Kerry Baigent NWC, Jim Quinn Region 2, Sean Cahill Region 4, Perry Seymour R6 and a representative from B&EMM.

The Committee agreed that Sister Kerry Baigent would assist the National Officer to rewrite the 'All Different All Equal' policy. This project was ongoing throughout 2006 with delays

due to other workloads for those officials concerned. It is expected that the policy will be re-written and published by Conference 2007.

The Committee was asked, along with Regional Secretaries, to comment on The Business Case for the Fire and Rescue Service, Diversity Happens Programme Board.

Information regarding 'LGBT Equality in the Workplace', 'Women and Equality Unit' and 'Women and Work Commission' was circulated to assist Brigade Officials in negotiating brigade policies.

The FAW Committee has continued to push for an increase in training for members and officials.

G13 E-bulletin

The e-bulletin electronic newsletter continued to be produced in 2005 and 2006, reporting on FBU campaigns and services. Distribution increased to more than 17,000 members and officials. This means more than a third of the membership receives the e-bulletin. The e-bulletin received plaudits in the TUC 2005 Press and PR awards.

G14 FBU Website

The FBU website was re-launched in January 2005 with more information about the Union's campaigns and services and a greatly improved format to facilitate ease of use.

New content included:

- fire service news, updated daily;
- the FBU's key workplace campaigns;
- a full archive of press releases, e-bulletins and NJC circulars;
- electronic rule book;
- downloadable forms for officials;
- details of FBU structure and officials' contact details;
- and a political lobbying tool that was used by thousands of members and officials for an array of FBU campaigns.

Content was updated throughout 2005 and 2006.

The FBU website was commended in the TUC Press and PR Awards 2005 as being "journalist-friendly and campaign-focused".

According to a survey of FBU members conducted in 2005 by LRD, two-thirds use the website, with the section on news and press being by far the most widely used. Older members are more likely to use the website than younger members. FBU members using the website did not generally have problems finding their way around it, with one in five saying it is very easy to use.

The total visits for 2006 were 680,000, viewing 4.8 million pages. The daily average was approximately 2,000 visits per day. The popular areas were:

1. press releases
2. members' circulars
3. the Grey Book
4. e-bulletin
5. campaigns

The Union wishes to put on record thanks to Webmasters Eddie Cardoso and Stuart Brown for all their hard work.

One key addition to the content of the website was the FBU/LRD database of local agreements.

The service provides the full text of the nationally agreed pay and conditions arrangements – the Grey Book – plus a series of pay and conditions reports, looking at key negotiating issues, including in some cases the full-text of the local brigade arrangements where available.

It is linked into the LRD Payline service so the database provides those potentially engaged in negotiations with information on nationally agreed terms and conditions in the fire service, details of local variations in the fire service and similar information across the whole economy, and by region.

The database is accessible via the Union's website and is password protected with access limited to brigade secretaries and more senior FBU officials.

The database continued to be improved throughout 2005 and

2006. New areas and functions were added as the amount and quality of information sent in from FBU officials was collated and included on the database by LRD. In addition to a list of documents of local agreements, service orders, service instructions and so on, there are standardised synopses of these documents, organised in a growing number of subject areas such as shift patterns, childcare policies or allowances. There were 2,200 agreements on the database as of November 2006.

Further improvements are planned for 2007, depending on the data supplied by brigade officials. Figures from LRD show that the "visits" to the database, a measure of how much it is being used, were running as high as 5,000 a month.

G15 Firefighter magazine

Firefighter magazine is direct mailed to all members, out of trade members, MPs and key opinion formers within the fire service. Four copies are also sent to all branches to ensure it is available in the workplace.

With a distribution in excess of 55,000 it is the most widely read and available publication within the UK fire service. In July 2005 Labour Research Department published a membership survey which included a section on Firefighter magazine.

By then there had already been considerable changes made to the content and design of Firefighter to make it more relevant and accessible to the wider membership. The survey was sent out electronically in March 2005 and with the Firefighter magazine to all members in April.

In total 7,097 questionnaires were received and analysed giving a 14% response rate which was considered reasonable by LRD. Of these just under a thousand – 969 – were electronic responses and just over six thousand, 6,128, were on paper.

FBU members were asked where they usually got information about the union. The source listed most frequently was Firefighter magazine, listed by 68.8% of the members.

Firefighter magazine scored highly in other ways, with three-quarters of those responding (74.5%) giving it a positive rating. There were some variations within the membership.

Younger members (under 25), members working Retained Duty and officers were more likely to name the Firefighter as their most important source of information about the FBU. Firefighters working Retained Duty and control staff were more positive about the Firefighter than whole-time firefighters and officers.

Nine out of ten RDS firefighters (90.7%) and 84.7% of control staff had a positive view of the magazine, compared with two-thirds (68.0%) of whole-time firefighters and 70.3% of officers. More than a quarter of RDS firefighters (27.2%) considered the Firefighter to be "very useful".

SECTION G — INTERNAL ADMINISTRATION

On 10 November 2005 the Firefighter reps met in Bridgend, Wales to consider the survey and look at ideas for new content and design. The result was a complete overhaul of Firefighter's content and design with a relaunch in March 2006. Thompsons solicitors agreed to fund the cost of competition prizes.

At the TUC Press and publications awards in 2006 Firefighter was awarded second place and "highly commended". The judges said it had "a strong campaigning tone and excellent features" did its job "really well" and was "not afraid to break the mould". The magazine's feature on "firesafer" cigarettes was also highly commended and awarded third place in the best feature category.

G16 G&L Report 2005/2006

G&L Report 2005

National Representatives:

EC Member	Stewart Brown
National Gay & Lesbian Committee Chair	Pat Carberry
National Gay & Lesbian Committee Secretary	Pete Gallagher

Regional Representatives:

Region 1	Vacant
Region 2	Vacant
Region 3	Vacant
Region 4	Clare Duke
Region 5	Terry Coe
Region 6	Patsy Griffith
Region 7	Peter Gallagher
Region 8	Vacant
Region 9	Richard Moore
Region 10	Paul Canning
Region 11	Vacant
Region 12	Yannick Dubois
Region 13	Nikki Barrat

The National Committee met on several occasions this year:

16th February Full Business	Head Office
March? Annual Conference pre meeting	Brighton
10th May Annual Conference Delegation Meeting	Bridlington
22nd June Full Business Meeting	Head Office
30th June TUC/LGBT Business	Congress House
4th August Full Business	Wortley Hall
5th August Working Meeting	Wortley Hall

22nd September Full Business	Congress House
6th October Sub Ed meeting	Liverpool Office

The following dates have been booked for the National Gay & Lesbian Committee meetings for 2006:

20th February Full Business	Head Office
19th June Full Business	Head Office
29th-30th June TUC	London
1st July Euro Pride	London
2nd October Full Business	Head Office
4th August Non-Business/Brighton Pride	
20th-22nd October School	Wortley Hall
18th December Full Business	Head Office

FBU committees

National Fairness at Work Committee	Peter Gallagher
National Education Committee	Richard Moore
Regional Education Officers Meeting	Richard Moore
National Health and Safety Committee	Pat Carberry
Campaign Coordinators	Peter Gallagher
IRMP Coordinators	Peter Gallagher
Control Care campaign	Peter Gallagher

TUC Committees

TUC/LGBT Committee	Stewart Brown
TUC North East	Peter Wilcox
TUC Midlands	Peter Gallagher

TUC/Lesbian, Gay, Bi-Sexual and Trans: DELEGATION:

Stewart Brown
Pat Carberry
Paul Canning
Arthur St Louis
Richard Moore
Yannick Dubois
Peter Gallagher
Peter Wilcox

The FBU motion on Columbia was agreed by Conference. The delegation attended workshop sessions over the period of the 2 days, which dealt with the following issues; monitoring, unite against fascism, civil partnerships, gender recognition bill and education for all.

All delegates spoke at the LGBT/TUC on a range of subjects and did an outstanding job on behalf of the FBU. Thanks to the delegation for their hard work and fantastic contributions.

TUC/Congress September 2005

Stewart Brown attended on behalf of G&L

Gay and Lesbian School October 2005

Various members of section spoke at school

Affiliations and donations

Stonewall
Amnesty International
National Aids Trust
Fyne Times
National assembly against Racism
Broken rainbow
London Pride
Manchester Pride
Brighton Pride

Flagship

We have produced 2 copies of Flagship this year. Both were deemed to be of great success and we will continue to make this better for all the members, not only LGBT members. We intend to produce 3 copies of flagship next year and all members are encouraged to write articles for this

Mission Statement

We continue to produce the 10 year mission statement for our members and for sending round the stations.

This is an excellent tool when doing pride events, as it gives the general public an insight to the work we do.

HIV/AIDS Policy

As the fire and rescue service now falls under the protection of the disability discrimination act, we are in the process of updating the policy for all authorities around the UK.

Tran's Policy

The committee is also looking to draft a policy to integrate the new legislation for transgender workers in the UK, into the Fire Service. This will take place early in 2005.

Civil Partnership Legislation

Involved with this extremely important piece of new legislation, to give same-sex couples the same rights as married couples. (Well more or less!) Pension rights are same now after intense pressure from trade unions.

Employment Equality (Sexual Orientation) Regulations 2003

New regulations brought into force last year, give gay men and lesbians protection in the work place at long last, but importantly is not extended to goods and services. We continue to fight for real equality.

Commission for Equality & Human Rights

The proposal for the single equality commission has far reaching implications for all six strands of equality in the UK.

We continue to have legislation that is all over the place and is not equal, something that the UK govt seriously needs to look at.

We are committed to this legislation, and to the proposal of a single equality bill to go hand in hand with the CEHR that will finally bring all the strands (gender, age, race, disability, sexuality, religious belief).

Thanks to all of the NGLC for their hard work and commitment. We continue to go from strength to strength.

G&L Report 2006

The section has been exceptionally busy this year in all areas of our work. The year has seen the consolidation of the anti discrimination legislation and new legislation extending that protection, we are still waiting for the extension of goods and services but we hope to be able to report at conference this is now in place.

The group have been involved in a number of important equality Seminars and from these we have gained recognition of the work we have been doing in fighting for LGBT issues to be taken seriously in the Fire Service. Other aspects of the work have seen us involved in a variety of conferences organised by the TUC and various universities on a number of subjects such as international homophobia and LGBT ageism.

Internally we have been involved in all national committees, seen an increase in our membership and we have run a very successful school. The national gay and lesbian committee have been involved in the following areas:

Conferences

International Homophobia conference
TUC LGBT conference
Ageism in the LGBT community
FBU recalled conferences
LGBT forum conference
Transnational conference
TUC disability conference

Seminars

CFOA
Stonewall/Workplace Index and Diversity Champions Scheme
All backgrounds welcome
Broken rainbow
Government review of equalities
Equality adviser's seminar

Pride Events

Brighton
Birmingham
Glasgow
London
Nottingham
Manchester

Consultation

NFRS document
Leadership and Development
Select committee
Government review of equalities

Meetings

Number of Fire Authorities meetings
DCLG
Stonewall
National Aids Trust
London Fire-Borough commander's meetings/seminars on equality.

General

Flagship
Annual G&L School
Equality and Diversity Stakeholders Group/Practitioners Forum
International Lesbian and Gay Association

orientation issues to our membership by appropriate means and to introduce, where possible in our education programme, sexuality training on internal education courses.

REGION 6

3. EQUAL RIGHTS

Conference strongly supports the Government's intention to introduce provision to outlaw discrimination in the provision of goods, facilities and services. Discrimination of this kind impacts upon the lives of men and women, simply because of their sexual orientation, on a daily basis.

Conference calls upon the Executive Council to reinforce its campaign to ensure legislation is introduced without delay for LGBT people to receive full equal rights.

REGION 12

4. COLUMBIA

All sides in the 40 year internal conflict in Colombia have persecuted, abused and sometimes killed individuals because of their sexual orientation, gender identity or suspected infection with HIV.

Conference calls upon the Executive Council to continue to campaign to stop discrimination in Colombia on grounds of sexual orientation and gender identity and urge the Colombian Government to:

Investigate all reports of homophobic violence

End "social cleansing", including disappearance and killing of LGBT people

Ensure that human rights defenders can carry out legitimate human rights work without fear of retaliation or violence.

REGION 12

5. DISCRIMINATION IN GOODS AND SERVICES

Over many years the Fire Brigades Union has been at the forefront of campaigning for equality for its members and the wider community.

G & L members of the Union recognise the tremendous gains that have been made and were pleased to see as a result of this campaigning the introduction of the Employment Equality (Sexual Orientation) Regulations.

Despite this hard work, this piece of legislation remains different from other Acts in that it does not provide any protection against discrimination on the grounds of goods and services for LGBT people.

We call on the leadership and Executive Council, together with the TUC and other affiliate Unions to escalate their lobbying and maintain maximum pressure on the Government to ensure an amendment is made to this legislation that provides protection from discrimination on the grounds of sexual orientation in goods and services.

REGION 3

6. HOMOPHOBIA AND THE BNP

Conference notes with grave concern how the British National Party have campaigned in recent times on issues

G17 G&L AGM 2005/2006

G&L AGM 2005

NATIONAL G & L COMMITTEE ANNUAL GENERAL MEETING, HELD AT HEAD OFFICE, KINGSTON 20TH DECEMBER 2005, COMMENCING AT 10.30HRS.

Attendance: Bro P.Carberry (9) Chair, Bro P.Gallagher (7) Sec Bro S. Brown Executive Council Member, T. Coe (5), P. Wilcox (3), N. Perry (10 – Observer), Sister's Y. Dubois (12) & P. Griffith (6). Apologies: Bro. P Canning (R10).

Resolutions

1. OUTING POLICY

This Annual General Meeting of Gay and Lesbian section recognise's that most of our members are not out in the workplace. This is their choice and that choice must be respected. Brigades though have continually ignored the confidentiality issues of our members and will continue to do so unless Brigades introduce an outing policy, which will give more protection to our members.

We call on the Executive Council to negotiate through the NJC a common outing policy, and should encourage Brigades to take up that policy.

REGION 6

2. EDUCATION

This Annual General Meeting of Gay and Lesbian members is aware that sexual orientation and the issues that surround it, are still very much taboo to the majority of our members. This puts the Gay and Lesbian section always on the defence within our union. We must reverse this and make sexuality a subject our members are comfortable with.

We call on the Executive Council to highlight sexual

of racism and homophobia to gain popular local support in the political arena.

Campaigns run by the BNP openly attack lesbian, gay and bisexual people as prolific and nauseating predatory perverts and pedophiles as well as attempting to discredit support organisations whose main aim is support for vulnerable individuals within our communities and not prey on that vulnerability.

Fascist and extreme right organisations cannot be allowed to gain momentum in the political arena, or perpetuate their vile hatred amongst our communities. Defeating homophobia, fascism, racism and the right wing extremists who feed on it, is a precondition for the preservation of human and democratic rights.

We call on the Executive Council, Officials and members of the FBU to unite with sister Trade Unions and like minded organisations in mounting an active campaign to defeat the poison of the far right not only during elections, but by highlighting and raising peoples awareness of where the BNP's politics of hatred leads will help eradicate the disease of hatred from within our society.

REGION 3

7. IRANIAN EXECUTIONS

In recent times we have continued to witness the persecution of LGBT people around the world, due solely to the issue of their sexuality.

We note that in previous years we have brought resolution after resolution to AGM's and Conferences asking for action against repressive regimes who believe it is OK to imprison, torture and kill individuals because of their sexuality.

It appears from the executions of young gay men by the Iranian authorities during 2005 that they choose to ignore our pleas and requests. What is even more appalling is the fact that some of these individuals were under the age of 18, an express violation of the International Convention on the Rights of the Child, to which Iran is a signatory.

The FBU National Gay and Lesbian section calls on the leadership and Executive Council to express our condemnation of these actions in the strongest terms to the Iranian Embassy. We also demand the leadership contact the Prime Minister and MP's and call on them to publicly condemn the Iranian Government for their actions and ask for the suspension of deportations back to Iran of failed LGBT Asylum Seekers where there is a real threat to the lives and well-being of these individuals due to their perceived sexuality.

REGION 3

8. POSITIVE ACTION

Since the introduction of the Sexual Orientation Regulations it has become clear that most Fire Authorities are ignoring the possibility of a positive recruitment campaign to recruit lesbian and gay members of the community.

The Sexual Orientation Regulations gives Brigades the opportunity to address the imbalance in the workforce. Very few Authorities have mentioned "positive action" for

lesbian and gay recruitment in their Equality and Diversity Action Plans.

We call on the Fire Brigades Union to campaign to encourage Fire Authorities to take up the positive action outlined in The Sexual Orientation Regulations.

REGION 7

9. INCLUSION OF TRANSGENDER MEMBERS

This AGM of the Gay and Lesbian Section calls on the FBU to amend "All Different, All Equal" to ensure that this policy is inclusive of Transgender members. We call upon the Executive Council to effect changes to all policies and policy documents to reflect this. Further, should any such changes be deemed necessary, we call upon the Executive Council to bring forward any required amendments to the FBU Rules in order that they can be considered by the 2007 Annual Conference.

REGION 10

10. NAME CHANGE OF THE NGLC TO INCLUDE BISEXUAL AND TRANSGENDER MEMBERS

This AGM of the Gay and Lesbian members of the FBU believes that the National Gay and Lesbian Committee should have its title and constituency amended to more reflect and be inclusive of Bisexual and Transgender workers in the FBU. We believe that the new title should read National Lesbian Gay Bisexual & Transgender Committee (NLGBTC).

We call upon the Executive Council to effect changes to all policies and policy documents to reflect this. Further, should any such changes be deemed necessary, we call upon the Executive Council to bring forward any required amendments to the FBU Rules in order that they can be considered by the 2007 Annual Conference.

REGION 10

All motions were passed and the three resolutions adopted for conference were:

- Resolution 5 – Discrimination (Goods & Services)
- Resolution 6 – Homophobia and the B.N.P.
- Resolution 7 – Positive Action

G&L AGM 2006

HELD AT HEAD OFFICE, KINGSTON 22nd NOVEMBER 2006, COMMENCING AT 10.30HRS.

Attendance Bro P.Carberry (9) Chair, Bro P.Gallagher (7) Sec Bro S. Brown Executive Council Member, T. Coe (5), P. Wilcox (3), P Canning, N. Perry (10), Sister's Y. Dubois (12), P. Griffith (6), J.Blacker (5)

General Secretary, Matt Wrack gave annual FBU report.

Resolutions

1. DEPENDENTS

The members of the Gay and Lesbian section within the Fire Brigades Union have expressed concerns of many

SECTION G — INTERNAL ADMINISTRATION

years at what appears to be a lack of equality and fairness when considering the definition of the term 'dependent', when dealing with issues in the fire service.

Section 7 of the Grey Book, Miscellaneous Conditions, paragraph 9 outlines the meaning of the NJC definition of dependent. Within this paragraph there is no mention of couples of same sex or those in Civil Partnerships.

The NGLC calls on the Executive Council and leadership of the Fire Brigades Union to raise in the forum of the National Joint Council the issue of dependents and establish a criteria for same sex couples in civil partnerships to be included within the definition of dependent. This is to be done prior to the 2007 AGM of the NGLC.

REGION 3

2. HIV AND THE DISABILITY EQUALITY SCHEME

The Fire Brigades Union has had a key role to play over many years in progressing many issues within the fire service including raising the awareness of HIV/Aids. Members of the National Gay and Lesbian Section are grateful for this support but note with disappointment the continued lack of knowledge and training that exists around the subject of HIV/Aids.

