



RECORD OF DECISIONS 2016

**Fire Brigades Union
89th Conference, Blackpool
11th, 12th and 13th May 2016**



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FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE
www.fbu.org.uk

MOTIONS CARRIED ...

EXECUTIVE COUNCIL POLICY STATEMENT

EUROPEAN UNION REFERENDUM – VOTE TO REMAIN

The UK government will hold a referendum on the UK's membership of the European Union (EU) on 23 June 2016. The question on the ballot paper in the referendum is: 'Should the United Kingdom remain a member of the European Union or leave the European Union?'

WHY TAKE A POSITION?

Most of the current debate involves one set of pro-business politicians who believe that workers can best be exploited outside the EU versus other pro-business politicians who believe that workers can best be exploited inside the EU.

The labour movement in Britain and across Europe should not line up with either of these factions. Both represent the interests of the big banks, corporations and billionaires. Both involve further attacks on workers' employment rights, public services, wages and pensions.

However decades of integration in the EU, involving both labour and capital across Europe, means that trade unions cannot be indifferent to the outcome of UK withdrawal from the EU. This is a matter of direct interest to all FBU members and one where members have a vote.

After careful consideration, the executive council believes the union should take a position in the EU referendum.

NO ALLIANCE WITH THE HEDGE FUNDS, BANKS AND CORPORATIONS

Firefighters face the same challenges as other workers so the main criterion for trade unions like the FBU is to ask what is in the best interests of FBU members and of other workers in the UK and across Europe.

Whatever stance the FBU takes in the referendum, it is clear that cross-party campaigns to stay (such as 'Britain Stronger in Europe') and to leave (such as 'Vote Leave', 'Grassroots Out' and 'leave.eu') involve big business interests and Tory MPs (and worse). These campaigns are largely focussed on the needs and demands of big business, from where much of their funding comes.

FBU officials cannot jointly campaign with such people, who on every other issue are attacking our members and other workers. This was one of the lessons from the Scottish referendum in 2014. The union has raised this concern, with some success, in the TUC and elsewhere in the labour movement. We should support an independent labour movement approach, which considers the issues from the point of view of workers.

The FBU's decision is informed by important principles:

- Workers' rights
- Democracy
- Defence of jobs and living standards
- Opposition to racism and fascism
- Internationalism

The EU works to promote capital and its interests, but so does the British state. The history of the past thirty five years demonstrates that it has been a succession of UK governments that have pushed most firmly within Europe for neo-liberal policies and agreements, for example those pushing further privatisation.

THE CONSEQUENCES OF BREXIT

There is no agreement among advocates of Brexit about how the UK would function in relation to Europe and the world economy if the majority vote to leave the EU.

- One model that is not on offer in this referendum is a progressive left departure, sometimes called 'Lexit'. Both sides in the current debate are led by Tory politicians; those driving the exit campaign are among the most anti-trade union, anti-working class forces in British politics.
- The EU is by far the UK's biggest trading partner, accounting for 45% of UK goods and services exports and 50% of imports. The UK's next biggest trading partner is the US. The UK is the EU's top destination for Foreign Direct Investment (FDI), getting one in five projects in recent years. The risk and uncertainty resulting from leaving is bound to have economic effects, which workers will be expected to pay for.
- This has been a major factor in the consideration of other unions, particularly those with significant interests in manufacturing and has been a key reason why such unions have so far supported a 'remain' position.
- If the UK leaves the EU, it is highly likely to mean very rapidly a huge attack on workers' conditions, employment rights and working class living standards, as the British government introduces more 'flexibility' and deregulation as it signs bilateral trade deals and tries to compete on its own in the global economy.
- Leaving will also help a range of Tory and far-right populists into power at Westminster, further pushing British politics away from progressive policies and public services. It will benefit the far right and the racists in Britain and across the continent. It will make European-wide workers' solidarity and workers' unity much harder.
- A central demand of those leading the main 'leave' campaigns is to reduce or scrap many of the worker protections which rely on EU legislation and regulation – such as those on working hours, equal pay and health and safety. A UK exit would inevitably lead to an immediate attack on such rights, for example on the limitations on the working hours introduced under the European Working Time Directive.

