



Fire Brigades Union - Southern Region

Berkshire, Buckinghamshire, Oxfordshire, Hampshire &
Isle of Wight



Nov/Dec 2022 Bulletin

London Rally 6:12:22

“Overwhelming!”

FBU members smash 2 week Consultative ballot with a clear
message.... **5% IS NOT ENOUGH!!!**

79%

#VoteReject

In just 2 weeks!!!

**FIRE BRIGADES UNION
RALLY AND LOBBY AT WESTMINSTER**

6 December from 12noon

@ Methodist Central Hall, Storeys Gate, London SW1H 9NH

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VOTE YES

#FAIRPAY OR FIRESTRIKE



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THAMES VALLEY FIRE CONTROL SERVICE



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**2% "Final Offer"
Not Enough!**

**5% "Final Offer"
Not Enough!!!**



Members Reject!!!



Time to Vote **YES**
For Strike Action

FAIR PAY *OR* FIRE STRIKE



Timeline so far...

27th May - FBU wrote to employers

27th June - Service Employers made "Final" offer of 2%

21 day period of FBU membership consultation

18th July - Consultation ends and members unanimously reject

18th July - Result relayed to Fire Service Employers

2nd August - Employers write to Home Office. Home Office denied request

August/September - FBU run campaign to engage membership "Fair Pay or Fire Strike"

4th October - Fire Service Employers make revised "Final" offer of 5%

31st October - 14 day period of FBU membership consultation begins

14th November - Members deliver a clear rejection

(79% Vote to Reject 5% offer with 78% of eligible voting)

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The decision to reject the 5% pay offer

- When firefighters and firefighters control were offered 2%, we were told it was a final offer and the employers had no more to offer.
- We were then told that 5% was a final offer and the employers have no more to offer.
- The only reason for the revised proposal from our employers is the campaign of the FBU, the anger demonstrated by our members and their obvious determination to fight for better pay.
- When inflation is taken into account, the 5% offer still represents a further significant cut in real wages.
- This follows years of austerity, pay stagnation and a decline in real wages.
- Central government has failed to provide any funding to fire service employers to support additional pay.
- Central government has deliberately underfunded our service, meaning cuts in services and jobs and squeezing pay for professional firefighters.
- At a time of such high inflation the Executive Council does not believe that the revised offer represents fair pay for the fire service and recommends rejection of the 5% offer.



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Timeline Going Forward

21st November - Submission of letters to employers setting out a trade dispute with them on the issue of pay.

28th November - Notification to all employers of our intention to ballot members for strike action.

5th December - commencement of a postal ballot of members with a recommendation for a Yes vote for strike action.

6th December - London Rally and Lobby at Westminster

30th January '23 - Ballot closes

Why is the ballot period so long?

We have taken account of challenges identified during our consultative ballot, which include problems with Royal Mail postal services, and met with officials of the Communications Workers Union (CWU).

They have explained plans they have in place for further strikes and the impact on postal services of the strikes which have taken place, or which are scheduled or under consideration.

In addition, we have also taken account of the time of year, when postal demand normally reaches a peak. Based on these discussions the EC has decided to commence the ballot in early December, which keeps momentum, whilst also extending the period that members have to vote - which ensures that enough time is allowed for ballot papers to arrive and members can post their ballot paper back to the

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Its Time...

**RALLY AND LOBBY OF
PARLIAMENT
TUESDAY 6TH DEC 2022**

**FAIR PAY
FOR THE
FRONTLINE**

**To Take This
Fight.....**



All members welcome

Join this rally and lobby your MP in Westminster
to campaign for Fair Pay and investment in the
Fire Service.

To Their Front Door!!!



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FAIR PAY OR FIRE STRIKE



Contact your Branch
or Brigade rep for
more information

FAIR PAY
OR FIRE
STRIKE
6:12:22
London Rally
#FairPayOrFireStrike
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FAIR PAY *OR* FIRE STRIKE



Year on year since 2009 Firefighter's and the public sector have had their morale compass literally held to ransom. Pay caps, cuts and restraint ultimately resulting in pay depravity cutting the living standards for firefighter's, teachers, nurses etc and their families.

Mess room conversations have often brought up the notion of all walking out together as a collective strike as a show of discontent. Although trade union law prevents a collective strike a nationally coordinated period of industrial action has never been closer to becoming a reality.

This pay dispute is like no other dispute or strike that we as Firefighters have faced before.

Yes the 2% offer was insulting, but the employers stating it was their final offer caught them in a lie, proven by a subsequent unfunded "final" pay offer of 5% following nothing more than a strong and coordinated social media campaign by our members.

But that is not why this dispute differs to all those previously fought.

Austerity has driven down public sector pay, with the exception of top tier management breaking through the pay suppression barrier. Then came the pandemic, a period where the true worth of the key worker became evident and pivotal in keeping this country moving. That worth and value completely ignored, in fact capitalised on when it came to "paying for the pandemic".

Statements like "the money has to come from somewhere" spouted to rationalise why our pay and living standards must be sacrificed and why we and our families have to suffer yet another below inflation offer.

Let's not forget that the current 5% offer in reality means firefighters still face a 6.1% real terms pay cut (current inflation 11.1%). This is notably one of the biggest cuts to pay in a single year in well over a decade.

This year, in just one week during the "KamikaZi" budget, tax cuts to the rich costing the economy £45 billion were dished out to the financial elite. This and other elements of the same budget sent shockwaves across our economy. Causing a downward spiral that was bailed out by the Bank of England having to sell bonds as a quantitative easing measure.

A measure to the tune of £63 billion pounds..... in a single week!!!