Under the Disability Discrimination Act 2005, there exists a Disability Equality Duty for public bodies. This required public bodies to publish a Disability Equality Scheme by 4th December 2006. To date very few fire authorities have completed the work required under this duty.

We call on the leadership of the Fire Brigades Union and Executive Council to contact all Fire Authority Chairs and Chief Fire Officers to establish a list of all those who have a disability equality scheme in place and further demand completion of the work required to establish the Disability Equality Schemes that include issues around HIV/Aids in brigades that presently do not comply with the duty.

REGION 3

3. LGBT PEOPLE IN EL SALVADOR

For many years the Fire Brigades Union has been at the forefront of international and human rights issues. We have a proud history of providing support and assistance to those groups and individuals who face threats and intimidation from oppressive regimes.

The National Gay and Lesbian Committee calls on the Union to continue this tradition and show support for the LGBT people of El Salvador.

Members of the El Salvadoran LGBT group 'Between Friends Association' (Asociacion Entre Amigos) have received death threats and are under constant surveillance due to their sexuality.

We call on the leadership and members of the Fire Brigades Union, together with other TUC affiliates to register their opposition to this oppressive treatment with the Salvadorian authorities and request that our Government also makes representation to the Salvadorian leadership to prevent and investigate all cases of

abuse, threats and mistreatment of LGBT people in El Salvador.

REGION 3

4. DISCRIMINATION GOODS & SERVICES

This Annual General Meeting acknowledges the Government's decision to include anti discrimination laws in goods and services for LGB people. This is a major victory for the community, again though the Government have only given us half of the equality other strands enjoy by not placing a "duty to promote" in the legislation. By not placing this duty it leaves the LGB community as an afterthought again.

We call on the Executive Council and the FBU to join with the campaigns already in progress to get this omission overturned.

REGION 7

5. RIGHTS FOR TRANSEXUAL PEOPLE

This Annual General Meeting is appalled that the Government has not included transsexual people in the anti discrimination laws for goods and services for LGB people.

This Annual General Meeting calls on the Executive Council and the FBU to join in the campaigns to get full rights for transsexual people.

REGION 7

6. POSITIVE ACTION

Since the introduction of the Sexual Orientation Regulations it has become clear that most Fire Authorities are ignoring the possibility of a positive recruitment campaign to recruit lesbian and gay members of the community.

The Sexual Orientation Regulations gives Brigades the opportunity to address the imbalance in the workforce. Very few Authorities have mentioned "positive action" for lesbian and gay recruitment in their Equality and Diversity Action Plans.

We call on the Fire Brigades Union to campaign to encourage Fire Authorities to take up the positive action outlined in The Sexual Orientation Regulations.

REGION 7

7. GAY POLICE ASSOCIATION

This Annual General Meeting of Gay and Lesbian members notes the work being carried out within the UK police force and the collaborative work being done with the GPA (Gay Police Association). It is positive to see how a public service employer can work closely with a support network for LGBT staff.

We therefore ask that the General Secretary engage with other stakeholders to raise the profile of LGBT (lesbian gay bi-sexual and trans) FBU members, and to allow joint work to be carried out in the Fire and Rescue Service around the issue of sexuality.

REGION 10

8. COLOMBIA

Motion withdrawn

REGION 12

9. TITLE CHANGE

Motion remitted

REGION 12

Motions 1 to 7 passed unanimously. Motions to be considered for annual conference 2007 will be

HIV AND THE DISABILITY EQUALITY SCHEME
LGBT PEOPLE IN EL SALVADOR
POSITIVE ACTION

G18 Information Technology

The Executive Council agreed the purchase of a new Membership system planned to 'go live' in July 2007. The new system has advanced capabilities which will allow for a far easier to use database and an improved capability on membership data handling and services.

Work is continuing on the new Membership database which will be a complete replacement of the current system from APT. It will be built by MTL (Miller Technology) using "Oracle", the renowned database software. The new system is planned to be up and running in July this year and there will be significant improvements over the current system, notably in ease of use and the handling of data.

The replacement computer roll out programme is planned to begin in March 2007:

R10 Roll-out starting 12th March
R5 Roll-out starting 23rd April
R1 Roll-out starting 2nd July
Sectional Roll-out starting 17th September

This gives a total of 140 replacement computers for the year.

G19 National Retained Committee Report 2005/2006

The National Retained Committee and members working the Retained Duty System extend many thanks for the hard work and dedication Brother Morris Butterfield, recently retired Executive Council Member for the NRC, put into the National Retained Committee and in raising the profile of Retained members both within the FBU and with the public at large. Morris was a champion of retained issues and campaigned for many years on our behalf at local, regional and then at national levels. The forming of the National Retained Committee was an ambition close to Morris's heart.

New Executive Council Member:

On the 28th November 2005 RDS members elected Tam Mitchell as the new Executive Council Member to represent RDS members. Tam served on the NRC as the regional representative for Scotland. He has strong views on what the FBU can and should be for RDS members, but equally what part RDS members have to play in the affairs of the FBU.

FBU Website & NRC Webpage:

Recent redesign of the FBU website has resulted in more contact from RDS members via this medium. In order to encourage this further, work is being undertaken to update the Retained specific pages. The contact details are now being kept up to date regularly. Alerter magazines are available for download along with other publications and circulars from the NRC.

FBU Retained 'Road Shows':

Following the very successful road shows run in the Brigades across Region 7 during 2005 and early 2006, plans are being put into action to conduct similar events across the rest of the Regions to engage with our members to encourage and nurture participation by RDS members both at branch level and above. The results of visits completed so far have been very encouraging with very positive member feedback.

The "Modernisation" Agenda:

The FBU nationally and our Officials locally continue working on our behalf fending off the employers "modernisation" agenda and IRMPs which continue to impact on the recruitment, and retention of RDS staff as well as establishment levels. Recent events have illustrated the need for all Firefighters, regardless of duty system, to unite together to oppose attempts to close stations and remove appliances as seen in Staffordshire, Hertfordshire and Cleveland.

There are many Brigades considering the introduction of several forms of salaried pay for RDS firefighters. In the majority of cases the primary motive for this is to save the Fire Authority money on their RDS budget. Most claim to be cost neutral, and offer members a better form of payment. While there are many arguments for and against such schemes, the National Retained Committee position is clear on the issue of payment. Any such proposed schemes should not in any respect lessen the conditions of service or pay as laid down in the Grey Book following the 2003 pay agreement. Opposition has been raised and been successful in opposing sub standard salary schemes where the membership has united.

120 Hours & Pay Protection:

There is still the position where some Brigades are still refusing to recognise the rights of our members to receive full retaining fees for 120 hour cover. There are also Brigades that are not honouring members' rights to pay protection as prescribed in the 2003 pay agreement. With the assimilation process for the Rank to Role underway in many brigades, it is imperative that the pay protection already due is being paid before any pay protection due under the Rank to Role process is applied.

Education:

The NRC has been working closely with Regions and Brigades who are rolling out education programs targeted at RDS Branches and Officials.

FBU Recruitment:

The National Retained Committee has pledged its commitment to working towards 100% FBU membership of all Firefighters

working the Retained Duty System. Work is underway in all Regions and we are actively involved with the many recruitment campaigns being undertaken. In today's climate of cuts to frontline services as opposed to investment and development, it is essential that all Firefighters across Brigades are working together to oppose such measures. It is particularly pleasing to see that there has been a marked increase in applications to join the FBU from personnel working the RDS.

G20 National Retained Committee AGM 2005/2006

National Retained Committee AGM 2005

The AGM of Retained Members representatives scheduled to meet at Wortley Hall was cancelled.

National Retained Committee AGM 2006

The AGM of Retained Members representatives met on the 19th November 2006 at Wortley Hall. The following resolutions were carried.

RECORD OF DECISIONS

REDEPLOYMENT

This Annual General Meeting calls upon the Fire Brigades Union to negotiate guarantees that if any person working the Retained Duty System is threatened with redundancy from their retained post, they will be offered full time employment in a uniformed post within the brigade(s) involved, at the same rank they had held in their retained duty role.

TRADE UNION FACILITIES

This Annual General Meeting urges the Executive Council to raise as a matter of urgency, the right of Retained Fire Brigades Union Representatives time off with pay whilst engaged in legitimate trade union duties.

RETAINED RECRUITMENT

Recognising the serious problem of Retained recruitment in some areas of the country, this Annual General Meeting calls upon the Union to work with Government, with the view to beginning a national Retained Recruitment Campaign.

BEST PRACTICE (not for conference)

The National Retained Committee demands that as soon as possible, but no later than the next national FBU Conference, the Executive Council produce a 'Best Practice' guidance document for all Officials relating to 'Retained Duty System Salary Schemes' and should be devised with consultation from Retained Duty System firefighters.

This guidance should indicate a best practice position.

National Retained Committee

Executive council

member NRC	Mr T Mitchell
Secretary NRC	Mr P Preston
Chair NRC	Mr D H Cotter

Region 1	Vacant
Region 2	Mr N C Jordan
Region 3	Mr M W Jones
Region 4	Mr R Arrand
Region 5	Mr M Parkinson
Region 6	Vacant
Region 7	Mr R Price
Region 8	Martin Jones (acting)
Region 9	Mr K J Kiddell
Region 10	Not applicable
Region 11	Mr J Haizelden
Region 12	Mr R H Dewis
Region 13	Mr L P Redman

G21 NO2 Fire Deaths Campaign

In 2004 the FBU published its National IRMP Document. Section 3 of this document discussed the shortfalls in the ODPM (now DCLG) 2010 PSA fire death reduction target, and raised concerns that in the absence of clearer central guidance there was a very real danger that fire death statistics might be manipulated at local levels.

The FBU continues to have serious concerns at what appears to be a growing trend by senior managers within fire & rescue services to re-categorise fire deaths as being either 'preventable' or 'not preventable'.

Categorising fire deaths in this way essentially introduces a local 'value judgement' into the IRMP process which is not found in any DCLG (formerly ODPM) guidance on IRMP. The danger of this type of local 're-classification' is that these value judgements may then be relied upon by service managers to justify the use of resources in a particular way in a brigade.

Currently the DCLG classifies fire deaths as being either accidental (i.e. the fire which led to the fire death started accidentally) or not accidental (i.e. the fire which led to the fire death was started deliberately). The FBU recognises that this is the only valid classification which can currently be made of fire deaths and has again called upon the DCLG to issue clear guidance to fire & rescue authorities in this respect.

The FBU included its concerns in this respect in its written evidence to the 2006 ODPM Fire & Rescue Service Select Committee. As in 2004, the FBU remains willing to engage in a real debate with the DCLG on what constitutes a 'preventable' fire death. To this end the FBU published its definition of a preventable fire death in its National IRMP Document, as follows:

"The death of a person occurring as the direct result of a fire or the products of fire in any building or fixed structure

howsoever caused, but not including the death of a person caused by fire or the effects of fire as the direct result of a deliberate act or omission of that person which is intended to end their own life prematurely, or any death resulting from an act whereby a person has been deliberately restrained against their will by a third party in such a manner that they cannot escape from fire or the effects of fire or raise an alarm of fire in such a manner that they may then reasonably expect to be rescued from fire."

The FBU continues to contend that to have any real meaning fire death reduction targets must be UK-wide, and must include a much wider definition of a fire death than the current DCLG PSA target.

The Welsh Assembly Government's fire death reduction target of a 30 – 50% reduction in all fire deaths by 2010 aligns far more closely with the FBU position.

G22 ONC Report 2005/6

Officers National Committee

Executive Committee (as at 01/01/07):

EC Member	Jack Ford
Committee Chair	Allan Guest
Committee Secretary	Dave Beverley
Committee Vice-chair	Pan Poullais
Regional Representatives: (as at 01/01/07)	
Region 1	No Rep
Region 2	Davy Currie
Region 3	No Rep
Region 4	John Allen
Region 5	Ian Johnson
Region 6	Kevin Kaye
Region 7	No Rep
Region 8	Rob Martin
Region 9	Dave Caine
Region 10	Pan Poullais
Region 11	Russell Troth
Region 12	Barry Stockford
Region 13	Mike Feher

2005 and 2006 saw the retirements of several long standing and key members of the Officers National Committee and unfortunately some Regions were unable to identify replacement representatives. This led to several meetings not being quorate although the Committee did meet to discuss and progress issues raised by Officer members throughout the UK. The members of the ONC also provided technical support and guidance to both the Executive Council and National Officers and continue to do so. This technical support ranges from issues such as moving to role through to issues including representation on British Standards Committees on behalf of the wider membership.

As well as contributing to Fire Safety consultation documents and Work Streams, the ONC were involved in providing responses to the following technical consultation documents/Fire Service Circulars or provided FBU

representation for working streams of the Practitioners Forum during 2005 and 2006.

Violence at Work – Practitioners' Forum
Community Fire Protection and Planning Document – Practitioners' Forum
DCLG Working with Young People
DCLG Selection, Recruitment and Progression of FRS Staff
Operational Assessment of Service Delivery
IRMP Steering Group – Strategy Document
IRMP Steering Group – Communications Strategy

G23 ONC AGM 2005/2006

ONC AGM 2005

No AGM of Officer Members for 2005 was held but a process for the selection of motions raised by Officer members was approved and undertaken by the Officers National Committee. ONC members who undertook that process were:

Region 1	Bro J Wood
Region 2	Bro D Currie
Region 4	Bro J Allen
Region 5	Bro I Johnson
Region 6	Bro K Kaye
Region 7	Bro G Humphrey
Region 9	Bro D Caine
Region 10	Bro P Poullais
Region 11	Bro R Troth
Region 12	Bro B Stockford
Region 13	Bro M Feher

That process led to the following resolutions being passed and remitted to the Executive Council:

1. PAY DIFFERENTIALS

This Committee notes with concern that the recent pay increase of the 1st July 2005 that Station Managers at all grades and all Watch, Group and Area Managers at 'B' grades received a pay increase which resulted in a lower differential from the adjacent lower spine point as was made to other points on the pay spine. Crew Managers at Competent and Development grades, Watch, Group and Area Managers at 'A' and Development grades all received a pay increase in excess of the 3.4% that all members received. This Committee therefore calls on the Executive Council to address this anomaly in the 2006 pay negotiations, so that the following grades:

- Station Managers (at all grades), and
- Watch Managers (B grade), and
- Group Managers (B grade), and
- Area Managers ('B' grades)

maintain the same pay differentials (in real terms) as existed prior to the 2005 pay increase.

2. FLEXIBLE DUTY SYSTEM

This Committee calls upon the Executive Council and

Brigade Officials to resist any attempts by the national and/or local employers from implementing any proposals to alter the Flexible Duty System Supplement as currently contained within the Scheme of Conditions of Service (Sixth Edition).

3. **STANDBY/CALL OUT DUTY**

This Committee calls on the Executive Council and Brigade Officials to resist any attempts by the national and/or local employers from implementing any changes to the standby/call-out duty conditions of the Flexible Duty System as currently contained within the Scheme of Conditions of Service (Sixth Edition).

4. **PENSION RIGHTS**

This AGM condemns the unprincipled attack by the ODPM on the pension rights of members working the flexi duty system, by proposing to make flexi duty payments non-pensionable. Furthermore, we demand that the EC oppose this action by all means possible, including a ballot for industrial action up to and including strike action, if necessary.

5. **ESTABLISHMENT OF A MANAGERS NATIONAL COMMITTEE**

This Sectional AGM believes that, with the move to the new role-based national Fire and Rescue Service structure having now been agreed at the NJC, it is vital to the continued effectiveness of the Fire Brigades Union that it retain a Sectional Committee, along broadly similar lines as the current Officers National Committee, but whose establishment, functions, composition and organisation relate to members of the Union of the role of Watch Manager and above (and which should be re-designated as the 'Managers National Committee' or some other appropriate title).

We therefore call upon the Executive Council to take the necessary action to bring this about as soon as possible.

6. **SAFETY**

This Annual General Meeting of the Officers National Committee demands that Fire and Rescue Service employers' accept that the safety of their employees is of paramount importance and that direct supervision of personnel at operational incidents under incident command system is essential for the creation of a safe working environment.

This meeting demands that all Fire and Rescue Services be required to accept without delay, the principle of mobilisation of resources based on geographical proximity to an incident, to ensure a timely response, and that supervision by routine administrative managers should be of secondary importance.

7. **VEHICLE SAFETY**

Officer members note the FBU Policy Statement on Crew Cab Safety formulated by the FBU Health and Safety Committee as a best practice Policy document. We demand that the ONC liaises directly with the Health and Safety Committee with the objective of formulating a Best

Practice Guidance Policy document in respect of vehicles provided for the use of flexi-duty officers when responding to emergency incidents. We recommend that this Policy document takes account of current technical and safety specifications to ensure the safety of our members when using such vehicles in all driving situations.

8. **FIREFIGHTERS PENSION SCHEME**

This Committee condemns the proposed introduction of a new Firefighters' Pension Scheme, in particular, the intention to remove the flexible duty allowance from the pensionable pay calculation.

The Committee demand that the Executive Council fight these proposals by all available means, including strike action.

9. **ESSENTIAL CAR USERS SCHEME**

We urge the Executive Council to attempt to ensure that any Fire Control officer conditioned to the flexible duty system and is required to respond to Fire Controls or other location during standby hours are either the recipient of a provided car or attached to the Essential Car Users Scheme.

10. **SLEEP DEPRIVATION**

Given the long working hours that flexible duty officers are conditioned to, we request that the Executive Council commissions a study into the affects of sleep deprivation and formulates recommendations from the outcomes.

11. **CAR ALLOWANCE**

The Officers' National Committee once again calls on the Executive Council to negotiate an increase in the car allowances for Fire Officers on the Essential Car Users Scheme and flexible duty system.

This is due to the additional costs incurred by Fire Officers having to provide "Blue Light" business use insurance cover for emergency response and the substantial increase in fuel costs.

We feel that the NJC allowances do not reflect the true running costs of providing a car for emergency response under the Essential Car Users Scheme.

12. **COMPENSATION**

The Officers' National Committee calls on the Executive Council to negotiate an increase to the NJC compensation regarding the fitting of "Communications Equipment" (Scheme of Conditions of Service, Sixth Edition 2004 – Section 4, E, Allowances and Reimbursements, Car Allowances 10.) to Officers cars on the Essential Car Users Scheme and flexible duty.

The present compensation of £140 has not changed since NJC Circular OC/1/94 and does not reflect the additional equipment fitted to essential car users vehicles on the flexible duty system necessary to meet the requirements of an emergency response such as mobile phones, lap tops and GPS navigation equipment.

ONC AGM 2006

The AGM of Officer Members was held at Wortley Hall on the 20th November 2006.

The Vice President, Alan McLean gave a National Report.

Delegates/Observers to the AGM of Officer members were as follows:

John Denvir	Region 2
Kieran Barr	Region 2
Gavin McWhirter	Region 2
Davy Currie	Region 2
John Allen	Region 4
Martin Oldknow	Region 4
Paul Kirke	Region 4
Phil Bowe	Region 5
Ian Fensom	Region 5
Ian Johnson	Region 5
Kevin Kaye	Region 5
Bob Lapping	Region 9
Dave Cain	Region 9
Mick Osbourne	Region 9
Pan Poullais	Region 10
Richard Lockwood	Region 10
Russell Troth	Region 11
Russell Jordan	Region 11

The following resolutions were passed by the Officer Members Annual General Meeting 2006.