- These areas are of particular concern within the fire and rescue service. Firefighters are well aware, for example, of the pressure to increase working hours within our service. EU withdrawal and the subsequent scrapping of working time protection would strengthen these attacks on our members' conditions.
- Withdrawal would almost certainly result in other steps which would lead to the break-up of the UK, with the Scottish government demanding a further independence referendum in order to remain in the EU. It would also have huge implications for the peace process in Northern Ireland and the border with the Republic of Ireland.

THE CASE TO REMAIN

The EU has mostly been about promoting business, but it has also had to make concessions on various aspects of social policy at various times. This has frequently been done for the benefit of businesses by ensuring that social policies (for example on working time, paid leave etc.) ensure 'fair' competition between firms operating in different EU countries. Nevertheless, these measures have produced tangible gains for workers in the UK and across the rest of Europe. It is clear that such gains would be under a clear and immediate threat following a UK exit from the EU.

These factors have been central to the debate in much of the labour movement. The TUC and the bulk of the British labour movement have raised warnings about the threats to jobs and to workers' rights from leaving the EU. Likewise most of the Labour Party, including Jeremy Corbyn and John McDonnell are advocating a 'remain' position, while calling for a major campaign to re-shape the EU in favour of workers and against austerity.

They argue that millions of jobs in the UK depend on trade with the rest of the EU. That affects whole industries and the taxes workers and firms pay, which help fund decent public services. EU law provides the floor that our trade union collective agreements build on. This includes protection like paid holidays, family friendly rights, consultation on redundancies, and health and safety laws.

Firefighters benefit from these laws, particularly in areas of working time and safety. Retained firefighters have won gains as part-time workers in the EU. The FBU and other UK trade unions benefit from European law in defending our right to organise and take legal cases on behalf of members.

A vote to remain should not be taken as an endorsement of the current EU, but recognition that the organised labour movement is not currently in a position to replace it with something better. A vote to remain does not mean the union supports the way business and its friends have crafted European unity, nor does it mean we support the way they mould their project.

The labour movement in the UK must resist the neoliberal policies of the EU, should prioritise direct links with workers and trade unions across borders and fight on the European terrain and campaign for consistent democracy in the EU. A campaign to remain must be an independent, labour movement based campaign that does not share campaign platforms or fall in behind the business-led campaigns.

RECOMMENDATION

The executive council recommends that conference adopts the following approach to the EU referendum:

1. In or out of the EU, workers in the UK and elsewhere in Europe face attacks on living standards, public services and workers' rights as the drive for austerity continues in the UK and across Europe.
 - We support all steps towards a united, Europe-wide workers' campaign to demand levelling up workers' rights, employment protection and health and safety provision.
 - We support a fight for full domestic trade union rates of pay for all workers within any EU country and for the scrapping of any EU regulations which obstruct such aims.
2. The workers' movement in the UK and elsewhere should have no trust or confidence in the current politicians who lead EU institutions or in the undemocratic and bureaucratic systems by which much decision making is carried out.
 - We support a Europe-wide campaign for full democratic control over EU institutions, including the European Central Bank.
 - We will support campaigns to end the secrecy surrounding discussions of the Eurogroup of finance ministers and negotiations around TTIP or other trade deals.
 - We support building a Europe-wide workers' campaign for democracy and against austerity.
3. Withdrawal from the EU would be a victory for some of the most right wing and anti-trade union politicians in the UK. It would also be likely to rapidly lead to the scrapping of workers' protection measures introduced under EU law (on working time, on health and safety, on paid parental leave, on part-time workers' rights etc).
 - We conclude on balance that workers' in the UK, including FBU members, should be urged to vote to remain in the EU in the referendum on 23 June 2016.

PAY AND CONDITIONS

PROTECTING GREY BOOK PAY RATES – RETAINING FEES

This Conference demands that all Brigade Officials adhere to the minimum standards as laid out in the Grey Book when dealing with retaining fee proposals with management. Under no circumstances should retaining fees below the Grey Book minimum be negotiated or agreed by FBU Officials. This does not preclude negotiations in the reduction of available hours or of banded hours of availability, providing that the minimum Grey Book retaining fees are maintained.