This information all reported by the financial institution of fiscal studies who also claim that providing all key workers an inflation matching pay rise without job losses would cost £25 billion.

How can it be right that our banks and economy so readily find funds to bail out the mistakes of the incompetent (£63 billion) but claim there is no money to fund the competent (£25 billion)!?!

This Government is in complete disarray, seeing our 3rd PM in a single term, with bad decisions after bad decision resulting in workers from private and public sectors queuing up to strike.

Unlike previous disputes we are not alone in this fight for fair pay. Campaigns such as "Enough is Enough" and the RMT have managed to successfully bridge traditional divides and build public support for the right to fair pay.

Social media is dismissing lies and propaganda spread by mainstream media and usually swallowed whole by the misinformed public.

We are not alone in this fight for fair pay.

The public support is there.

We have a right to be angry, we have a right to fight back

Use it

Brothers and sisters, **Vote Yes** 🖐️

#FairPayorFireStrike



Mark Chapman
Regional Secretary
Region 12

27 June 2022, fire service employers wrote to the FBU with an **insulting 2% pay offer**. After a campaign by FBU members, they then made a revised offer of **5% on 4 October**

Consumer Prices Index (CPI), the Westminster government's preferred measure of **inflation**, rose by **10.1%** in the 12 months to July 2022

Firefighters and Firefighter control staff, who worked through the pandemic and have already **lost pay worth 12% (£4,000)** in real terms during more than a decade of pay caps and austerity.

Over the past decade, **central funding** has been **reduced** by **30% in money terms** – which is more than **40% in real terms**.

In **England**, fire now gets **less than £1bn** a year
11,500 firefighter jobs CUT!!! – wholetime, retained and
Firefighter control.

These job **cuts** reduce resilience, slow response times and
jeopardise firefighter safety.

None of the UK governments have provided funding to
address the issue of falling pay

One-in-five (20%) of firefighter jobs have been **cut**
across the UK **since 2010**.

**The FBU demands investment to recruit a
new generation of firefighters.**

FAIR PAY *OR* FIRE STRIKE



The rally and lobby on the 6th of December gives FBU members an opportunity to send a clear and loud message to those in Westminster.

This is a vital stage of our pay campaign. We are now preparing for a yes vote in a strike ballot, a large and visible attendance at the rally and lobby will be vital in achieving our aims in our campaign for fair pay.

FBU members have sent a clear message that they will not accept derisory pay offers any longer and we now need to take to the streets in our numbers to show our strength, determination and solidarity.

I encourage all members across Buckinghamshire, Oxfordshire, Berkshire, Hampshire and the IOW to make plans to attend the rally on the 6th of December. Brigade officials in each brigade will have all the details members need so please get in touch with them and confirm your attendance asap.

I also urge members to phone or email your MP's constituency office in advance explaining that you will be at Westminster on Tuesday 6 December and would like to meet after 1pm.

This is an opportunity to tell those MPs to fund the fire and rescue service to support Fair Pay for firefighters, to end the cuts to the fire and rescue service and invest in the front line.

Let's come together once again in our numbers and demand fair pay

Steve Wright
Executive Council Member
Region 12

London Rally 6:12:22

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Fire Brigades Union - Southern Region

Regional & Brigade Officials



Region Officials

- EC Member - Steve Wright
07961 421498 Steve.Wright@fbu.org.uk
- Regional Secretary - Mark Chapman
07725 007757 mark.chapman@fbu.org.uk
- Regional Chair (acting) - Greg O'Neill
07714 876422 Greg.oneill@fbu.org.uk
- Regional Vice Chair - Lee Newport
07886 011 142 Lee.Newport@fbu.org.uk
- Regional Treasurer – Robyn Richardson
07725 996201 Robyn.Richardson@fbu.org.uk

Regional Representatives

- Firefighter Control - Jenna Shergold
07919 367086 Jenna.shergold@fbu.org.uk
- Fairness at Work - Mark Chapman
07725 007757 mark.chapman@fbu.org.uk
- Firefighter Magazine - Mark Chapman
07725 007757 mark.chapman@fbu.org.uk
- Officers - Gary Jackson & Nick Bourke
gary.jackson@fbu.org.uk nick.bourke@fbu.org.uk
- Regional H&S - Matt Nind
07919111984 matt.nind@fbu.org.uk
- Regional Education and Learning Officer - Greg O'Neill
07714 876422 Greg.oneill@fbu.org.uk
- Retained Section - Rob Dellow
07901717067 rob.dellow@fbu.org.uk
- Women's - Robyn Richardson
07725 996201 Robyn.Richardson@fbu.org.uk

Vacant Regional Positions

- B&EMM - Vacant
- LGBT - Vacant

Brigade Officials

Berkshire

- Brigade Secretary – Steve Collins
07863 156 483 Stevej.collins@fbu.org.uk
- Brigade Chair – Paul Mortimer
07920 828 089 Paul.Mortimer@fbu.org.uk
- Brigade Organiser - James Hunt
07590 655 217 James.Hunt@fbu.org.uk

Buckinghamshire

- Brigade Secretary – Chris Wycherley
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- Brigade Chair – Tony Brandon
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- Brigade Organiser - Kieron Thomas
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Hampshire & Isle of Wight

- Brigade Secretary – Jaime Kelly
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- Brigade Chair – Dave Hunt
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- Brigade Organiser – Stuart Eade
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- Brigade Organiser – Rich Cullen
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Oxfordshire

- Brigade Secretary – Nick Bourke
07368 609809 Nick.Bourke@fbu.org.uk
- Brigade Chair – Jonathan Shuker
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- Brigade Organiser – Lee Newport
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