1. SPRINKLERS IN SCHOOLS

This Annual General meeting of Officer Members supports the ONC Fire Safety Sub Committee in its call for the UK Government to introduce legislation for the compulsory introduction of sprinklers in schools.

3. NATIONAL HR STRATEGY DOCUMENT

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

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

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

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

4. MANAGERIAL A & B PAY SCALES

This Officers Annual General Meeting demands that the Executive Council undertake a study of the criteria used across the UK Fire and Rescue Service for Managerial A and B pay scales and to report that study to the Officer AGM in 2007.

5. REVIEW OF STATION OFFICERS PAY

This Officers Annual General Meeting demand the ONC is openly and fully involved in the review of Stn O pay under the Pay and Conditions Agreement 2003, due to be completed by July 2007. We further demand that the FBU constitute a working group to consider the potential issues that may arise no later than 1st January 2007, with an interim report to be made available to the Officers National Committee before 1st June 2007.

6. EMERGENCY ORDER

This Annual General Meeting is concerned with the impact any agreements made under an emergency order may have on officer members.

We call on Brigade Committees to ensure that the pay, conditions and working arrangements of officer members are not detrimentally affected by any Fire and Rescue Authority/Service who agree to become an assisting Authority.

7. INCIDENT COMMAND SYSTEM

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

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

9. STANDBY/CALL OUT DUTY

This Committee calls on the Executive Council and Brigade Officials to resist any attempts by the national and/or local employers from implementing any changes to the standby/call-out duty conditions of the flexible duty system as currently contained within the Scheme of Conditions of Service (Sixth Edition).

10. FLEXIBLE DUTY SYSTEM

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

Delegates arranged a collection for the Merseyside Hardship Fund.

Officers National Committee

Executive Committee (as at 01/01/07):

EC Member	Jack Ford
Committee Chair	Allan Guest
Committee Secretary	Dave Beverley
Committee Vice-chair	Pan Poullais

SECTION G — INTERNAL ADMINISTRATION

Regional Representatives: (as at 01/01/07)

Region 1	No Rep
Region 2	Davy Currie
Region 3	No Rep
Region 4	John Allen
Region 5	Ian Johnson
Region 6	Kevin Kaye
Region 7	No Rep
Region 8	Rob Martin
Region 9	Dave Caine
Region 10	Pan Poullais
Region 11	Russell Troth
Region 12	Barry Stockford
Region 13	Mike Feher

G24 Political Fund

The Executive Council note that the political fund continues to be used for the provision of campaign funding and political education work.

The available funds have grown following the disaffiliation from the Labour Party and this additional financial resource has been used in all areas of political work.

This included expenditure on the political campaigning work which resulted in the Emergency Workers (Obstruction) Act, covering England and Wales. Although a Private Member's Bill, very few of which make it onto the statute book, the union's campaign united all parties in the Commons and all Peers in support.

Not a single parliamentarian in either Houses of Parliament voted against the bill at any of its key stages.

The political fund also assisted with the campaign which came to fruition when the Select Committee which oversees the Department for communities and Local Government agreed to examine the fire service. The Political Fund assisted in providing support for the content of our evidence to the Select Committee and a range of campaigning work when the committee had reported.

G25 RAFT

RAFT (Restoration of Appearance and Function Trust) is a registered charity and deals with people suffering from physical disfigurement and terrible wounds, including severe burning, and as a result several of our own members benefit from their work.

The Union has continued its association with RAFT throughout 2005 and 2006.

G26 Regional Offices and Officials/National Sectional Committees Union Officials for 2007

Region 1 – Scotland

FBU Regional Office

4th Floor
52 St Enoch Square
Glasgow
G1 4AA
Tel: 0141 221 2309
Fax: 0141 204 4575

Executive Council Member

Mr J P McDonald

Regional Secretary

Mr K Ross

Regional Chair

Mr R D Robertson

Regional Official

Mr J Docherty

Regional Treasurer

Mr G K Barrie

Brigades

Central
Dumfries & Galloway
Fife
Grampian
Highlands & Islands
Lothian & Borders
Strathclyde
Tayside

Brigade Secretary

Mr G McQuade
Mr C Irving
Mr S McCabe
Mr A Paterson
Mr E MacGregor
Mr A Fulton
Mr J Spiers
Mr J Malone

Brigade Chair

Mr A Paterson
Mr W Brown
Mr G Birtley
Mr L Murray
Mr F Parr
Mr B J Banks
Mr J Cairns
Mr J Duffy

Region 2 – Northern Ireland

FBU Regional Office

14 Bachelors Walk
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BT28 1XJ
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Executive Council Member

Mr J E Barbour

Regional Secretary

Mr A Maguire

Regional Chair

Mr J Quinn

Regional Official

Mr F D Rooney

Regional Treasurer

Mr S Boyd

Region 3 – North Eastern

FBU Regional Office

1 Carlton Court
5th Avenue
Team Valley
Gateshead
NE11 0AZ
Tel: 0191 487 4142
Fax: 0191 487 4161

Brigades

Cleveland
Durham
Northumberland
Tyne & Wear

Executive Council Member

Mr A McLean

Regional Secretary

Mr S Gregg

Regional Chair

Mr A Blacklee

Regional Official

Mr P Wilcox

Regional Treasurer

Mr S Hedley

Brigade Secretary

Mr S Watson
Mr K Shaw
Mr C James
Mr K Walters

Brigade Chair

Mr T Whitfield
Mr R Morton
Mr G Wilson
Mr A Noble

Region 4 – Yorkshire & Humberside

FBU Regional Office

9 Marsh Street
Rothwell
Leeds
LS26 0AG
Tel: 0113 288 7000
Fax: 0113 288 7888

Brigades

Humberside
North Yorkshire
South Yorkshire
West Yorkshire

Executive Council Member

Mr S Starbuck

Regional Secretary

Mr S Cahill

Regional Chair

Vacant

Regional Official

Mr P Matthewman

Regional Treasurer

Mr J Pagan

Brigade Secretary

Mr A Oldfield
Mr I Watkins
Mr J Pagan
Mr M Wilson

Brigade Chair

Mr I Murray
Mr G Willis
Mr J Speight
Mr N Sutcliffe

Region 5 – North Western

FBU Regional Office

The Lighthouse
Lower Mersey Street
Ellesmere Port
Cheshire
CH65 2AL
Tel: 0151 357 4400
Fax: 0151 357 4409

Brigades

Cheshire
Cumbria
GMC
Isle of Man
Lancashire
Merseyside

Executive Council Member

Mr W Gee

Regional Secretary

Mr K P Brown

Regional Chair

Mr N Thompson

Regional Official

Vacant

Regional Treasurer

Mr S Shelton

Brigade Secretary

Mr D Williams
Mr M Hind
Mr P Taylor
Vacant
Mr S Harman
Mr B L Skarratts

Brigade Chair

Mr A Price
Mr D Greenway
Mr T Fensome
Vacant
Mr M Gallagher
Mr M Dunne

Region 6 – East Midlands

FBU Regional Office

Above Dawsons
Little Tennis Street South
Nottingham
NG2 4EU
Tel: 0115 947 2042
Fax: 0115 947 2721

Brigades

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire

Executive Council Member

Mr D A Green

Regional Secretary

Mr D J Limer

Regional Chair

Mr T D Murray

Regional Official

Mr T Neal

Regional Treasurer

Mr P Wilkins

Brigade Secretary

Mr M Ferron
Mr R Palmer
Mr C Tuck
Mr G Mitchell
Mr S Ainley

Brigade Chair

Mr P Poole
Mr G Vaux
Mr J Curry
Mr S Mason
Mr P Coates

Region 7 – West Midlands

FBU Regional Office

195/7 Halesowen Road
Old Hill
West Midlands
B64 6HE
Tel: 01384 413633
Fax: 01384 561243

Brigades

Hereford & Worcester
Staffordshire
Shropshire
Warwickshire
West Midlands

Executive Council Member

Mr D Whatton

Regional Secretary

Mr T Nutting

Regional Chair

Mr A Larose

Regional Official

Mr P Goulden

Regional Treasurer

Mr C Wood

Brigade Secretary

Mr S Laugher
Mr B Moss
Mr A Pearson
Mr N Henderson
Mr P Gallagher

Brigade Chair

Mr C Horsburgh
Mr S Hill
Mr M Lamb
Mr T Conn
Mr A Dennis

Region 8 – Wales

FBU regional Office

4 Ffordd yr Hen Gae
Pencoed
Bridgend
CF35 5LJ
Tel: 01656 867910
Fax: 01656 864087

Brigades

Mid & West Wales
North Wales
South Wales

Executive Council Member

Mr M Smith

Regional Secretary

Mr G Mayos

Regional Chair

Mr R Perry

Regional Official

Mr C J Howells

Regional Treasurer

Mr S M Jenkins

Brigade Secretary

Mr R Sheehan
Mr J Purser
Mr J Jenkins

Brigade Chair

Mr R Curran
Ms S Williams
Mr C Griffiths

Region 9 – Eastern & East Anglia

FBU Regional Office

28 Atlantic Square
Station Road
Witham
Essex
CM8 2TL
Tel: 01376 521521
Fax: 01376 503758

Brigades

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk

Executive Council Member

Mr K Handscomb

Regional Secretary

Mr G Noakes

Regional Chair

Mr T Turney

Regional Official

Mr A Clarke

Regional Treasurer

Mr J Brown

Brigade Secretary

Mr J Hollamby

Vacant

Mr D Barnard

Mr A Smith

Mr N Day

Mr S Collins

Brigade Chair

Ms J Clarke

Mr R Nightingale

Mr A Hull

Mr A McLean

Mr P Greeves

Mr A Vingoe

Region 10 – London

FBU Regional Office

John Horner Mews
Frome Street
Islington
London
N1 8PB
Tel: 020 7359 3638
Fax: 020 7359 3686

Executive Council Member

Mr M Shaw

Regional Secretary

Mr J MacVeigh

Regional Chair

Mr G Fielden

Regional Official

Mr I Leahair

Regional Treasurer

Ms L Smith

Region 11 – South East

FBU Regional Office

Fire Station
Coldharbour Road
Northfleet
Kent
DA11 8NT
Tel: 01474 320473
Fax: 01474 361422

Executive Council Member

Mr E Thornton

Regional Secretary

Mr J Parrott

Regional Chair

Mr I Wright

Regional Treasurer

Mr S Beckwith

Regional Official

Mr M Simmons

Brigades

Kent
East Sussex
Surrey
West Sussex

Brigade Secretary

Mr H Sawyer

Mr S Huggins

Mr R Jones

Mr A Coulson

Brigade Chair

Mr I Young

Mr M Dale

Ms D Jones

Mr M Cambers

Region 12 – Southern

FBU Regional Office

Fire Station
St Mary Street
High Wycombe
Buckinghamshire
HP11 2HE
Tel: 01494 513034
Fax: 01494 513035

Brigades

Berkshire
Buckinghamshire
Hampshire
Isle of Wight
Oxfordshire

Executive Council Member

Mr P Miller

Regional Secretary

Mr K Horan

Regional Chair

Mr D Whitelock

Regional Treasurer

Mr D Dymond

Regional Official

Vacant

Brigade Secretary

Mr E Cardoso

Mr K Horan

Mr C Jordan

Mr P Fletcher

Mr A Middleton

Brigade Chair

Mr M Stollery

Mr R Matthews

Mr L Ramsey

Mr M Deacon

Mr A Sillman

Region 13 – South West

FBU Regional Office

158 Muller Road
Horsfield
Bristol
BS7 9RE
Tel: 01179 355132
Fax: 01179 355916

Brigades

Avon
Cornwall
Devon
Dorset
Gloucestershire
Somerset
Wiltshire

Executive Council Member

Mr T McFarlane

Regional Secretary

Mr J Drake

Regional Chair

Mr P Jordan

Regional Treasurer

Ms V Hampshire

Regional Officer

Mr K Herniman

Brigade Secretary

Mr C Jackson

Mr T Nottle

Mr T French

Ms K Adams

Mr P Jordan

Mr A Woolaston

Mr J Tray

Brigade Chair

Mr C Taylor

Mr M Tremellen

Mr A Gould

Mr C Stanley

Mr S Turner

Mr L Redman

Mr P Lawler

SECTION G — INTERNAL ADMINISTRATION

B&EMM National Committee

Executive Council	
Member B&EMM	Mr M Nicholas
Secretary B&EMM	Mr C St Paul
Chair B&EMM	Ms S J Samuels

Region 1	Mr S Chaudhry
Region 2	Vacant
Region 3	Vacant
Region 4	Vacant
Region 5	Vacant
Region 6	Mr D H Powell
Region 7	Mr W Simpson
Region 8	Mr B Amos
Region 9	Mr R Stanley
Region 10	Mr G Brooks
Region 11	Vacant
Region 12	Mr L Ramsey
Region 13	Mr L Phillpotts

Control Staff National Committee

Executive council	
member CSNC	Sharon Eames
Secretary CSNC	Ms S Offland
Chair CSNC	Mr J Whitaker

Region 1	Libby Logan
Region 2	Ms L Rowan-O'Neill
Region 3	Ms J Westwood
Region 4	Mr W Sunderland
Region 5	Ms K J Smith
Region 6	Mr P Poole
Region 7	Ms R Jones
Region 8	Ms S Williams
Region 9	Ms S Peveritt
Region 10	Not applicable
Region 11	Vacant
Region 12	Mr P Watts
Region 13	Vacant

Officers' National Committee

Executive council	
member ONC	Mr J C Ford
Secretary ONC	Mr D Beverley
Chair ONC	Mr A Guest

Region 1	Mr A Paterson
Region 2	Mr K Barr
Region 3	Vacant
Region 4	Mr J Allen
Region 5	Mr I Johnson
Region 6	Mr K C Kaye
Region 7	Mr W Perrins
Region 8	Vacant
Region 9	Mr D Cain
Region 10	Mr P Poullais

Region 11	Mr M Richards
Region 12	Mr B Stockford
Region 13	Mr M J Feher

Gay & Lesbian Committee

Executive council	
member G/L	Mr S Brown
Secretary G/L	Mr P Gallagher
Chair G/L	Mr P Carberry

Region 1	Vacant
Region 2	Vacant
Region 3	Mr P A Wilcox
Region 4	Ms C L Duke
Region 5	Mr T E Coe
Region 6	Ms P Griffith
Region 7	Mr P J Gallagher
Region 8	Vacant
Region 9	Mr K Gutherson
Region 10	Mr N Perry
Region 11	Vacant
Region 12	Ms Y Dubois
Region 13	Ms N Barrat

National Retained Committee

Executive council	
member NRC	Mr T Mitchell
Secretary NRC	Mr P Preston
Chair NRC	Mr D H Cotter
Region 1	Vacant
Region 2	Mr N C Jordan
Region 3	Mr M W Jones
Region 4	Mr R Arrand
Region 5	Mr M Parkinson
Region 6	Vacant
Region 7	Mr R Price
Region 8	Martin Jones (acting)
Region 9	Mr K J Kiddell
Region 10	Not applicable
Region 11	Mr J Haizelden
Region 12	Mr R H Dewis
Region 13	Mr L P Redman

National Women's Committee

Executive council	
member NWC	Ms V Knight
Secretary NWC	Ms K Baigent
Chair NWC	Ms D Feltham
Region 1	Ms H Lawrie
Region 2	Ms L Rowan-O'Neill
Region 3	Ms S Rye
Region 4	Vacant
Region 5	Vacant
Region 6	Mrs S Leech

Region 7	Ms H Harrison
Region 8	Ms E Gibby
Region 9	Ms E Carr
Region 10	Ms S Harper
Region 11	Ms J Impey
Region 12	Ms J Barton
Region 13	Ms G C Banks

Education Officers

Region 1	Mr J Duffy
Region 2	Ms L Rowan
Region 3	Mr P Wilcox
Region 4	Mr M Headon
Region 5	Mr N Childs
Region 6	Mr D Limer
Region 7	Mr A Larose
Region 8	Mr C Griffiths
Region 9	Mr S Brinkley
Region 10	Ms L Smith
Region 11	Mr J C Saynor
Region 12	Mr C Jordan
Region 13	Mr R Walker
CSNC Education Rep	Ms J Westwood
ONC Education Rep	Mr D Beverley
NRC Education Rep	Mr D H Cotter
NWC Education Rep	Ms D Feltham
B&EMM Educ. Rep	Mr W Simpson
G&L Education Rep	Ms Y Dubois

Regional Fairness at Work Reps

Region 1	Mr A Miller
Region 2	Mr J Quinn
Region 3	Mr T Whitefield
Region 4	Mr S J Cahill
Region 5	Mr M E Ackah
Region 6	Mr P Seymour
Region 7	Mr C D Jarrett
Region 8	Mr D E Parry
Region 9	Mr T Turney
Region 10	Mr S Wakeford
Region 11	Ms D Jones
Region 12	Vacant
Region 13	Mr R C Pritchard
CSNC Rep	Ms S Offland
ONC Rep	Mr J Allen
NRC Rep	Mr L Redman
NWC Rep	Ms K Baigent
B&EMM Rep	Mr L Phillpotts
G&L Rep	Mr N Perry

Regional Health and Safety Reps

Region 1	Mr J Docherty
Region 2	Mr J Heron
Region 3	Mr R King
Region 4	Mr P Matthewman
Region 5	Mr I McGill
Region 6	Mr T D Neal
Region 7	Mr P Goulden
Region 8	Mr S Fleming
Region 9	Mr B Hooper
Region 10	Mr G Fielden
Region 11	Mr M Brown
Region 12	Mr F Mayhew
Region 13	Mr K Herniman
CSNC Rep	Mr J Whitaker
ONC Rep	Mr P Poullais
NRC Rep	Mr N Jones
NWC Rep	Ms S Harper
B&EMM Rep	Ms S J Samuels
G&L Rep	Mr P Carberry

G27 Retired Officials

Assistant General Secretary

Bro. Mike Fordham retired following 26 years as a national official and Assistant General Secretary.

Mike joined the fire service in Manchester in 1966 and, following promotion to Station Officer, was elected as the Regional Secretary.

Following his time as the longest serving national official in the history of the FBU Mike's contribution to not only the FBU its members and officials at all levels, but to the British Fire Service as a whole, will be sorely missed.

National officer

Bro. Dave Patton joined the fire service in 1975 just as the Glasgow strike ended and attended his first conference in 1979.

Dave undertook a wide range of posts within the FBU at brigade and regional level and was elected as a National Officer moving to London and taking on the Legal and Pensions remit among others.

A keen promoter of international issues and politics, Dave was a much respected official whose dedication to the FBU and its members will be missed by all those who benefited from his experience.

EC members

Bro Phil Micallef retired after many years service to members at every level of the FBU from Branch Official to Vice President.

Phil in his latter years as an official also oversaw the merger of the old regions 9 and 5 and the establishment of the new regional office at Ellesmere Port.

Keen on promoting international solidarity and support for workers both inside and outside the UK, Phil's comradeship and friendship will be a loss to members and officials in the union and to those who hold the FBU in high regard across the world.

Bro Brian Joyce served the South West region of the FBU for many years as an Executive Council member. Brian also served as National Treasurer.

Brian was also very active in assisting his fellow firefighters and trade unionists in other countries. He will be particularly remembered for his work in helping out colleagues in Iraq from 2003 onwards.