NATIONAL RETAINED COMMITTEE

NATIONAL JOINT COUNCIL WORKSTREAMS

Conference notes that discussions exploring the viability of the Fire and Rescue Service workforce taking on additional work remain ongoing within a number of National Joint Council workstreams.

The Executive Council has previously committed to seeking improvements in pay in return for any agreement to extend the responsibilities, skills and competencies of FBU Members.

Conference reaffirms that the demand for appropriate remuneration for additional work remains a core part of the Union's negotiating strategy in these discussions.

Further, Conference instructs the Executive Council:

- not to ratify any proposed agreement on new responsibilities in the absence of associated pay improvements.
- to undertake the fullest consultation with Members on any proposed new responsibilities and associated pay framework resulting from the workstream discussions.

LONDON

FLEXIBLE WORKING

Conference notes the content of circular NJC/01/15 dealing with amendments to the Scheme of Conditions of Service (Grey Book) arising from legislative change.

The Employment Rights Act 1996 (ERA) has been amended by the Children and Families Act 2014. The new law dispenses with the statutory procedure for consideration of flexible working requests, replacing it with a duty on employers to deal with requests in a 'reasonable' manner.

The amended legislation does not give employees the right to work flexibly. Instead it provides a right to 'request' flexible working. If the Fire and Rescue Service (FRS) rejects the request it must be for one of eight business reasons and an explanation of these reasons, including how they apply to the application, must be given to the employee.

These business reasons include amongst others:

- Additional costs
- Planned structural change
- Inability to recruit new staff
- Inability to reorganise work among existing staff

Conference notes that in reality and due to the cuts agenda adopted by the Government that any FRS would be able to refuse a request for flexible working by utilising one of the above business reasons.

Conference further notes that due to the fact that nationally the majority of childcare is still undertaken by women (Labour Market Statistics) that this is an issue that disproportionately affects women and that whilst concerns over recruitment of women into the FRS have, and are, being addressed the inability to have flexible working arrangements agreed with some FRSs moves the problem towards that of retention of women within the FRS.

Due to many FRSs changing current Duty Shift Systems to those that solely suit the employer's business case the employees work life balance needs become secondary. Therefore Conference instructs the Executive Council to undertake immediate discussion through the National Joint Council to pursue a flexible working agreement that reflects the unique work life balance issues that arise due to FRS personnel having to provide 24/7 emergency response cover. An Executive Council report is also to be produced after investigation of the potential scale of this problem, this report is to be provided to Conference 2017.

MERSEYSIDE

PAY

This Conference is of the opinion that the pay increases received over the last 10 years, when offset against inflation increases over the same period, has left FBU Members in a worse financial position and, as such, has worsened their living standards.

Conference therefore instructs the Executive Council to initiate consultation with Members with a recommendation for industrial action, up to and including strike action, if negotiations following the conclusion of the workstream evaluations fail to deliver an acceptable offer on pay.

NORTHERN IRELAND

WATCH COMMANDER 'B'

Conference notes the decision made by Conference 2009 in respect of Resolution 5 on Pay (as moved by Shropshire, amended by Strathclyde) and Conference 2010 in respect of Resolution 4 on pay (as moved by Northern Ireland).

Conference re-affirms its decision that the "A" pay scale should be removed and personnel on the "A" pay scale should be re-designated to the "B" pay scale.

Conference notes the lack of progress on this matter and insists the Executive Council seeks to progress this as a matter of urgency and as a minimum a report to Conference 2017 is required.

NORTHERN IRELAND

PENSIONS

SAME SEX SURVIVOR PENSIONS

Conference notes with disappointment the outcome of the Court of Appeal in its ruling in the appeal of *Walker v Innospec*.

The appeal related to the accrual rights of survivor pension benefits prior to 2005. Currently some pension schemes fail to recognise survivor benefits accrued prior to the introduction of legal recognition of same sex partnerships in 2005.

Conference calls on our Officials responsible for negotiating pensions to continue to raise the issue of inequality in pension provision with government and press for survivor benefits to relate to the length of membership of schemes as opposed to introduction of legal recognition of same sex partnership.