It took courage and determination to make some of those journeys in very difficult circumstances and in very dangerous places. This included leading an FBU delegation which delivered two fire appliances to Iraqi Kurdistan in September 2006.

Regional Officials

J. McMullen	Regional Chair region 5
Malcolm Peel	Regional Chair Region 4
Dave Keating	Region 11 Sec

Brigade Officials

Tom Shaw	region 2
Ian Buchanan	region 3
Steven Timmins	region 4
Pete Clark	region 4
John Overend	region 4
Steve Tottie	region 5
M. Ogilvie	region 5
Tony Carvell	region 6
Graham Jones	region 11

Sectional Reps

Nick Ginty – Region 10 Officers Central Committee Chair.
James Wood – region 1 ONC
Graham Humphrey – region 7 ONC
Regional Health and Safety Co-ordinator K Wheeler region 5.

G28 Union Trustees

The EC wish to place on record their appreciation to Bro. Stan Fitzsimmons and Bro. 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.

G29 NWC Annual Report 2005/2006

NWC Annual Report 2005

The National Women's Committee

National Representatives:

EC Member	Vicky Knight
National Women's Committee Chair	Dona Feltham
National Women's Committee Secretary	Kerry Baigent
National Women's Committee Vice-chair	Jo Winrow-Jones

Regional Representatives:

Region 1	Heather Lawrie
Region 2	Lynda Rowan-O'Neill
Region 3	Samantha Rye
Region 4	No rep
Region 5	Jo Winrow-Jones
Region 6	Staci Leach
Region 7	Helen Harrison
Region 8	Emma Gibby
Region 9	Emma Carr

SECTION G — INTERNAL ADMINISTRATION

Region 10	Sally Harper
Region 11	No Rep
Region 12	Julie Barton
Region 13	Gayle Banks

Conferences/Meetings and Events that members of the NWC have spoken at and/or participated in.

11th – 13th January	Media Skills course
18th January	IRMP
26th January	Charter for Women meeting
3rd February	FAW Strategy Group Meeting
7th, 8th and 9th February	Education Methods training
10th February	Stop the War meeting
23rd February	Charter for Women
28th February	IRMP Seminar Westminster
14th March	NJC Discipline and Grievance seminar
7th March	Brigade/Regional officials seminar pensions
17th March	Convention of women
5th–7th April	FAW School
8th–10th April	Women's School
24th–25th April	NAW AGM
16th May	Meeting with NWFS
25th May	Recruitment and selection test meeting
7th June	Charter for women meeting
9th/10th June	POEST Expert panel group
9th June	TUC equality briefing
17th June	Meeting with Physiological expert
28th June	Meeting with Australian researchers
2nd July	Pride
4th and 5th July	Campaign co-ordinators – pensions/control
6th July	Parliamentary Lobby
15th–17th July	Tolpuddle
16th July	Rise
8th September	South African Women's day
12th–15th September	TUC
10th October	Campaign Coordinators pensions
15th October	Charter for Women Conference
26th October	Abortion Rights Debate – House of Commons
7th November	Campaign coordinators control
15th–16th November	STUC Womens Conference
17th–18th November	Meeting on consultation document recruitment and progression
29th and 30th November	Work on the inquiry submission-

National Women's Committee Meetings held in 2005

<i>Date</i>	<i>Meeting/Venue</i>
21st, 22nd, 23rd January	Women's discussion leaders <i>Wortley Hall</i>
25th February	Full business <i>Head Office</i>
16th March	Sub Education meeting <i>Region 13</i>
29th April	Annual Conference Delegation Meeting <i>Region 7</i>
16th June	Full business meeting <i>Head Office</i>
17th and 18th August	Working Meeting <i>Wortley Hall</i>
3rd and 4th October	Business and Working meeting <i>Wortley Hall</i>
18th October	Sub education meeting <i>Merseyside</i>
3rd and 4th November	Full Business and working meeting <i>Wortley Hall</i>
15th December	Committee AGM <i>Head Office</i>

Committees that the NWC are represented at and by whom:

<i>Committee</i>	<i>NWC Official</i>
EC Representation Appeals Committee	Vicky Knight
EC International Committee	Vicky Knight
Re-organisation sub committee	Vicky Knight
Substitute AIF Appeals committee	Vicky Knight
National Fairness at Work Committee	Kerry Baigent
National Fairness at Work Strategy Group	Kerry Baigent
National Education Committee	Dona Feltham
Regional Education Officers Meeting	Dona Feltham
National Health and Safety Committee	Sally Harper
Campaign Coordinators	Kerry Baigent
IRMP Coordinators	Kerry Baigent
Control Care campaign	Kerry Baigent
Final Appeals Committee	Dona Feltham
TUC Women's Committee	Vicky Knight
ODPM Point of Entry Selection Tests Strategy Group	Kerry Baigent
Charter for Women	Kerry Baigent
Practitioners' Forum Equalities Task and Finish Group	Vicky Knight
Fairness and dignity negotiating committee	Vicky Knight

SECTION G — INTERNAL ADMINISTRATION

International/affiliations and donations

International Western Sahara

Following last year's work with Danielle on the campaign for the Saharawi people, the FBU Women's Committee worked tirelessly on the campaign this year to help it gain momentum. This included raising awareness through an emergency resolution to the WTUC, holding a fringe meeting at WTUC conference, producing leaflets and flyers for this conference and using the remaining flyers to send out to all women via Siren. A Saharawi woman spoke at WTUC due to Vicky Knight raising it and gaining support at the women's committee, we then organised for a woman to attend the NWC women's school and she came with Danielle who is co-ordinating the 'Sandblast' project. Due to the awareness that had been raised throughout the movement, the Sandblast project is being supported by many Unions and has really started to pick up pace.

Affiliations and donations

Abortion Rights
Sylvia Pankhurst Memorial Statue
National Assembly of Women
The Charter for Women
Justice for Colombia
Cuba Solidarity
Trade Union and the Woodcraft Folk
Stewart Charnley memorial Fund
Western Sahara Campaign

Other areas of work that the NWC have undertaken in 2005:

New NWC Reps

The Committee has got four new regional representatives, two of which are in regions that haven't been represented on the NWC for a long time: Heather Lawrie – region 1, Emma Gibby – region 8, Julie Barton – region 12 and Gayle Banks – region 13. The NWC will be focusing on gaining reps in the two remaining regions 4 and 11 in the early part of next year. I would like to thank Jeanette Ferguson for her hard work over the years, and welcome the new reps formally to the NWC.

Siren

We have produced one copy of Siren this year which can be found on our website.

Facilities Audit

The NWC has made good progress on the facilities audit and much work has been done in individual brigades. When all questionnaires nationally have been completed, a paper will be put together by the NWC sec in order to highlight the national picture.

POEST Report on physical testing

The NWC produced a report for the EC on the physical tests battery for recruitment and selection
The Equalities Review – Call for Evidence

The NWC produced a paper for the FBU to include in its submission to this review

Inquiry Submission

The NWC produced a paper to be included in the FBU submission. Each equality section submission was only allowed to be a couple of paragraphs

Maternity Policy

Following the glossy production of the FBU model maternity policy and the changes made to the Grey Book, all Brigade Secretaries were given two copies, one for them and one to submit to management. This was the perfect time to enter into negotiations as most Brigade policies were out of date. Consequently many women's reps have given advice on draft policies and/or been involved in the negotiations. The global picture is a more positive one, with many policies inclusive of many of our recommendations. The only factor where there is no improvement is the contractual pay element, which we had hoped would at least reflect London's pay policy.

Support and advice to women members

Due to current equality issues taking a back seat within Brigades many women members are suffering at the hands of either their colleagues or the Fire Service as an institution. Due to the NWC organisation and its success's many women have come forward to NWC reps for support and advice, as a consequence the NWC have supported women members through Employment Tribunals, complaints procedures, grievances and discipline hearings. This has proven to be very draining in terms of how many ways a rep can split themselves, but is a key part of who we are and why we exist.

Regional and Brigade Women's Committee meetings

Even though much time has been taken up with direct representation and many reps struggling to get Trade Union leave, NWC reps have continued to organise successfully in their regions. Many meetings at both Brigade level and Regional level have taken place this year and NWC reps have tried to keep women members informed and interested in the FBU via newsletters and other methods of communication. As a consequence the NWC is a strong organised group of women Trade Unionists with a clear set of aims and objectives. This serves the Fire Brigades Union and its members well and will only continue to improve.

NWC Annual Report 2006

The National Womens Committee 2006

National Representatives:

EC Member	Vicky Knight
National Women's Committee Chair	Dona Feltham
National Women's Committee Secretary	Kerry Baigent
National Women's Committee Vice-chair	Helen Harrison

SECTION G — INTERNAL ADMINISTRATION

Regional Representatives:

Region 1	Heather Lawrie
Region 2	Lynda Rowan-O'Neill
Region 3	Samantha Rye
Region 4	No rep
Region 5	Jo Winrow-Jones (Resigned September 06)
Region 6	Staci Leach
Region 7	Helen Harrison
Region 8	Emma Gibby
Region 9	Emma Carr
Region 10	Sally Harper
Region 11	Jenny Impey
Region 12	Julie Barton
Region 13	Gayle Banks

TUC Women's Committee	Vicky Knight
TUC Gold Badge Panel	Vicky Knight
ODPM Point of Entry Selection Tests	
Strategy Group	Kerry Baigent
Charter for Women	Kerry Baigent
DCLG Retention of Women Firefighters	
Strategy Group	Kerry Baigent
Equality Stakeholder Group	Vicky Knight

Conferences/Meetings and Events that members of the NWC have spoken at and/or participated in.

10th Jan	TUC Womens Committee
16th Jan	Charter for Women
16th Jan	ODPM – NFS
18th Jan	FAW Meeting
31st Jan	Lobby of parliament
7th Feb	TUC Womens Committee
8th Feb	National Regional Education Officers Meeting
8th Feb	Diversity Business Case Workshop
16th Feb	Re-call conference
27th/28th Feb	All section meet to compile FBU response to ODPM promotion and leadership document
7th March	TUC Womens Committee-Vicky Knight
8th to 10th March	WTUC
22nd March	Re-call Conference
8th April	National Education Committee. (Sub ed)
21st /22nd April	NAW AGM
24th/25th April	International School
27th April	Women firefighters awareness campaign briefing
1st May	May Day Rally
2nd May	NFS meeting Head Office
9th May	TUC Womens Committee
9th May (pm)	Todays Woman
10th May	Trade Union Freedom Bill seminar
16th May	Launch of women firefighters awareness campaign
23rd May	TUC Womens Committee
8th June	TUC Equality Briefing
14th June	NWFS and FBU meeting
1st July	Wortley Festival
1st July	Euro Pride

National Womens Committee meetings held in 2006

<i>Date</i>	<i>Meeting/Location</i>
27th January	NWC Executive <i>Birmingham</i>
22nd February	NWC Executive <i>Head Office</i>
23rd February	NWC full business meeting <i>Head Office</i>
15th June	NWC Working meeting <i>Wortley Hall</i>
16th June	NWC Full business meeting <i>Wortley Hall</i>
1st August	NWC Executive <i>Merseyside Office</i>
28th September	NWC Working meeting <i>Merseyside Office</i>
25th October	NWC Executive <i>London</i>
10th November	NWC Full Business meeting <i>Region 7 office</i>

Committees that the NWC are represented at and by whom

<i>Committee</i>	<i>NWC Official</i>
EC Representation Appeals Committee	Vicky Knight
EC International sub-committee	Vicky Knight
EC Re-organisation sub committee	Vicky Knight
National Fairness at Work Committee	Kerry Baigent
National Fairness at Work Strategy Group	Kerry Baigent
National Education Committee	Dona Feltham
Regional Education Officers Committee	Dona Feltham
National Health and Safety Committee	Sally Harper
Campaign Coordinators	Kerry Baigent
IRMP Coordinators	Kerry Baigent
Control Care campaign	Kerry Baigent
Final Appeals Committee	Dona Feltham

SECTION G — INTERNAL ADMINISTRATION

3rd July	Membership Packs meeting
4th July	FAW meeting
6th July	Abortion Rights public Meeting
7th – 9th July	NWFS – FBU Stall
11th July	TUC Womens Committee
14th – 16th July	Tolpuddle
17th/18th July	Diversity and equality Conference
8th September	CPD officials meeting
11th September	TUC Womens Committee
18th September	Charter for Women
21st September	Campaign Co-ordinators CPD
21st September	Justice for Colombia conference: War on Women
27th September	Equality Stakeholders group
9th October	TUC Womens Committee
11th October	Angela Smith lobbying meeting
16th October	Meeting with Judy Foster, UNISON
17th October	Meeting with Doug Mackay (CFOA – equalities)
18th /19th October	Avon women leaders conference
24th October	The retention of women firefighters tender panel
26th October	Meeting with DCLG Officers
27th /28th October	B&EMM School
30th October	
– 2nd November	All officials seminars
7th/8th November	Officials school (Region 13)
13th–14th November	STUC Womens Conference
14th November	FRS Equalities seminar
14th November	Sub education meeting
15th November	Meeting with Judy Foster, UNISON
16th November	Meeting with ICM on retention of women firefighters research

Affiliations and donations

Abortion Rights
Sylvia Pankhurst Memorial Statue
National Assembly of Women
The Charter for Women
Justice for Colombia

Other areas of work that the NWC have undertaken

Women's EC member election

On the 19th April Vicky Knight was re-elected unopposed to represent women members of the FBU. Congratulations to Vicky.

New/old Reps

The Committee has got one new regional representative (Jenny Impey region 12) welcome to Jenny and Jo Winrow-Jones (Region 5) has stood down. Thank you to Jo for all her amazing hard work and for being a wonderful sister to all. Jo will continue to support the NWC and will still be a woman activist within the FBU.

Siren

We have produced two copies of Siren this year. The publication will be done under the new format next year which is an 8 page Siren issued four times a year.

Firefighter

The NWC has written the following articles for Firefighter:

National Firefighter Selection Tests
Shift patterns
Select committee findings on Diversity

NWC Papers

The NWC wrote the following papers:

TUC consultation on childcare
Briefing note for Angela Smith
CPD Briefing note for officials

NWC Campaign – Women against shift changes

The NWC launched a campaign on this subject following the research published showing that 96.9% of all women who work the 2.2.4 shift system support it. The NWC produced flyers, newsletters and issued press releases.

Abortion Rights Campaign

The NWC have worked hard to raise the pro-choice campaign amongst the FBU membership. We have lobbied MPs and promoted the campaign wherever we have gone. The NWC moved an emergency resolution at the WTUC in March.

Support and advice to women members

NWC Officials have represented 56 women in the year 2006.

Brigade Women's Committees

This year has seen the work of the past start to take hold in regard to the organisation of Women's Committees. We have seen newly formed and active Brigade Women's Committees in Lothian and Borders, Fife, Merseyside, Hereford and Worcester and Warwickshire.

Supporting Brigade Disputes

The NWC have supported in various ways the different disputes that have taken place through out the year. Women members have sent letters of support, made telephone calls and stood on picket lines with our comrades across the UK. Well done to all members for your strength and determination.

G30 Women Members' AGM 2005/2006

Women Members' AGM 2005

The National Womens AGM 2005 was cancelled.

Women Members' AGM 2006

Report of Women Members' AGM – 21st November 2006

Delegates:

Region 1: Denise Christie
 Region 3: Sam Rye, Sarah Gartland and Amanda Cregin
 Region 5: Jo Winrow-Jones, Jen Blacker and Lisa Smethurst
 Region 6: Staci Leach, Patsy Griffiths
 Region 7: Helen Harrison, Tamsin Walkowiak and Kelly Watts
 Region 9: Emma Carr, Allie Graver and Bess Mobsby
 Region 10: Sian Griffiths and Linda Smith
 Region 11: Jenny Impey and Annie Hooper

Observers

Region 5: Helen Pederson
 Region 9: Sharon Peverett

Officials

EC members: Vicky Knight
 National Secretary: Kerry Baigent
 National Chair: Dona Feltham

Motions Carried

1. REPRESENTATION

This Women's Annual General Meeting believes that the decision of Annual Conference 2004 which carried Resolution 58 and the decision of Annual Conference 2005 which carried a change to rule 25(3)(a), has proved detrimental to the Fire Brigades Union's policy 'All Different All Equal'. This AGM believes that to grant assistance to members who are accused of discrimination, bullying or harassment until a decision is made by the Regional Committee on whether the member has an arguable defence, is wrong. This AGM believes that this sends a negative message to the many FBU women members that are suffering at the hands of these bullies and will deter women members from making justifiable claims of harassment and bullying.

This AGM believes that the FBU should not afford representation to an FBU member who is accused of discrimination, bullying and/or harassment, until such time as an arguable defence is located by the relevant Regional Committee.

This AGM therefore demands that the Executive Council prepare a policy document to be put to the next Annual Conference which reflects the sentiments of this Resolution and to present the required rule changes to the next rule change Conference.

REGION 3

2. PFI

This Women's Annual General Meeting has seen first hand problems surrounding facilities for women at many new build PFI Fire & Rescue Service workplaces.

Examples of these problems include:

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

This Women's AGM believes that the finances required to provide adequate facilities for women at these workplaces are being sacrificed in order to maximise profit for the private companies who have gained the PFI contract. This Women's AGM believes that the above circumstances add further authority to the FBU policy of opposing PFI buildings within the UK Fire & Rescue Service and demands that the Executive Council produce an up to date record of all PFI buildings within the Service which lists the facilities provided for women at each.

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

REGION 3

3. AGM PROCESS

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

This Annual General Meeting acknowledges that changes were made at Annual Conference 2002 which enabled the National Women's Committee to submit 3 Resolutions to Annual Conference, however, currently the National Women's Committee cannot amend their own Conference Resolutions, cannot amend any other Conference Resolutions or policy statements, cannot submit Emergency Resolutions, cannot submit rule changes or proposed amendments to Annual Conference Standing Orders.

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

REGION 5

4. REPS OR OFFICIALS?

This Women's Annual General Meeting is concerned by the Fire Brigades Union adoption of the term

SECTION G — INTERNAL ADMINISTRATION

representatives instead of officials when describing National Women's Committee regional delegates. We note that this term is being used by some Chief Fire Officers to prevent National Women's Committee members from taking trade union leave and to marginalise National Women's Committee members during meetings where their input is essential.

This AGM calls upon the Executive Council to recognise the abuse of this terminology by some Chief Fire Officers and to submit the relevant rule changes to the appropriate Annual Conference in order to afford all National Women's Committee members the status of Official.

REGION 5

5. CHILDCARE

Lack of Childcare provision is one of the many barriers to women's active involvement within the FBU.

The National Women's Committee demands that the Executive Council ensure that childcare provision forms an integral part of the planning and organisation of any school, course and/or seminar, which is being run by the Fire Brigades Union.

This would not only reassure women members by providing some continuity and familiarity of carers, but would also facilitate late substitution to attend those meetings when necessary.

REGION 6

6. FACILITIES

This Women's Annual General Meeting is disappointed by the disgraceful standard of facilities available to women in the UK Fire Service.

These often include no separate shower or toilet facilities, no sanitary provisions on stations or at incidents, and no separate rest areas.

We urge the Executive Council of the Fire Brigades Union to formulate a "best practice or minimum standard policy on facilities" and use their influence to put pressure on the employers representatives at the NJC to adopt these policies as basic standards.

REGION 6

7. FLEXIBLE WORKING ARRANGEMENTS

This Women's AGM supports current legislation that gives women employees (who meet the necessary criteria) the right to request flexible working arrangements.

However, with the exception of job share, such working arrangements are not common for shift based workers within the UK Fire and Rescue Service. As a consequence there are no practical ideas about how to replace personnel whose absence, for even short periods of time, impacts on crewing/staffing levels.

Therefore; as this issue mainly affects women as the primary carers this Women's AGM calls upon the Executive Council to investigate the situation in regard to flexible working to focus in particular on how to address the problem and potential safety issues around replacing firefighters/control staff who are working flexibly. This will

ensure the formulation of FBU policy being produced that will be workable within Brigades.

REGION 7

8. EDUCATION – GRIEVANCE AND DISCIPLINE

This Women's AGM notes that women members seeking support from FBU women's Representatives and Officials in regard to harassment, bullying and discrimination cases are on the increase.

Therefore this women's AGM requests Head Office funding to enable the National Women's Committee to provide annual grievance and discipline training for all its women's Representatives and Officials.

REGION 7

AS AMENDED BY REGION 5

9. STOP VIOLENCE AGAINST WOMEN

This Women's Annual General Meeting notes that perpetrators of violence against women are rarely held accountable for their acts. Women who are victims of gender-related violence often have little recourse because many state agencies are themselves guilty of gender bias and discriminatory practices. Many women opt not to report cases of violence to authorities because they fear being ostracised and shamed by communities that are too often quick to blame victims of violence for the abuses they have suffered. When women do challenge their abusers, it can often only be accomplished by long humiliating court battles with little sympathy from authorities or the media. Violence against women is so deeply embedded in society that it often fails to garner public censure and outrage.

Violence against women is a violation of human rights that cannot be justified by any political, religious or cultural claim. A global culture of discrimination against women allows violence to occur daily and with impunity. This Women's AGM calls upon the Executive Council to give its full backing to the Amnesty International campaign 'Stop Violence against Women' to help eradicate violence against women and help women to achieve lives of equality and human dignity.

This would include:

- Signing Amnesty International's petition to President Bush to urge him to take action to stop violence against women;
- Writing letters and sending e-mails to Government Authorities in Amnesty International targeted countries;
- Encouraging FBU members to take part in special events organised by Amnesty International;
- Signing up for the Amnesty International Women's bulletin;
- Making a donation to Amnesty International specifically this campaign;
- Writing a feature article for Firefighter on violence against women.

REGION 7

10. SHIFT CHANGES

This Annual General Meeting is appalled by the way some brigades are using 'women' and the 'family friendly' smoke screen as an excuse to introduce new shift systems. This Women's AGM welcomes the independent research carried out by Dr. Dave Baigent of Anglian Ruskin University which showed that 96.9% of women firefighters who work the 2/2/4 shift system support it. The research also highlights that many women would be forced to leave the Fire Service if shift patterns were to change.

We call upon the Executive Council to ensure that Brigade Officials have access to the findings of Dr. Dave Baigent to ensure that the 2/2/4 shift pattern is maintained and as a consequence this AGM believes that this will help Fire & Rescue Services to retain women firefighters.

*REGION 9
AS AMENDED BY REGION 1*

11. MATERNITY UNIFORM

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

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

We therefore call upon the Executive Council to instruct Brigade Officials to revisit the Brigade's Maternity policy with their management and when doing so to emphasise the importance of correct fitting maternity wear for our women members to be available through all stages of pregnancy. We further call upon the Executive Council to report progress of this issue back to the Women member's AGM 2007.

REGION 9

12. EQUAL OPPORTUNITIES FOR TRAINING

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

We therefore call upon the Executive Council to instruct all Brigade Officials to enter into negotiations with management to ensure that childcare is given serious consideration when planning and offering courses to employees. We further call upon the Executive Council to report this issue back to the Women members' AGM 2007.

REGION 9

13. BEST PRACTICE

This Women's Annual General Meeting believes that in the

interests of achieving the best for all FBU women members, the Grey Book Fairness at Work section should include a 'best practice' clause for Maternity and Breast feeding policies.

This Annual General Meeting notes that due to the Grey Book providing a set of minimum standards, women FBU members in different Brigades are being subjected to different arrangements. This AGM calls upon the Executive Council to negotiate, at the NJC, the provision of a 'best practice' clause within the Grey Book. This would encourage all Brigades to adopt the best negotiated policies, with a view to continual improvements for our members.

REGION 10

14. RETENTION OF WOMEN FIREFIGHTERS

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

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

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

REGION 10

15. CHILDCARE

This Annual General Meeting welcomes the Labour Government's commitment to improving workplace provision of childcare, however; we do acknowledge that childcare remains an issue for many of our women members. Many FBU women work night shifts, start very early, finish very late and other 'non-standard' hours which make quality childcare harder to secure. This issue continues to exclude and isolate women in the Fire Service, a service that says it wants to recruit and retain women as workers.

This AGM calls upon the Executive Council to enter into negotiations with our employers at the NJC to ensure that policies are developed in UK Fire Services for affordable, quality childcare provision for FBU members.

REGION 11

16. TRAINING FOR WOMEN REPS

This Women's Annual General Meeting acknowledges that the National Women's Committee has the responsibility within the Fire Brigades Union for dealing with issues that

'primarily concern women'. Women members often need and seek advice and representation from National Women's Committee officials and representatives that are specific to women.

In order that the Fire Brigades Union continues to serve its women members properly, this Annual General Meeting demands that the Executive Council provide Women Representatives and Officials with the appropriate training and education. This education would include such fundamental issues as: maternity legislation, grievance and Employment Law, understanding the Sex Discrimination Act and training where required, on other relevant 'women specific' and Trade Union issues.

REGION 11

G31 Statistical Statement

The statistical statements for 2005 and 2006 are in table form overleaf.

EMERGENCY RESOLUTIONS CARRIED

Emergency Resolution 1

BNP

This Women's AGM notes that on November 10th, Nick Griffin, leader of the BNP, was acquitted of charges of incitement to racial hatred in relation to speeches he made about Islam and Asian men. We also note the intention of the BNP to hold an annual conference in Blackpool on 25th/26th November. This is against a background of the BNP recently receiving the highest votes across the UK for a fascist party and having 49 councillors elected.

The rise of the BNP is a threat to all our members and we therefore call on the FBU nationally, regionally and at any other appropriate level to:

- Support any calls for protests against the BNP
- Support and affiliate to Unite Against Fascism
- To call for laws on incitement to racial hatred to be strengthened.

Moved by London

Emergency Resolution 2

HARDSHIP FUNDS

This Women's AGM congratulates Merseyside FBU members for taking strike action in defence of fire cover. We note that many members have lost a lot of money. We therefore demand that branches, brigades and regions donate into the Hardship Fund.

We also demand that the EC investigate the feasibility of setting up a national Hardship Fund for future industrial action.

Moved by Region 3

MOTIONS DEFEATED

No motions were defeated

Membership Statistics as at 31 December 2005

Region	Brigade	Whole-time	Retain-ed	Volun-teer	Total	Levy to FBU	Labour	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Region 1	Central	240	104	1	345	29	227	89	345	343	2	345	328	17	345
	Dumfries/Galloway	108	164	—	272	6	126	140	272	271	1	272	249	23	272
	Fife	383	75	—	458	185	197	76	458	454	4	458	424	34	458
	Grampian	337	135	—	472	43	370	59	472	472	—	472	441	31	472
	Highland & Islands	149	397	4	550	54	271	225	550	548	2	550	517	33	550
	Lothian/Borders	773	174	—	947	577	319	51	947	937	10	947	882	65	947
	Strathclyde	2,123	362	—	2,485	796	1,491	198	2,485	2,478	7	2,485	2,389	96	2,485
	Tayside	425	160	—	585	200	197	188	585	585	—	585	542	43	585
Total		4,538	1,571	5	6,114	1,890	3,198	1,026	6,114	6,088	26	6,114	5,772	342	6,114
Region 2	N.I.F.B.	926	764	—	1,690	33	402	1,255	1,690	1,689	1	1,690	1,639	51	1,690
Total		926	764	—	1,690	33	402	1,255	1,690	1,689	1	1,690	1,639	51	1,690
Region 3	Cleveland	564	54	—	618	196	261	161	618	580	38	618	591	27	618
	Durham Co.	487	187	—	674	93	466	115	674	674	—	674	632	42	674
	Northumberland Co.	211	94	—	305	46	234	25	305	304	1	305	276	29	305
	Tyne/Wear	954	18	—	972	116	483	373	972	970	2	972	920	52	972
Total		2,216	353	—	2,569	451	1,444	674	2,569	2,528	41	2,569	2,419	150	2,569
Region 4	Humberside	774	317	—	1,091	173	702	216	1,091	1,034	57	1,091	1,044	47	1,091
	North Yorkshire	384	158	—	542	21	283	238	542	526	16	542	507	35	542
	South Yorkshire	906	48	—	954	311	448	195	954	922	32	954	901	53	954
	West Yorkshire	1,480	119	—	1,599	263	715	621	1,599	1,547	52	1,599	1,537	62	1,599
Total		3,544	642	—	4,186	768	2,148	1,270	4,186	4,029	157	4,186	3,989	197	4,186
Region 5	Cumbria	257	173	—	430	41	261	128	430	396	34	430	410	20	430
	GMC	1,847	20	—	1,867	312	1,169	386	1,867	1,820	47	1,867	1,794	73	1,867
	Isle of Man	—	52	—	52	—	47	5	52	52	—	52	52	—	52
	Lancashire	951	262	—	1,213	251	959	3	1,213	1,213	—	1,213	1,162	51	1,213
	Cheshire	590	179	—	769	191	531	47	769	757	12	769	735	34	769
	Merseyside	1,181	—	—	1,181	219	914	48	1,181	1,149	32	1,181	1,112	69	1,181
Total		4,826	686	—	5,512	1,014	3,881	617	5,512	5,387	125	5,512	5,265	247	5,512
Region 6	Derbyshire	483	259	—	742	101	499	142	742	734	8	742	699	43	742
	Leicestershire	460	159	—	619	34	315	270	619	597	22	619	591	28	619
	Lincolnshire	184	228	—	412	25	336	51	412	407	5	412	371	41	412
	Northamptonshire	292	96	—	388	95	174	119	388	383	5	388	365	23	388
	Nottinghamshire	568	222	—	790	210	380	200	790	783	7	790	748	42	790
Total		1,987	964	—	2,951	465	1,704	782	2,951	2,904	47	2,951	2,774	177	2,951
Region 7	Hereford/Worcester	288	164	—	452	83	325	44	452	443	9	452	409	43	452
	Staffordshire	428	254	—	682	187	403	92	682	675	7	682	639	43	682
	Shropshire	211	116	—	327	28	160	139	327	322	5	327	312	15	327
	Warwickshire	272	89	—	361	23	140	198	361	352	9	361	336	25	361
	West Midlands	1,730	11	—	1,741	703	830	208	1,741	1,708	33	1,741	1,658	83	1,741
Total		2,929	634	—	3,563	1,024	1,858	681	3,563	3,500	63	3,563	3,354	209	3,563
Region 8	Mid & West Wales	475	491	—	966	284	654	28	966	966	—	966	915	51	966
	North Wales	293	412	—	705	114	519	72	705	705	—	705	668	37	705
	South Wales	990	403	—	1,393	230	1,012	151	1,393	1,374	19	1,393	1,329	64	1,393
Total		1,758	1,306	—	3,064	628	2,185	251	3,064	3,045	19	3,064	2,912	152	3,064
Region 9	Bedfordshire	327	64	—	391	113	211	67	391	391	—	391	357	34	391
	Cambridgeshire	217	97	—	314	80	122	112	314	304	10	314	296	18	314
	Essex	901	198	—	1,099	238	721	140	1,099	1,067	32	1,099	1,054	45	1,099
	Hertfordshire	475	98	—	573	105	388	80	573	567	6	573	559	14	573
	Norfolk	220	124	—	344	49	258	37	344	327	17	344	333	11	344
	Suffolk	182	137	—	319	113	187	19	319	302	17	319	309	10	319
Total		2,322	718	—	3,040	698	1,887	455	3,040	2,958	82	3,040	2,908	132	3,040

SECTION G — INTERNAL ADMINISTRATION

Membership Statistics as at 31 December 2005 (continued)															
Region	Brigade	Whole-time	Retain-ed	Volun-teer	Total	Levy to FBU	Labour	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Region 10	London	5,756	–	–	5,756	1,426	3,881	449	5,756	5,639	117	5,756	5,588	168	5,756
Total		5,756	–	–	5,756	1,426	3,881	449	5,756	5,639	117	5,756	5,588	168	5,756
Region 11	Kent	871	425	–	1,296	118	737	441	1,296	1,263	33	1,296	1,243	53	1,296
	Surrey	663	71	–	734	39	581	114	734	732	2	734	699	35	734
	East Sussex	410	95	–	505	12	156	337	505	485	20	505	484	21	505
	West Sussex	426	65	–	491	42	315	134	491	482	9	491	455	36	491
Total		2,370	656	–	3,026	211	1,789	1,026	3,026	2,962	64	3,026	2,881	145	3,026
Region 12	Berkshire	410	93	–	503	83	309	111	503	503	–	503	482	21	503
	Buckinghamshire	366	130	–	496	54	238	204	496	485	11	496	463	33	496
	Hampshire	547	78	–	625	67	184	374	625	583	42	625	597	28	625
	Isle of Wight	67	90	–	157	1	107	49	157	157	–	157	145	12	157
	Oxfordshire	237	165	–	402	55	154	193	402	402	–	402	372	30	402
Total		1,627	556	–	2,183	260	992	931	2,183	2,130	53	2,183	2,059	124	2,183
Region 13	Avon	670	131	–	801	180	421	200	801	769	32	801	762	39	801
	Cornwall	195	169	–	364	32	131	201	364	361	3	364	356	8	364
	Devon	509	53	–	562	69	106	387	562	520	42	562	533	29	562
	Dorset	312	108	–	420	54	157	209	420	406	14	420	395	25	420
	Gloucestershire	246	103	–	349	17	147	185	349	334	15	349	319	30	349
	Somerset	166	219	–	385	46	277	62	385	379	6	385	363	22	385
	Wiltshire	189	87	–	276	25	145	106	276	274	2	276	262	14	276
Total		2,287	870	–	3,157	423	1,384	1,350	3,157	3,043	114	3,157	2,990	167	3,157
TOTAL		37,086	9,720	5	46,811	9,291	26,753	10,767	46,811	45,902	909	46,811	44,550	2,261	46,811

Membership Statistics as at 31 December 2006

Region	Brigade	Whole-time	Retained	Volunteer	Total	Levy to FBU	Labour	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Region 1	Central	245	107	1	353	50	219	84	353	351	2	353	335	18	353
	Dumfries/Galloway	105	163	–	268	7	119	142	268	268	–	268	244	24	268
	Fife	374	66	–	440	184	191	65	440	436	4	440	406	34	440
	Grampian	330	145	–	475	43	375	57	475	475	–	475	433	42	475
	Highland & Islands	146	429	2	577	46	299	232	577	574	3	577	540	37	577
	Lothian/Borders	764	170	–	934	557	329	48	934	925	9	934	859	75	934
	Strathclyde	2,119	383	–	2,502	914	1,411	177	2,502	2,497	5	2,502	2,401	101	2,502
	Tayside	426	152	–	578	207	191	180	578	578	–	578	536	42	578
Total		4,509	1,615	3	6,127	2,008	3,134	985	6,127	6,104	23	6,127	5,754	373	6,127
Region 2	N.I.F.B.	902	734	–	1,636	44	378	1,214	1,636	1,636	–	1,636	1,582	54	1,636
Total		902	734	–	1,636	44	378	1,214	1,636	1,636	–	1,636	1,582	54	1,636
Region 3	Cleveland	535	57	–	592	182	243	167	592	550	42	592	560	32	592
	Durham Co.	382	106	–	488	81	328	79	488	485	3	488	460	28	488
	Northumberland Co.	209	96	–	305	54	225	26	305	304	1	305	275	30	305
	Tyne/Wear	933	7	–	940	112	487	341	940	937	3	940	886	54	940
Total		2,059	266	–	2,325	429	1,283	613	2,325	2,276	49	2,325	2,181	144	2,325
Region 4	Humberside	678	264	–	942	160	620	162	942	896	46	942	894	48	942
	North Yorkshire	357	159	–	516	19	283	214	516	495	21	516	479	37	516
	South Yorkshire	856	58	–	914	297	429	188	914	880	34	914	862	52	914
	West Yorkshire	1,435	110	–	1,545	245	702	598	1,545	1,486	59	1,545	1,475	70	1,545
Total		3,326	591	–	3,917	721	2,034	1,162	3,917	3,757	160	3,917	3,710	207	3,917
Region 5	Cumbria	269	173	–	442	42	274	126	442	401	41	442	420	22	442
	GMC	1,802	16	–	1,818	294	1,194	330	1,818	1,776	42	1,818	1,754	64	1,818
	Isle of Man	1	49	–	50	1	44	5	50	50	–	50	50	–	50
	Lancashire	891	269	–	1,160	225	930	5	1,160	1,157	3	1,160	1,103	57	1,160
	Cheshire	541	175	–	716	176	499	41	716	707	9	716	681	35	716
	Merseyside	1,041	–	–	1,041	190	809	42	1,041	1,004	37	1,041	970	71	1,041
Total		4,545	682	–	5,227	928	3,750	549	5,227	5,095	132	5,227	4,978	249	5,227
Region 6	Derbyshire	472	249	–	721	91	482	148	721	706	15	721	674	47	721
	Leicestershire	452	138	–	590	31	308	251	590	573	17	590	559	31	590
	Lincolnshire	181	230	–	411	28	335	48	411	408	3	411	373	38	411
	Northamptonshire	278	88	–	366	92	167	107	366	362	4	366	343	23	366
	Nottinghamshire	565	198	–	763	238	352	173	763	759	4	763	726	37	763
Total		1,948	903	–	2,851	480	1,644	727	2,851	2,808	43	2,851	2,675	176	2,851
Region 7	Hereford/Worcester	314	164	–	478	101	327	50	478	467	11	478	438	40	478
	Staffordshire	429	271	–	700	223	388	89	700	694	6	700	651	49	700
	Shropshire	193	123	–	316	28	160	128	316	311	5	316	303	13	316
	Warwickshire	266	89	–	355	26	131	198	355	345	10	355	328	27	355
	West Midlands	1,640	9	–	1,649	711	745	193	1,649	1,627	22	1,649	1,564	85	1,649
Total		2,842	656	–	3,498	1,089	1,751	658	3,498	3,444	54	3,498	3,284	214	3,498
Region 8	Mid & West Wales	477	478	–	955	312	614	29	955	955	–	955	893	62	955
	North Wales	310	468	–	778	157	552	69	778	777	1	778	727	51	778
	South Wales	974	397	–	1,371	238	993	140	1,371	1,349	22	1,371	1,311	60	1,371
Total		1,761	1,343	–	3,104	707	2,159	238	3,104	3,081	23	3,104	2,931	173	3,104
Region 9	Bedfordshire	322	67	–	389	126	197	66	389	389	–	389	355	34	389
	Cambridgeshire	215	94	–	309	83	118	108	309	300	9	309	289	20	309
	Essex	959	214	–	1,173	243	791	139	1,173	1,157	16	1,173	1,121	52	1,173
	Hertfordshire	481	95	–	576	141	360	75	576	571	5	576	557	19	576
	Norfolk	254	118	–	372	91	249	32	372	352	20	372	357	15	372
	Suffolk	169	142	–	311	107	180	24	311	296	15	311	297	14	311
Total		2,400	730	–	3,130	791	1,895	444	3,130	3,065	65	3,130	2,976	154	3,130

SECTION G — INTERNAL ADMINISTRATION

Membership Statistics as at 31 December 2006 (continued)															
Region	Brigade	Whole-time	Retain-ed	Volun-teer	Total	Levy to FBU	Labour	No Levy	Total	AIF – Yes	AIF – No	Total	Male	Female	Total
Region 10	London	5,809	–	–	5,807	1,374	4,003	430	5,807	5,678	129	5,807	5,622	185	5,807
Total		5,809	–	–	5,807	1,374	4,003	430	5,807	5,678	129	5,807	5,622	185	5,807
Region 11	Kent	922	404	–	1,326	158	707	461	1,326	1,285	41	1,326	1,267	59	1,326
	Surrey	611	65	–	676	36	541	99	676	675	1	676	645	31	676
	East Sussex	407	98	–	505	16	150	339	505	485	20	505	484	21	505
	West Sussex	349	48	–	397	37	256	104	397	387	10	397	370	27	397
Total		2,289	615	–	2,904	247	1,654	1,003	2,904	2,832	72	2,904	2,766	138	2,904
Region 12	Berkshire	422	87	–	509	77	328	104	509	503	6	509	482	27	509
	Buckinghamshire	358	118	–	476	50	237	189	476	469	7	476	453	23	476
	Hampshire	557	81	–	638	82	178	378	638	595	43	638	610	28	638
	Isle of Wight	68	86	–	154	1	101	52	154	154	–	154	140	14	154
	Oxfordshire	236	150	–	386	48	157	181	386	358	28	386	360	26	386
Total		1,641	522	–	2,163	258	1,001	904	2,163	2,079	84	2,163	2,045	118	2,163
Region 13	Avon	665	125	–	790	191	406	193	790	760	30	790	749	41	790
	Cornwall	188	167	–	355	41	121	193	355	353	2	355	347	8	355
	Devon	509	84	–	593	65	138	390	593	552	41	593	562	31	593
	Dorset	307	105	–	412	69	153	190	412	397	15	412	382	30	412
	Gloucestershire	241	106	–	347	21	147	179	347	332	15	347	311	36	347
	Somerset	165	229	–	394	62	275	57	394	387	7	394	369	25	394
	Wiltshire	179	80	–	259	28	130	101	259	258	1	259	243	16	259
Total		2,254	896	–	3,150	477	1,370	1,303	3,150	3,039	111	3,150	2,963	187	3,150
TOTAL		36,285	9,553	3	45,839	9,553	26,056	10,230	45,839	44,894	945	45,839	43,467	2,372	45,839



Section

Education

H1 Introduction

Regions and brigades have continued to provide education and courses within their brigades and regions and have successfully run a range of courses.