LGBT NATIONAL COMMITTEE

OPERATIONS, HEALTH AND SAFETY

OICs DRIVING FIRE APPLIANCES TO INCIDENTS ON BLUE LIGHTS

This Conference condemns the unsafe practice adopted by some Fire and Rescue Services in the UK which allows Watch and Crew Managers to drive fire appliances to incidents on blue lights whilst being Officer in Charge of that appliance.

Driving fire appliances to incidents on blue lights whilst in charge is not included in a Watch or Crew Managers role map.

This practice allows Fire and Rescue Services to reduce numbers on stations ultimately cutting front line posts and puts our Members in situations where there is not enough resources to deal with incidents safely.

Conference agrees that this dangerous practice has the potential to cause serious injury or worse to our Members and members of the public because of wrong decisions which may be made due to the complexity of carrying out two separate roles simultaneously.

Therefore this Conference instructs the Executive Council to;

- Send out a Fire Brigades Union circular to all Members explaining the dangers involved in adopting this practice.
- Commission the Fire Brigades Union Health and Safety Committee to draft a Safety Critical notice which can be used by Brigade Committees to challenge this practice where it is happening.
- Raise this issue at the National Joint Council with a view to stopping this unsafe and dangerous way of working.

This work to be completed by the end of January 2017.

DURHAM

HEALTH AND SAFETY HANDBOOK

Conference demands that The Fire Brigades Union Health and Safety Handbook is revised and re-issued to provide Fire Brigades Union Representatives current information fit for purpose. This work should be carried out no later than Conference 2017.

STAFFORDSHIRE AS AMENDED BY SHROPSHIRE

OPERATIONAL DISCRETION

Conference calls on the Executive Council to provide a policy document on “Operational Discretion” the document is to provide an FBU explanation of how and when Operational Discretion is to be used. This is required to provide assistance and clarity to our Members and Brigade Officials. This policy document should be provided to Conference no later than Conference 2017 to ensure that we can provide the best protection for our Members.

STAFFORDSHIRE

FIREFIGHTER SAFETY – DUTY SYSTEMS

Conference is concerned about the growing utilisation of Day Crewing Plus/Close Proximity Crewing or any of its hybrids which results in firefighters working excessive hours. Conference views such shift systems as a risk to firefighter safety, as potentially unlawful and could have a ruinous effect on our pension schemes through the cap and share policy foisted on us by the Tory led coalition.

Conference seeks that the Executive Council continues to resist these dangerous duty systems by all means necessary including the production of a guidance document for Brigade Officials having to deal with such proposals.

CUMBRIA AS AMENDED BY SHROPSHIRE

MINIMUM SAFE CREWING

Conference instructs the Executive Council to develop a strategy to oppose and reverse the dangerous trend of Brigades proposing to crew pumps without adequate recognition of the numbers needed to perform the role safely and efficiently. Such practices will put our Members at an unacceptable risk and place them under immense moral pressure to act when intentionally placed at incidents without adequate resources. We refer to previous FBU policy on crewing in support of this resolution.

NATIONAL RETAINED COMMITTEE

FIRE AND RESCUE SERVICE POLICY

STAFFING LEVELS IN CONTROL ROOMS

Conference recognises the central role of emergency control staff in the Fire and Rescue Service. Staff in control rooms represent the first line of intervention for members of the public needing assistance. Too often, our control Members are taken for granted by Fire and Rescue Service bosses and politicians.

Conference remains deeply concerned at reductions in staffing levels across control rooms. As well as presenting a danger to the public, staffing shortages lead to excessive workloads, increased stress and fatigue among control Members.

These problems have been exacerbated in some Fire and Rescue Authorities by the introduction of new mobilising systems beset with technical problems and without adequate training having been provided to all staff.

As the foremost organisation representing emergency control staff, the Fire Brigades Union vehemently opposes any attempt to compromise their welfare or professionalism.

To this end, Conference instructs the Executive Council to redouble its efforts in the campaign to oppose reductions in staffing levels in control rooms, and to take every opportunity to highlight the risks that staffing shortages pose to control Members and the public.