The Education Review which was agreed in 2004 continues to be built upon and meetings of education committees have continued at all levels.

Successful education schools and courses have been organised and the feedback taken into account for the planning of all future courses and initiatives. The wider scope and provision of education for all members continues to be reviewed and the best methods of education provision will be implemented from all available sources.

The Executive Council will continue to strive to provide the greatest range of access to educational opportunities for members and officials at all levels and positions within the FBU.

H2 B&EMM School Report 2006

The theme of the 2006 B&EMM School was 'Be the change you want to see'. This year's school was much anticipated, especially due to the cancellation of the 2005 school.

So 65 students, several guests and a number of FBU officials gathered on the afternoon of Friday 27th October 2006 for the 11th B&EMM School at Wortley Hall. EC member Bro

Nicholas opened the school and welcomed all present. General Secretary Matt Wrack addressed the School and then facilitated a Q&A session with the members and guests. The rest of the afternoon was spent in closed session for B&EMM to discuss internal issues.

Saturday the 28th started with our first guest speaker Ms Julia Regis, who addressed the school on personal development and its importance for BME people as individuals. We then moved on to the 2 themed workshops for the weekend – Personal & Community Development. These topics led to lively discussions within the groups and resulted in some really positive feedback from the students.

Our next speaker was Ms Karen Chouhan from the 1990 Trust. She addressed the school on community engagement and development. Karen is extremely experienced and knowledgeable on these issues and the current hot topic of 'multi-culturalism'. Both speakers were well received and also facilitated a Q&A session after they spoke.

The day ended with a plenary session rounding up all of the day's activity.

Sunday the 29th saw the conclusion of the final workshop groups. We then had a 'walk & talk' session within the beautiful gardens at Wortley where students were encouraged to think ahead and plan their own development as well as the direction for B&EMM in the short term.

The next session was spent getting everyone's input into the B&EMM Action Plan for the next 12 months. National committee members need to know what are the priorities for our members and this forum gives them that opportunity. We wound down the school on a positive note by thanking Sis Samuels for all her hard work in what has been a difficult 12

months. Bro McCollin was invited to pay tribute to Bro St Paul who had announced that he will be standing down as B&EMM National Sec when his term of office comes to an end in 2007. Bro St Paul then addressed the school and thanked everyone for their support and friendship over many, many years.

So the 11th Annual B&EMM School ended on an emotional high as we move onwards and upwards within the FBU and beyond.

H3 Gay and Lesbian Annual School 2006

On the 20th of October 2006, we attended our 8th Gay and Lesbian School and the 3rd one organised in conjunction with ASLEF. We felt the effects of having missed our school last year as we had the biggest attendance so far, with 37 students. We were still in Wortley Hall showing our faith to the old stately home.

This was our first school without our favourite tutor Marilyn Lawrenson as she has retired from education. We take this opportunity to thank Marilyn again for the great support she gave us over the years and wish her well in the future. Thank you to the Women's Committee for suggesting Julie Weekes, who was an excellent replacement, and we are hoping that she will come back next year.

Pat Carberry (Chair of GLC) and Sharon Allen (Equality Officer ASLEF) opened the school discussing their respective union's issues and wishing us a productive weekend.

Denis Fernando from the Lesbian and Gay Coalition, who believes that Black and Gay and Lesbian communities share a common enemy in the far right, and only united communities will defeat terrorism and protect civil liberties.

Chris Kelly from "Voiceworks", which specialise in helping people to communicate. We worked on how to create the right impression when making a presentation, which included visual impression, vocal tone and dealing with awkward questions.

Second day the "Albert Kennedy Trust", and Richard McKendrick, its Chief Executive. The mission of this organisation is to ensure that all LGBT young people are able to live in accepting, supportive and caring homes, by providing a range of services to meet the individual needs of those who would otherwise be homeless or living in a hostile environment.

Darren Goddard from the Gay Police Association, briefly gave a background description of the association and showed a film that had been made about the history of gay and lesbian police officers.

Ruth Winters, our president, gave us an update on current

issues within the FBU. These included: LSI/CPD, Control and regionalisation, co-responding and updates on various brigades in dispute.

We finished the day with our favourite "closed session".

The workshop carried on during Sunday morning and after a feedback session we were able to smoothly go onto our last speaker.

This was very relevant to the closed session as it was about the eagerly awaited "Sexual Orientation – Provision of Goods and Services" Legislation. This was presented by Nick from the Department of Trade and Industry. 2005 welcomed the introduction of the "Sexual Orientation Regulations at Work", however it is still perfectly legal to be discriminated against in every other aspect of our lives such as hotels, holidays, hospitals, doctors' surgeries, bars, restaurants etc. The regulations were due in October but have been pushed back 6 months due to campaigning by religious organisations.

H4 IRMP Training Seminars

CAST TRAINING SEMINARS

The FBU's IRMP training programme for officials continued in 2005 with a series of Critical Attendance Standard (CAST) seminars held for all FBU Regions throughout the UK. The seminars were run by the FBU's National IRMP Department and built on earlier IRMP training courses which took place in 2003 and 2004.

Initially IRMP Regional Coordinators together with IRMP Board members attended a 2 day seminar at the FBU National Training Centre, Pencoed on 18th & 19th May in order to agree the key areas that should be covered in the 2005 training, an outline timetable, and the relevant officials for the training.

The training targeted EC Members, Regional & Brigade IRMP Coordinators, Regional & Brigade HS&W Officials, and Brigade Officials with a negotiating remit.

The FBU's 2005 CAST Strategy aimed to introduce risk-based response planning to a common standard in all brigades in the UK. The training focused on the detailed risk & task analysis required for effective risk-based emergency response planning, and was supported by an FBU CAST Document and CD which contained detailed task timelines for the 13 dwelling plane planning scenarios identified in the FBU's 2004 National IRMP Document.

A total of 6 seminars were run over a 3 week period between the 4th – 19th July 2005 at Ellesmere Port, Peterborough, Gateshead, Glasgow, Pencoed and Crawley. A further CAST seminar was held on the 17th January 2006 at the FBU National Training Centre to accommodate National officials, and other officials who had been unable to attend their Regional seminars.

A total of 162 FBU officials attended the CAST training seminars.

OPERATIONAL ASSESSMENT OF SERVICE DELIVERY TRAINING SEMINARS

In August and September 2006 the FBU's IRMP Department ran 3 training seminars on the impending Operational Assessment of Service Delivery inspection programme which was being introduced in English Fire & Rescue Authorities as part of the wider Audit Commission Performance Framework for the Fire & Rescue Service in England.

The Operational Service Assessment process was undertaken by the Fire Service inspectorate, and aimed to cover all aspects of the delivery of an FRA's Integrated Risk Management Plan, including all emergency responses, (firefighting, fire rescue, transport accidents, specialist rescues, major incidents, terrorism, and environmental threats) and preventative and protective services.

The areas to be assessed included;

- Risk Analysis
- Prevention and Protection
- Operational Preparedness
- Call Management and Incident Support
- Operational Response

The objectives of the Operational Assessment process were stated by DCLG as being:

1. To assess the FRA's operational performance, improvement planning, and capacity and to identify areas of strength and weakness;
2. To quantify evidence of operational performance and service delivery;
3. To support the sharing of best practice.

As part of the inspection process, and following representations made by the FBU, the inspection process included meetings with representative bodies as part of the site visits to brigades. The FBU training aimed to give officials an overview of the process, a clear understanding of the objectives and limitations of the process, and information relating to the HMI/FBU meetings which would take place at a local level as part of the process.

A pilot FBU training seminar initially took place on the 9th August 2006 at Wortley Hall, with a further two seminars being run on the 17th and 24th August 2006 at the FBU's National Training Centre in Pencoed. A comprehensive training CD was produced for officials which demonstrated how the process linked to the wider FBU IRMP strategy agreed by Annual Conference in 2004. The training targeted Brigade Health & Safety Officials, together with Brigade and Regional Officials.

H5 National Education Grants

The Executive Council are please to report the continued uptake of national grants to those undertaking Trade Union related studies which will be of benefit Union members.

In the years 2005 and 2006 a total of 4 such grants were approved.

Grants are subject to approval by the Executive Council and reports are submitted from those awarded grants on their progress.

H6 National School

National School 2006 was held from the 26th to the 30th November at Stoke Rochford Hall in Lincolnshire and attracted 45 students and 13 facilitators and tutors for the sessions.

Mark Serwotka General Secretary of the PCS union and John McDonnell MP also addressed the school and input from Unite Against Fascism assisted in the understanding of students of the growing threat from minority organisations coupled with the decrease in voter participation in elections.

The school covered a wide range of topics in addition to guidance for members and officials on structures of the FBU.

Some of the areas students dealt with were:-

- Organising in the workplace
- Europe
- The threat posed by the far right
- Learning in the workplace
- Grievance procedures
- Discipline
- EU workers Rights
- Migrant Workers
- Violence directed against Emergency Service Workers

The Executive council would like to thank all tutors and students for making this such a successful school.

H7 National School Dates

In addition to the schools listed there have been many more one day seminars run during the period covered by this report. These one day seminars and courses were as a direct result of the input requested by officials and members in response to the challenges facing us.

In addition to the one day seminars and meetings the following were carried out.

24-26 May 2005	Politics of Change School
21-23 June 2005	Fairness at Work School
7-8 April 2006	Women's School
20-22 October 2006	G&L School
27-29 October 2006	B&EMM School
26-30 November 2006	National School

SECTION H — EDUCATION

The education programme has been reviewed for 2007 and national and other schools and seminars have already been planned and details circulated.

The Executive Council have been implementing the changes agreed in 2004 on education and the effectiveness of the policy which will be reviewed as required.

H8 TUC Day Release and Extended Course

Officials and members throughout the regions have, for the period covered by this report, attended several Extended and Day release courses organised and run by the TUC.

The uptake of these courses increased during this period although the Executive Council note that there was on occasions a lack of feedback from such courses.

The Executive Council request that where members attend such courses some feedback is provided as to the quality and suitability of the course to enable best use of training and education opportunities for all members and officials.

H9 Tutors

The Executive wish to place on record their thanks to all tutors and officials who have assisted in education provision throughout the period covered by this report.

The assistance given by the ULF department and the project staff has also been very beneficial for the wider provision of education in and outside the ULF itself.

In particular the EC would like to thank Trevor Cave for his continued involvement in our educational opportunities for all members.

H10 Union Learning Funds

The FBU Lifelong Learning agenda is being driven by three projects funded through the Union Learning Fund (ULF), Scottish ULF (SULF) and Northern Ireland ULF (NIULF), a bid made to the Wales ULF (WULF) was unsuccessful due to the allocation of restricted funding. Since the last annual report the union has successfully achieved funding for all projects up to April 2008.

In addition to the above, the union has successfully gained funding for a mobile learning vehicle in East & West Sussex F&RS and a further project in the South West that employs a 'roving' ULR to work directly with RDS staff.

The ULF project manager is reportable to the national officer with the remit for education and two committees oversee the delivery of the projects on behalf of the Executive Council. These comprise of; a strategic committee, representative of all project partners and a national co-ordinators committee, representative of all FBU regions. Two members of the FBU EC education sub-committee are appointed to sit on both committees. During the last year, six meetings of the regional ULF co-ordinators committee and three meetings of the strategic committee have taken place. To help promote the learning agenda these meetings have been hosted by a number of brigades around the country.

The FBU's lifelong learning agenda continues to go from strength to strength with over 3000 members having taken up the learning opportunities afforded by the work of the project team and FBU learning centre staff with over 1000 gaining some form of qualification.

Around 250 members have attended the TUC Union Learning Reps course and are in the workplace offering advice and guidance in learning opportunities covering a variety of subjects. Over 50% of the ULRs have not been involved in union activity before. The union held its first national ULR seminar in June hosted by the Fire Service College. It was attended by over 50 ULRs and officials with the keynote speaker being the present F&RS minister, Angela Smith.

Formal learning agreements, which include the setting up of learning forums, have been agreed and signed up to in ten brigades. These have strengthened the union's case for being fully consulted on in the delivery of Workforce Development Schemes including IPDS and issues surrounding promotion assessment centres. In many cases agreement has been reached with management for providing time off to attend courses or to simply allow access to elearning at work during normal working hours.

The union has maintained its three learning centres situated in Northumberland F&RS, Tyne & Wear F&RS and Cleveland F&RS, they continue to be part of the TUC Hub and deliver courses through Learndirect and other learning providers. Eight staff are employed in the centres offering support and guidance for learners who wish to enrol on courses.

Skills for life are embedded in the national occupation standards and the learning centres have enabled nearly one hundred members to attain level 1 or 2 qualifications in numeracy and literacy. This has also helped in assisting new applicants to the F&RS meet the current entrance standards.

Direct responsibility for ULF is due to be transferred to the recently launched Unionlearn which saw TU education and lifelong learning come under a single TUC umbrella.

Appropriate reports of changes and progress within Unionlearn will be submitted to the Executive Council as required. FBU members have warmly welcomed the ULF projects and see them as another benefit of being in the union. With project funding due to finish in 2008 the union is currently reviewing the existing arrangements in order to embed and meet the challenge of making lifelong learning sustainable in the union.

H11 Women's National Schools

Women's Annual School 2005

Tutors: Lorene Fabian and Julie Weakes

Students: 52

Guests: Women representatives from RMT and ASLEF

The school this year was another great success. The women who attended worked really hard throughout the whole school and left feeling more confident and better equipped to deal with the issues arising at their respective workplaces. The school also encouraged women to take a more active role within the FBU and gave them some of the skills needed to become an FBU rep.

Plenary sessions:

FBU Structures (Two stages)

President's FBU overview

Western Sahara

B&EMM video

Sexual Orientation legislation

Let's get organised!

Workshops

Harassment and Bullying

Domestic Abuse – How to identify and deal with it in the workplace

Find Your Voice

Pensions – Local Government and Firefighters Pension

Scheme

Women's Health

Be Active in the FBU

sessions including (President) Ruth Winters' – "Overview of the Union" and Abortion Rights – A Woman's right to choose.

Student's reviews of the school were wonderful, as were the crèche workers from Playtimes who provide fantastic childcare year after year, allowing ever increasing numbers of FBU women access to trade union education.

The NWC believe that members left the school motivated, organised and better equipped to deal with many workplace issues.

H12 WEA/ILO Study Days

The Executive Council continues to review all opportunities to attend WEA and ILO study days.

Where the attendance at such initiatives is beneficial to members and officials are available to attend the Executive Council will agree such attendances taking all pertinent facts into account.

Women's Annual School 2006

The National Women's committee organised the event which was held at Wortley Hall, Sheffield, between the 7th and 9th of April 2006. 56 students and 37 children were in attendance and tutors were Professor Mary Davis, Lorene Fabian and Julie Weakes.

The programme was a huge success and issues covered ranged from the FBU's structures and Women, Class and Oppression to an international guest speaker from Kurdistan. Workshop sessions were designed to cover a range of issues that are of specific interest to women members who had a choice of attending sessions from the following six:

Harassment and Bullying in the workplace

Women's History

Find your Voice

Pensions (LGPS and FPS)

Stress, work related stress and how to deal with it!

Let's get involved in the FBU

In addition to workshop sessions, students attended plenary

Section

Accounts 2005 and 2006 and Financial Statement

1 Foreword

National Treasurer's and General Secretary's Foreword

The union's Consolidated Income and Expenditure Account details a 2006 surplus for the year of £416,933 compared to a 2005 deficit for the year of £2,038,420.

The General Fund details a surplus for the year of £768,945, whilst the Accident and Injury Fund details a deficit for the year of £694,907.

Income has increased by £432,967, which is mainly due to an increase in contribution income.

Expenditure has decreased significantly by £1,553,386, which is mainly due to lower administration, depreciation and conference and meetings expenditure.

The 2006 consolidated carried forward surplus is £2,776,093, however, the General Fund carried forward deficit is £1,571,276 (2005 £2,340,221).

Matt Wrack
General Secretary

Mike Smith
National Treasurer

2 Financial Statement

Accounts for the Year Ended 31 December 2005

Statement of the Executive Council's Responsibilities

Trade Union Law requires the Executive Council to prepare financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice for each financial year which give a true and fair view of the state of the union's affairs and of the surplus or deficit of the union for that year. In preparing those financial statements the Executive Council is required to;

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue to operate.

The Executive Council is also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time, the financial position of the union and to enable them to ensure that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It must also establish and maintain a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances. 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.

Independent Auditors' Report to the Members of the Fire Brigades Union

We have audited the financial statements of the Fire Brigades Union for the year ended 31 December 2005 which comprise the Consolidated Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

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

Respective responsibilities of the Executive Council and auditors

The Executive Council's responsibilities for preparing the financial statements in accordance with applicable law and relevant United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of the Executive Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. We also report to you if, in our opinion, the foreword to the Financial Statement 2004 is not consistent with the financial statements, if the Union has not kept proper accounting records or if we have not received all the information and explanations we require for our audit.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Executive Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary

in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with relevant United Kingdom Generally Accepted Accounting Practice of the state of the union's affairs as at 31 December 2005 and of its deficit for the year then ended and have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992.



HARD DOWDY
Registered auditors
Date 26 May 2006

Consolidated Income And Expenditure Account

For The Year Ended 31 December 2005

	Note	2005 £	2004 £	General Fund £	Accident & Injury Fund £	Political Fund £	Officials Pension Fund £	Union Learning Fund £
Income								
Contributions	1a	11,256,025	10,934,668	9,433,207	1,538,657	252,522	31,639	—
Investment Income		77,719	77,241	333	49,585	8,753	12,745	6,303
Grants		845,850	—	—	—	—	—	845,850
Sales of Publications and Merchandise		3,956	11,732	3,956	—	—	—	—
Support Fund		11,666	3,887	11,666	—	—	—	—
VAT Recoverable		4,167	7,076	4,167	—	—	—	—
		<u>12,199,383</u>	<u>11,034,604</u>	<u>9,453,329</u>	<u>1,588,242</u>	<u>261,275</u>	<u>44,384</u>	<u>852,153</u>
Expenditure								
Benefits	2	2,607,305	1,624,130	702,995	1,904,310	—	—	—
Conferences and Meetings	3	436,256	837,030	436,256	—	—	—	—
Affiliations		153,331	179,397	148,408	—	4,923	—	—
'Firefighter'		183,888	122,169	183,888	—	—	—	—
Commissions	4	147,949	133,274	59,179	59,179	29,591	—	—
Union Learning Costs		852,153	—	—	—	—	—	852,153
Administration	5	8,741,069	8,791,046	7,793,643	201,477	138,902	607,047	—
Depreciation and Loss on Disposal of Fixed Assets and Investments	1b	503,852	560,720	505,604	—	—	(1,752)	—
Transfer of Funds		—	—	324,395	—	—	(324,395)	—
		<u>13,625,803</u>	<u>12,247,766</u>	<u>10,154,368</u>	<u>2,164,966</u>	<u>173,416</u>	<u>280,900</u>	<u>852,153</u>
(Deficit)/surplus for the year before pension scheme actuarial loss								
		(1,426,420)	(1,213,162)	(701,039)	(576,724)	87,859	(236,516)	—
Pension scheme actuarial loss								
		(612,000)	(356,000)	(409,000)	—	—	(203,000)	—
(Deficit)/surplus for the year after pension scheme actuarial loss								
		(2,038,420)	(1,569,162)	(1,110,039)	(576,724)	87,859	(439,516)	—
Surplus brought forward		<u>4,397,580</u>	<u>5,966,742</u>	<u>(1,230,182)</u>	<u>4,487,935</u>	<u>775,414</u>	<u>364,413</u>	<u>—</u>
Surplus/(deficit) carried forward								
		<u>2,359,160</u>	<u>4,397,580</u>	<u>(2,340,221)</u>	<u>3,911,211</u>	<u>863,273</u>	<u>(75,103)</u>	<u>—</u>

Consolidated Balance Sheet**As At 31 December 2005**

	Note	2005	2005	2004	2004
		£	£	£	£
Fixed Assets	6		2,721,309		2,465,111
Investments	7		1,547,729		1,978,876
Current Assets					
Stock		—		20,000	
Debtors and Prepayments		820,475		1,013,281	
Deposits with Solicitors		685,726		631,363	
Cash at Bank and in Hand and with Stockbrokers		1,001,093		476,305	
		<u>2,507,294</u>		<u>2,140,949</u>	
Less Current Liabilities		<u>2,683,172</u>		<u>1,092,356</u>	
Net Current (Liabilities)/Assets			(175,878)		1,048,593
Total Assets before Pension Liability			<u>4,093,160</u>		<u>5,492,580</u>
Pension Liability			<u>(1,734,000)</u>		<u>(1,095,000)</u>
Total Assets after Pension Liability			<u>2,359,160</u>		<u>4,397,580</u>
Financed By					
Total Funds			<u>2,359,160</u>		<u>4,397,580</u>



M. WRACK – GENERAL SECRETARY



R. WINTERS – PRESIDENT

Cash Flow Statement

For The Year Ended 31 December 2005

	2005 £	2004 £
Reconciliation of Operating Results to		
Net Cash (Outflow)/Inflow from Operating Activities		
General Fund (Deficit)	(1,110,039)	(1,659,826)
Accident and Injury Fund (Deficit)/Surplus	(576,724)	525,980
Political Fund Surplus	87,859	117,507
Officials' Pension Fund Deficit	(439,516)	(552,823)
Depreciation Charges and Loss on Disposal of Fixed Assets and Investments	503,852	560,720
Increase in Pension Liability	639,000	541,000
Decrease in Stock	20,000	—
Decrease in Debtors	192,806	326,382
Increase/(Decrease) in Creditors	1,590,816	(186,607)
Net Cash Inflow from Operating Activities	908,054	(327,667)
Cash Flow Statement		
Net Cash Inflow from Operating Activities	908,054	(327,667)
Purchase of Fixed Assets	(809,099)	(374,410)
Sale of Fixed Assets	53,000	69,400
Purchase of Investments	(164,137)	(132,956)
Sale of Investments	591,333	399,630
	579,151	(366,003)
Reconciliation of Net Cash Flow to Movement in Cash		
Increase/(Decrease) in Cash in the year	579,151	(366,003)
Net Cash as at 1 January 2005	1,107,668	1,473,671
Net Cash as at 31 December 2005	1,686,819	1,107,668

Notes to the Accounts

For The Year Ended 31 December 2005

1 Accounting Policies

- a) Contributions include those amounts collectable from members in respect of the year under review.
- b) Depreciation has been provided on fixed assets at rates sufficient to write them off over their estimated useful lives as follows:

Buildings	2.5% per annum
Computer Equipment	25% per annum
Fixtures and Fittings	10% or 20% per annum
Motor Vehicles	25% per annum

2 Benefits

	2005 £	2004 £
Legal Fees	417,921	632,705
Education	152,362	214,523
Accidents and Injury Claims	1,904,310	697,850
Payments for Support	1,000	47,000
Pension Buy Back	6,895	32,052
Victimisation Payments	124,817	—
	2,607,305	1,624,130

3 Conferences

Conferences and Meetings	436,256	837,030
	436,256	837,030

4 Commissions

Local Authorities	147,949	133,274
	147,949	133,274

Notes to the Accounts

For The Year Ended 31 December 2005

5 Administration

	2005 £	2004 £
Salaries, National Insurance and Pension Contributions	2,377,328	2,029,086
Honoraria	21,891	18,600
Travelling	862,340	1,019,566
Hotels and Subsistence	904,181	1,203,158
Motor Expenses	540,061	483,098
Other Organising Expenses	238,145	232,175
Trade Union Leave	886,917	432,550
Reports, Journals and Subscriptions	101,898	92,814
Ballot Expenses	121,882	117,304
Donations	142,344	169,290
Goods for Resale and Presentations	21,168	72,699
Repairs and Renewals	89,053	214,215
Office Expenses	400,270	371,953
Communications	834,262	912,584
Printing and Stationery	583,098	847,488
Advertising	43,488	72,503
Insurance	36,806	38,412
Bank Charges	32,164	23,882
Audit and Accountancy	23,894	19,827
Professional Fees	448,617	371,977
Campaigning	31,262	47,865
	8,741,069	8,791,046

Notes to the Accounts

For The Year Ended 31 December 2005

6 Fixed Assets

	Land & Buildings £	Fixtures Fittings & Equipment £	Motor Vehicles £	Total £
Cost				
1 January 2005	2,224,114	2,017,810	160,040	4,401,964
Additions	545,292	204,456	59,351	809,099
Disposals	—	(350,076)	(90,762)	(440,838)
31 December 2005	<u>2,769,406</u>	<u>1,872,190</u>	<u>128,629</u>	<u>4,770,225</u>
Depreciation				
1 January 2005	499,290	1,383,400	54,163	1,936,853
Charged	53,857	405,276	30,455	489,588
Disposals	—	(350,076)	(27,449)	(377,525)
31 December 2005	<u>553,147</u>	<u>1,438,600</u>	<u>57,169</u>	<u>2,048,916</u>
Net Book Value				
31 December 2005	<u>2,216,259</u>	<u>433,590</u>	<u>71,460</u>	<u>2,721,309</u>
Net Book Value				
31 December 2004	<u>1,724,824</u>	<u>634,410</u>	<u>105,877</u>	<u>2,465,111</u>

7 Investments at Cost

	2005 £	2004 £
Quoted Equities and Unit Trusts		
Newton Investment Management Ltd – Market Value – £460,799 (2005), £783,419 (2004)	413,753	822,356
Newton Investment Management Ltd – Market Value – £310,796 (2005), £272,014 (2004)	289,462	292,758
Unquoted Equities		
240,000 Unity Trust plc Ordinary Shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
Loans – Co-op Societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Merseyside Trade Union Centre	10,000	10,000
Scottish TUC	3,000	3,000
Mortgages	570,949	590,197
	<u>1,547,729</u>	<u>1,978,876</u>

Notes to the Accounts

For The Year Ended 31 December 2005

8 Pension Scheme Contributions

The union operates two defined benefit schemes in the United Kingdom, the first in respect of national officials' and the second for clerical staff. A full actuarial valuation was carried out at 1 November 2002 and 1 July 2002 respectively on each scheme respectively and updated to 31 December 2005 by qualified independent actuaries.

The major assumptions used by the actuary for the National Officials' Scheme.

	At 31.12.05	At 31.12.04	At 31.12.03
Rate of increase in salaries	5.0%	5.0%	4.9%
Rate of increase of pensions in payment	3.0%	3.0%	2.9%
Discount Rate	4.8%	5.3%	5.4%
Inflation Rate	3.0%	3.0%	2.9%
Loading for mortality improvements	5.0%	5.0%	—

The assets in the scheme and the expected rate of return for the National Officials' Scheme.

	Long-term expected rate of return	Value at 31.12.05 £	Long-term expected rate of return	Value at 31.12.04 £	Long-term expected rate of return	Value at 31.12.03 £
With Profits Fund	3.5%	656	3.8%	1,470	3.8%	1,421
Secured annuities	4.8%	3,983	5.3%	2,481	5.4%	2,298
Total market value of assets		4,639		3,951		3,719
Present value of scheme liabilities		(4,998)		(4,146)		(3,477)
(Deficit) surplus in scheme being net pension (liability) asset		(359)		(195)		242

The major assumptions used by the actuary for the Clerical Scheme.

	At 31.12.05	At 31.12.04	At 31.12.03
Rate of increase in salaries	4.4%	4.4%	4.3%
Rate of increase of pensions in payment	2.9%	2.9%	2.8%
Discount Rate	4.7%	5.3%	5.4%
Inflation assumption	2.9%	2.9%	2.8%

The assets in the scheme and the expected rate of return for the Clerical Staff Scheme.

	Long-term expected rate of return	Value at 31.12.05 £	Long-term expected rate of return	Value at 31.12.04 £	Long-term expected rate of return	Value at 31.12.03 £
Cash accumulation policy	6.5%	1,443	6.8%	1,059	6.5%	769
Secured annuities	4.7%	943	5.3%	865	5.4%	827
Total market value of assets		2,386		1,924		1,596
Present value of scheme liabilities		(3,761)		(2,824)		(2,392)
(Deficit) surplus in scheme being net pension (liability) asset		(1,375)		(900)		(796)

The union is only subject to corporation tax in line with note 9 and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset (liability) related to the above pension liability (asset).

Notes to the Accounts

For The Year Ended 31 December 2005

8 Pension Scheme Contributions (continued)

	2005		2004	
	National Officials' £'000	Clerical Staff £'000	National Officials' £'000	Clerical Staff £'000
Analysis of amount charged to expenditure				
Current service cost	186	224	168	152
Past service cost	—	—	—	—
Curtailments	—	—	—	—
Total operating charge	186	224	168	152
Analysis of amount included as income				
Expected return on pension scheme assets	189	121	177	99
Interest on pension scheme liabilities	(219)	(155)	(190)	(132)
Negative return	(30)	(34)	(13)	(33)
Analysis of actuarial amount recognised as loss				
Actuarial return less expected return on scheme assets	447	172	119	86
Experience gains and losses arising on scheme liabilities	(177)	(83)	(95)	(111)
Changes in assumptions underlying the present value of the scheme liabilities	(473)	(498)	(309)	(46)
Actual loss recognised	(203)	(409)	(285)	(71)
Movement in deficit during the year				
(Deficit) surplus in scheme at beginning of the year	(195)	(900)	242	(796)
Movement in the year:				
Charge to expenditure	(186)	(224)	(168)	(152)
Negative income return	(30)	(34)	(13)	(33)
Actuarial loss	(203)	(409)	(285)	(71)
Contributions	255	192	29	152
(Deficit) in scheme at end of the year	(359)	(1,375)	(195)	(900)

The full actuarial valuation at 1 November 2002 of the National Officials' scheme showed a deficit of £73,000.

The trustees agreed with the employer that the union's rate of contribution would be 71% and that the employee's contribution be 11%.

On the Clerical Staff scheme, the full actuarial valuation at 1 July 2002 showed a deficit of £391,000. The trustees agreed with the employer that the union's rate of contribution would be 38.1% and that the employee's contribution would be 5%.

Notes to the Accounts

For The Year Ended 31 December 2005

8 Pension Scheme Contributions (continued)

	2005		2004		2003	
	Officials'	Staff	Officials'	Staff	Officials'	Staff
	£'000	£'000	£'000	£'000	£'000	£'000
History of experience gains and losses						
Difference between expected and actual return on assets	447	172	119	86	(118)	(67)
Percentage of scheme assets	9.6%	7.2%	3.0%	4.5%	3.2%	4.2%
Experience gains and losses arising on scheme liabilities	(177)	(83)	(95)	(111)	75	73
Percentage of the present value of scheme liabilities	3.5%	2.2%	2.3%	3.9%	2.2%	3.0%
Amount of recognised actuarial loss	(203)	(409)	(285)	(71)	(185)	(477)
Percentage of the present value of scheme liabilities	4.1%	10.9%	6.9%	2.5%	5.3%	20.0%

Under FRS17 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in the income and expenditure account in the period in which they arise. Market fluctuations are set out as recognised gains and losses. The cash flow required to meet any deficit relates to future pension contributions and in the long term this is expected to rise. However the amount of any deficit is subject to considerable variation as it depends on a number of both demographic and financial assumptions.

Relevant comparative figures have been restated in these accounts to reflect the effect of pension costs.

9 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.

Analysis of Officials' Salaries and Benefits

For The Year Ended 31 December 2005

Salaries

Name	Office Held	Gross Salary £	Equivalent Rank	
Andy Gilchrist	General Secretary (to 1 June 2005)	26,335	Area Manager	Competent "B"
Matt Wrack	General Secretary (from 1 June 2005)	38,097	Area Manager	Competent "B"
Mike Fordham	Assistant General Secretary (to 1 September 2005)	39,462	Area Manager	Competent "A"
Andy Dark	Assistant General Secretary (from 5 October 2005)	14,372	Area Manager	Competent "A"
Dave Patton	National Officer (to 28 February 2005)	9,248	Group Manager	Competent "B"
Geoff Ellis	National Officer	55,426	Group Manager	Competent "B"
John McGhee	National Officer	55,426	Group Manager	Competent "B"
Paul Woolstenholmes	National Officer	55,426	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 £
Andy Gilchrist	General Secretary (to 1 June 2005)	3,115	18,698	6,918
Matt Wrack	General Secretary (from 1 June 2005)	4,511	27,049	—
Mike Fordham	Assistant General Secretary (to 1 September 2005)	4,638	28,018	5,482
Andy Dark	Assistant General Secretary (from 5 October 2005)	1,735	10,204	150
Dave Patton	National Officer (to 28 February 2005)	1,083	6,566	918
Geoff Ellis	National Officer	6,473	39,353	14,813
John McGhee	National Officer	6,473	39,353	17,936
Paul Woolstenholmes	National Officer	6,473	39,353	7,299

Note: All National Officials pay a pension contribution of the amount specified in the Firefighters' Pension Scheme of 11% and receive a pension comparable to equivalent Officers of the Fire Service.

Members of the Executive Council

Benefits

Name	Office Held	Honoraria £	Car Allowance £	Car & Fuel Benefit £	Car Maintenance £
R. Winters	President	1,200	—	10,541	—
A. McLean	EC and Acting Vice President	—	4,779	—	1,200
B. Joyce	EC and Acting National Treasurer	—	4,779	—	1,200

The following Executive Council members were paid a car maintenance allowance at the rate of £1,200 per annum and a car allowance at the rate of £4,779 per annum:

J. Barbour	D. Mills
J. Ford	M. Shaw
J. McDonald	M. Smith
M. Nicholas	E. Thornton
D. Green	V. Knight
R. Blackburn	S. Brown
K. Handscomb	V. Salmon
T. Mitchell	W. Gee
D. Whatton	

Note: The Union made reimbursement to local Authorities of £886,917 in respect of Trade Union Leave in connection with Trade Union duties by certain Executive Council Members and Regional Officials.

"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."

Accounts for the Year Ended 31 December 2006

Statement of the Executive Council's Responsibilities

Trade Union Law requires the Executive Council to prepare financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice for each financial year which give a true and fair view of the state of the union's affairs and of the surplus or deficit of the union for that year. In preparing those financial statements the Executive Council is required to;

- a) Select suitable accounting policies and then apply them consistently;
- b) Make judgements and estimates that are reasonable and prudent;
- c) Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue to operate.

The Executive Council is also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time, the financial position of the union and to enable them to ensure that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It must also establish and maintain a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances. 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.

Independent Auditors' Report to the Members of the Fire Brigades Union

We have audited the financial statements of the Fire Brigades Union for the year ended 31 December 2006 which comprise the Consolidated Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

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

Respective responsibilities of the Executive Council and auditors

The Executive Council's responsibilities for preparing the financial statements in accordance with applicable law and

relevant United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of the Executive Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. We also report to you if, in our opinion, the foreword to the Financial Statement 2004 is not consistent with the financial statements, if the Union has not kept proper accounting records or if we have not received all the information and explanations we require for our audit.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Executive Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with relevant United Kingdom Generally Accepted Accounting Practice of the state of the union's affairs as at 31 December 2005 and of its deficit for the year then ended and have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992.



HARD DOWDY

Registered auditors

Date 30 March 2007

Consolidated Income And Expenditure Account

For The Year Ended 31 December 2006

	Note	2006 £	2005 £	General Fund £	Accident & Injury Fund £	Political Fund £	Officials Pension Fund £	Union Learning Fund £
Income								
Contributions	1a	11,618,364	11,256,025	9,741,598	1,587,295	256,511	32,960	—
Investment Income		95,568	77,719	—	74,224	14,654	—	6,690
Grants		908,526	845,850	—	—	—	—	908,526
Sales of Publications and Merchandise		6,280	3,956	6,280	—	—	—	—
Support Fund		—	11,666	—	—	—	—	—
VAT Recoverable		3,612	4,167	3,612	—	—	—	—
		<u>12,632,350</u>	<u>12,199,383</u>	<u>9,751,490</u>	<u>1,661,519</u>	<u>271,165</u>	<u>32,960</u>	<u>915,216</u>
Expenditure								
Benefits	2	2,656,105	2,607,305	474,097	2,182,008	—	—	—
Conferences and Meetings	3	224,334	436,256	224,334	—	—	—	—
Affiliations		152,647	153,331	149,254	—	3,393	—	—
'Firefighter'		217,185	183,888	217,185	—	—	—	—
Commissions	4	156,107	147,949	64,362	61,162	30,583	—	—
Union Learning Costs		915,216	852,153	—	—	—	—	915,216
Administration	5	7,485,196	8,741,069	6,801,231	113,256	163,701	407,008	—
Depreciation and Loss on Disposal of Fixed Assets and Investments	1b	265,627	503,852	269,379	—	—	(3,752)	—
Transfer of Funds		—	—	463,703	—	—	(463,703)	—
		<u>12,072,417</u>	<u>13,625,803</u>	<u>8,663,545</u>	<u>2,356,426</u>	<u>197,677</u>	<u>(60,447)</u>	<u>915,216</u>
Surplus/(deficit) for the year before pension scheme actuarial (loss)/gain								
		559,933	(1,426,420)	1,087,945	(694,907)	73,488	93,407	—
Pension scheme actuarial (loss)/gain								
		<u>(143,000)</u>	<u>(612,000)</u>	<u>(319,000)</u>	<u>—</u>	<u>—</u>	<u>176,000</u>	<u>—</u>
Surplus/(deficit) for the year after pension scheme actuarial (loss)/gain								
		416,933	(2,038,420)	768,945	(694,907)	73,488	269,407	—
Surplus/(deficit) brought forward								
		<u>2,359,160</u>	<u>4,397,580</u>	<u>(2,340,221)</u>	<u>3,911,211</u>	<u>863,273</u>	<u>(75,103)</u>	<u>—</u>
Surplus/(deficit) carried forward								
		<u>2,776,093</u>	<u>2,359,160</u>	<u>(1,571,276)</u>	<u>3,216,304</u>	<u>936,761</u>	<u>194,304</u>	<u>—</u>

Consolidated Balance Sheet**As At 31 December 2006**

	Note	2006	2006	2005	2005
		£	£	£	£
Fixed Assets	6		2,523,130		2,721,309
Investments	7		980,725		976,780
Current Assets					
Debtors and Prepayments		829,435		820,475	
Mortgages repayable after more than one year	7	556,378		570,949	
Deposits with Solicitors		30,451		685,726	
Cash at Bank and in Hand and with Stockbrokers		1,777,390		1,001,093	
		<u>3,193,654</u>		<u>3,078,243</u>	
Less Current Liabilities		<u>2,187,416</u>		<u>2,683,172</u>	
Net Current Assets/(Liabilities)			<u>1,006,238</u>		<u>395,071</u>
Total Assets before Pension Liability			<u>4,510,093</u>		<u>4,093,160</u>
Pension Liability			<u>(1,734,000)</u>		<u>(1,734,000)</u>
Total Assets after Pension Liability			<u>2,776,093</u>		<u>2,359,160</u>
Financed By					
Total Funds			<u>2,776,093</u>		<u>2,359,160</u>



M. WRACK – GENERAL SECRETARY



M. SHAW – PRESIDENT

Cash Flow Statement

For The Year Ended 31 December 2006

	2006 £	2005 £
Reconciliation of Operating Results to		
Net Cash (Outflow)/Inflow from Operating Activities		
General Fund Surplus/(Deficit)	768,945	(1,110,039)
Accident and Injury Fund Deficit	(694,907)	(576,724)
Political Fund Surplus	73,488	87,859
Officials' Pension Fund Surplus/(Deficit)	269,407	(439,516)
Depreciation Charges and Loss on Disposal of Fixed Assets and Investments	265,627	503,852
Increase in Pension Liability	—	639,000
Decrease in Stock	—	20,000
Increase/(Decrease) in Debtors	(8,960)	192,806
Decrease in Mortgages	14,571	19,248
Decrease/(Increase) in Creditors	(495,756)	1,590,816
Net Cash Inflow from Operating Activities	192,415	927,302
Cash Flow Statement		
Net Cash Inflow from Operating Activities	192,415	927,302
Purchase of Fixed Assets	(103,876)	(809,099)
Sale of Fixed Assets	25,350	53,000
Purchase of Investments	(311,174)	(164,137)
Sale of Investments	318,307	572,085
	121,022	579,151
Reconciliation of Net Cash Flow to Movement in Cash		
Increase in Cash in the year	121,022	579,151
Net Cash as at 1 January 2006	1,686,819	1,107,668
Net Cash as at 31 December 2006	1,807,841	1,686,819

Notes to the Accounts

For The Year Ended 31 December 2006

1 Accounting Policies

- a) Contributions include those amounts collectable from members in respect of the year under review.
- b) Depreciation has been provided on fixed assets at rates sufficient to write them off over their estimated useful lives as follows:

Buildings	2.5% per annum
Computer Equipment	25% per annum
Fixtures and Fittings	10% or 20% per annum
Motor Vehicles	25% per annum

2 Benefits

	2006 £	2005 £
Legal Fees	181,435	417,921
Education	218,093	152,362
Accidents and Injury Claims	2,182,008	1,904,310
Payments for Support	49,339	1,000
Pension Buy Back	—	6,895
Victimisation Payments	25,230	124,817
	2,656,105	2,607,305

3 Conferences

Conferences and Meetings	224,334	436,256
	224,334	436,256

4 Commissions

Local Authorities	156,107	147,949
	156,107	147,949

Notes to the Accounts

For The Year Ended 31 December 2006

5 Administration

	2006 £	2005 £
Salaries, National Insurance and Pension Contributions	2,112,374	2,377,328
Honoraria	19,186	21,891
Travelling	765,934	862,340
Hotels and Subsistence	738,720	904,181
Motor Expenses	518,501	540,061
Other Organising Expenses	167,473	238,145
Trade Union Leave	1,026,852	886,917
Reports, Journals and Subscriptions	100,986	101,898
Ballot Expenses	51,986	121,882
Donations	110,596	142,344
Goods for Resale and Presentations	17,894	21,168
Repairs and Renewals	66,045	89,053
Office Expenses	385,962	400,270
Communications	671,075	834,262
Printing and Stationery	345,844	583,098
Advertising	33,502	43,488
Insurance	47,944	36,806
Bank Charges	19,925	32,164
Audit and Accountancy	24,254	23,894
Professional Fees	257,631	448,617
Campaigning	2,512	31,262
	7,485,196	8,741,069

Notes to the Accounts

For The Year Ended 31 December 2006

6 Fixed Assets

	Land & Buildings £	Fixtures Fittings & Equipment £	Motor Vehicles £	Total £
Cost				
1 January 2006	2,769,406	1,872,190	128,629	4,770,225
Additions	—	26,813	77,063	103,876
Disposals	—	(916,309)	(53,895)	(970,204)
31 December 2006	2,769,406	982,694	151,797	3,903,897
Depreciation				
1 January 2006	553,147	1,438,600	57,169	2,048,916
Charged	53,857	187,146	34,104	275,107
Disposals	—	(916,309)	(26,947)	(943,256)
31 December 2006	607,004	709,437	64,326	1,380,767
Net Book Value				
31 December 2006	2,162,402	273,257	87,471	2,523,130
Net Book Value				
31 December 2005	2,216,259	433,590	71,460	2,721,309

7 Investments at Cost

	2006 £	2005 £
Quoted Equities and Unit Trusts		
Newton Investment Management Ltd – Market Value – £515,460 (2006), £460,799 (2005)	429,208	413,753
Newton Investment Management Ltd – Market Value – £332,628 (2006), £310,796 (2005)	287,952	289,462
Unquoted Equities		
240,000 Unity Trust plc Ordinary Shares	240,000	240,000
Labour Education, Rec. And Holiday Homes Ltd.	530	530
Loans – Co-op Societies		
CRS London Ltd.	35	35
Peoples Press Printing Society Ltd.	20,000	20,000
Loans		
Merseyside Trade Union Centre	—	10,000
Scottish TUC	3,000	3,000
	980,725	976,780

In previous years mortgages have been shown as investments. These are shown in 2006 as current assets and are restated under this heading for 2005 in line with best accounting practice.

Notes to the Accounts

For The Year Ended 31 December 2006

8 Pension Scheme Contributions

The union operates two defined benefit schemes in the United Kingdom, the first in respect of national officials' and the second for clerical staff. A full actuarial valuation was carried out at 1 November 2005 and 1 July 2005 respectively on each scheme and updated to 31 December 2006 by qualified independent actuaries.

The major assumptions used by the actuary for the National Officials' Scheme.

	At 31.12.06	At 31.12.05	At 31.12.04
Rate of increase in salaries	5.3%	5.0%	5.0%
Rate of increase of pensions in payment	3.2%	3.0%	3.0%
Discount Rate	5.2%	4.8%	5.3%
Inflation Rate	3.3%	3.0%	3.0%
Loading for mortality improvements	0.0%	5.0%	5.0%

The assets in the scheme and the expected rate of return for the National Officials' Scheme.

	Long-term expected rate of return	Value at 31.12.06 £'000	Long-term expected rate of return	Value at 31.12.05 £'000	Long-term expected rate of return	Value at 31.12.04 £'000
With Profits Fund	2.0%	886	3.5%	656	3.8%	1,470
Secured annuities	3.7%	3,520	4.8%	3,983	5.3%	2,481
Total market value of assets		4,406		4,639		3,951
Present value of scheme liabilities		(4,553)		(4,998)		(4,146)
Deficit in scheme being net pension liability asset		(147)		(359)		(195)

The major assumptions used by the actuary for the Clerical Scheme.

	At 31.12.06	At 31.12.05	At 31.12.04
Rate of increase in salaries	4.8%	4.4%	4.4%
Rate of increase of pensions in payment	3.3%	2.9%	2.9%
Discount Rate	5.1%	4.7%	5.3%
Inflation assumption	3.3%	2.9%	2.9%

The assets in the scheme and the expected rate of return for the Clerical Staff Scheme.

	Long-term expected rate of return	Value at 31.12.06 £'000	Long-term expected rate of return	Value at 31.12.05 £'000	Long-term expected rate of return	Value at 31.12.04 £'000
Cash accumulation policy	7.0%	1,934	6.5%	1,443	6.8%	1,059
Secured annuities	5.1%	1,025	4.7%	943	5.3%	865
Total market value of assets		2,959		2,386		1,924
Present value of scheme liabilities		(4,546)		(3,761)		(2,824)
Deficit in scheme being net pension (liability) asset		(1,587)		(1,375)		(900)

The union is only subject to corporation tax in line with note 9 and does not therefore account for deferred tax. As a consequence, there cannot be a deferred tax asset related to the above pension liability.

Notes to the Accounts

For The Year Ended 31 December 2006

8 Pension Scheme Contributions (continued)

	2006		2005	
	National Officials' £'000	Clerical Staff £'000	National Officials' £'000	Clerical Staff £'000
Analysis of amount charged to expenditure				
Current service cost	139	204	186	224
Past service cost	—	—	—	—
Curtailments	—	—	—	—
Total operating charge	139	204	186	224
Analysis of amount included as income				
Expected return on pension scheme assets	216	151	189	121
Interest on pension scheme liabilities	(240)	(182)	(219)	(155)
Negative return	(24)	(31)	(30)	(34)
Analysis of actuarial amount recognised as loss				
Actuarial return less expected return on scheme assets	(515)	101	447	172
Experience gains and losses arising on scheme liabilities	494	19	(177)	(83)
Changes in assumptions underlying the present value of the scheme liabilities	197	(439)	(473)	(498)
Actual profit/(loss) recognised	176	(319)	(203)	(409)
Movement in deficit during the year				
(Deficit) surplus in scheme at beginning of the year	(359)	(1,375)	(195)	(900)
Movement in the year:				
Charge to expenditure	(139)	(204)	(186)	(224)
Negative income return	(24)	(31)	(30)	(34)
Actuarial loss	176	(319)	(203)	(409)
Contributions	199	342	255	192
Deficit in scheme at end of the year	(147)	(1,587)	(359)	(1,375)

The full actuarial valuation at 1 November 2005 of the National Officials' scheme showed a deficit of £258,000.

The trustees agreed with the employer that the union's and employee's rate of contribution would be 71% and 11% respectively.

On the Clerical Staff scheme, the full actuarial valuation at 1 July 2005 showed a deficit of £1,254,000. The trustees agreed with the employer that the union's rate of contribution would be 38.1% to 30 June 2006 and thereafter 42.8%. The employee's rate of contribution would remain at 5%.

Notes to the Accounts

For The Year Ended 31 December 2006

8 Pension Scheme Contributions (continued)

	2006		2005		2004	
	Officials'	Staff	Officials'	Staff	Officials'	Staff
	£'000	£'000	£'000	£'000	£'000	£'000
History of experience gains and losses						
Difference between expected and actual return on assets	(515)	101	447	172	119	86
Percentage of scheme assets	(11.7%)	3.4%	9.7%	7.2%	3.0%	4.5%
Experience gains and losses arising on scheme liabilities	494	19	(177)	(83)	(95)	(111)
Percentage of the present value of scheme liabilities	10.8%	0.4%	(3.5%)	(2.2%)	(2.3%)	(3.9%)
Amount of recognised actuarial loss	176	(319)	(203)	(409)	(285)	(71)
Percentage of the present value of scheme liabilities	3.9%	(7.0%)	(4.1%)	(10.9%)	(6.9%)	(2.5%)

Under FRS17 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in the income and expenditure account in the period in which they arise. Market fluctuations are set out as recognised gains and losses. The cash flow required to meet any deficit relates to future pension contributions and in the long term this is expected to rise. However the amount of any deficit is subject to considerable variation as it depends on a number of both demographic and financial assumptions.

9 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.

10 Capital Commitment

In November 2006 the union committed £119,603 for a new membership system which was non-operational at the year end. £5,981 was paid during the year ended 31 December 2006 to secure the development of the relevant software and has been included in prepayments.

Analysis of Officials' Salaries and Benefits

For The Year Ended 31 December 2006

Salaries

Name	Office Held	Gross Salary £	Equivalent Rank	
Matt Wrack	General Secretary	64,789	Area Manager	Competent "B"
Andy Dark	Assistant General Secretary	60,942	Area Manager	Competent "A"
Geoff Ellis	National Officer (to 30 April 2006)	23,193	Group Manager	Competent "B"
John McGhee	National Officer	56,421	Group Manager	Competent "B"
Dean Mills	National Officer (from 1 May 2006)	37,866	Group Manager	Competent "B"
Paul Woolstenholmes	National Officer	56,421	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	7,652	46,000	5,078
Andy Dark	Assistant General Secretary	7,160	43,269	4,565
Geoff Ellis	National Officer (to 30 April 2006)	2,705	16,467	6,050
John McGhee	National Officer	6,581	40,059	17,695
Dean Mills	National Officer (from 1 May 2006)	4,471	26,885	2,855
Paul Woolstenholmes	National Officer	6,581	40,059	5,628

Note: All National Officials pay a pension contribution of the amount specified in the Firefighters' Pension Scheme of 11% and receive a pension comparable to equivalent Officers of the Fire Service.

Members of the Executive Council

Benefits

Name	Office Held	Honoraria £	Car Allowance £	Car & Fuel Benefit £	Car Maintenance £
R. Winters	President	1,200	—	7,918	—
A. McLean	EC and Acting Vice President	—	4,779	—	1,200
M. Smith	EC and Acting National Treasurer (from 26 April 2006)	—	4,779	—	1,200
B. Joyce	EC and Acting National Treasurer (to 19 April 2006)	—	2,390	—	600

The following Executive Council members were paid a car maintenance allowance at the rate of £1,200 per annum and a car allowance at the rate of £4,779 per annum:

J. Barbour	P. Miller
J. Ford	M. Shaw
J. McDonald	T. McFarlane
M. Nicholas	E. Thornton
D. Green	V. Knight
R. Blackburn	S. Brown
K. Handscomb	V. Salmon
T. Mitchell	W. Gee
D. Whatton	

Note: The Union made reimbursement to local Authorities of £1,026,852 in respect of Trade Union Leave in connection with Trade Union duties by certain Executive Council Members and Regional Officials.

"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."

Section



Obituary

Obituary 2005

The Executive Council records with deep regret the deaths of the following members:

Christopher Bebb	7/3/2005	Merseyside
Robin Anthony Campbell	28/12/2005	East Sussex
Paul Martin Cross	13/8/2005	GMC
Joseph Falcus	23/1/2005	Tyne & Wear
Barry Foster	18/09/2005	Lincolnshire
Scott Gracie	17/12/2005	Fife
George Curry Hall	1/12/2005	Durham
David John Harkin	17/12/2005	Durham
Edwin Peter Hoath	4/02/2005	Kent
Roy John Howes	27/07/2005	West Midlands
Terence Hunt	14/03/2005	Kent
Andrew James Kiff	22/10/2005	London
Adrian Mark Kimbell	23/8/2005	Northamptonshire
Robert Anthony Kingstone	25/11/2005	London
Douglas Duncan MacLean	31/01/2005	Highlands & Islands
Eamonn Gerard Meehan	10/01/2005	London
Michael Moore	1/11/2005	West Yorkshire
Robin O'Brien	5/11/2005	Nottinghamshire
Philip Richard Reynolds	6/5/2005	London
Marlon Rose	20/03/2005	London
Dale Scott Russell	30/08/2005	Tayside
Michael George Ryan	8/10/2005	Merseyside
Kenneth Sanderson	6/12/2005	Strathclyde
Andrew Wayne Steele	18/10/2005	Avon
Peter James Stephenson	13/12/2005	GMC
Andrew Alan Taylor	1/3/2005	South Yorkshire
Ian Richard Thresh	27/8/2005	Hampshire
William Kenneth Tillyard	21/11/2005	London
George Turner	14/04/2005	Merseyside
Jeffrey Wornham	2/2/2005	Hertfordshire – ON DUTY

Obituary 2006

The Executive Council records with deep regret the deaths of the following members:

David Jonathan Beater	1/7/2006	London
Michael Bird	24/9/2006	Leicestershire
Jonathan Valentine Bruton	8/12/2006	Cornwall
James Philip Cooper	15/7/2006	West Midlands
David Cunningham	23/7/2006	Lothian & Borders
Dennis Kenneth Elliott	19/8/2006	Devon
James Christopher Goodchild	8/10/2006	Merseyside
Edward Joseph Flynn	17/3/2006	GMC
David Roy Hugo	6/3/2006	Cornwall
Paul Herve Johnson	3/8/2006	Avon
Gary Robert Markham	6/8/2006	Humberside
Ronald Mitchelmore	1/2/2006	Bedfordshire
Christopher William Pallett	26/8/2006	Leicestershire
Christopher James Pollard	5/6/2006	London
Trudy Ramsden	5/12/2006	West Yorkshire
Terry Richards	21/3/2006	Essex
Daniel Riddell	13/6/2006	Northamptonshire
Paul Adrian Shearman	24/10/2006	GMC
David Smith	5/6/2006	Staffordshire
Peter Ronald Spencer	6/2/2006	London
John Thornson	24/7/2006	Lothian & Borders
David Warburton	2/5/2006	Cleveland
Brian Leslie Wembrige	3/12/2006	East Sussex – <i>ON DUTY</i>