LONDON

INTRODUCTION OF NEW MOBILISING SYSTEMS

Conference is outraged at the continuing practice by Fire and Rescue Services of implementing new mobilising systems before full and thorough testing has taken place and therefore placing our Members and the general public at risk.

A number of Services have recently introduced new or upgraded mobilising systems which have not been fit for purpose.

On numerous occasions control Members have had to resort to taking emergency calls using pen and paper, and alerting stations by mobile telephones.

The stress levels for our control Members, along with the obvious dangers to operational firefighters and the public are intolerable.

Conference therefore instructs the Executive Council, following consultation with the Control Staff National Committee, to raise this issue at all relevant forums to highlight the risks and prevent this dangerous and unacceptable practice from being repeated.

Conference further requests that the Executive Council report back to Conference 2017 any progress made in this matter.

CONTROL STAFF NATIONAL COMMITTEE

SUPERVISORY LEVELS IN FIRE CONTROLS

Conference notes with concern the increasing tendency by Fire and Rescue Services to downgrade and/or reduce the levels of supervision within Fire Controls.

In many cases Fire and Rescue Services are using restructuring and staffing reviews to reduce the role of the Officer in Charge of Control in cost cutting efforts. This is leading to increased stress and pressure on control Members at all levels. It can also jeopardise the successful outcome of operational incidents.

Fire Control Supervisors are required to undertake an increasing workload in ensuring that staff can work efficiently and effectively within appropriate service procedures for the successful resolution of incidents and day to day issues.

Examples of reduced supervision include:

- Staffing reviews which downgrade Watch Manager posts to Crew Manager or reduce numbers of Crew Managers.
- Changes in work routines which place supervisory responsibilities on non-supervisors.
- Use of flexi-duty managers to provide remote supervision.
- Attempts to create work roles outwith the Grey Book terms and conditions.

Conference calls upon Members, Brigade and Regional Committees to resist such attacks on supervisory levels within Fire Controls, by working within existing agreed Role Maps, by robustly challenging all proposals to reduce levels of supervision and ensuring that the importance of adequate supervision is clearly understood by Fire Services, Fire Authorities and Fire Boards.

CONTROL STAFF NATIONAL COMMITTEE AS AMENDED BY LONDON

GOVERNMENT POLICY AND LEGISLATION

NATIONAL STANDARDS FOR MARAUDING TERRORIST FIREARMS ATTACK (MTFA) FOR TRAINING, EQUIPMENT AND PROCEDURES FOR ALL FIREFIGHTERS

Conference notes that people living within the British Isles are at a greater risk of terrorism in all its brutal forms like the atrocities that we witnessed in Paris. It is accepted that early recognition could come directly from first responders attending what appeared to be a more routine incident prior to a full MTFA incident being declared. With this in mind, Conference instructs the Executive Council to campaign for an appropriate mechanism of support for Fire and Rescue Authorities including funding from DCLG which would allow Fire and Rescue Services to provide a minimum national standard of training, equipment and procedures for all operational personnel who have the likelihood to attend one of these incidents.

TYNE & WEAR

FLOODING – A STATUTORY DUTY

Conference notes the devastating effect of the floods in December 2015 in many areas of the UK and the vital role that fire service personnel carried out in all affected parts of the country both carrying out rescues and post incident mitigation. With all fire services in the UK now under immense pressure to cut budgets they cannot be expected to continue to resource training, equipment and responding without receiving the funding required to carry out this role.

Conference instructs the Executive Council to raise the issue of funding in the Fire Service for flooding with all employers and Governments in the UK.

Conference notes with concern the extent and severity of floods experienced at the end of 2015 and start of 2016 across different regions of the UK. It is alarming that whilst Government Ministers claim these are once in a lifetime episodes, it is apparent that this is not the case and FBU Members are responding on greater regularity to severe incidents of flooding despite the fire service having no statutory duty to do so within England or Wales

Whilst we note there is a continuing FBU campaign that has been running for some time calling for the statutory duty to be given to the Fire and Rescue Service, we call on the Executive Council to examine what else as part of this campaign we can do and to reinvigorate the campaign in light of our concerns based on the severity and regularity of such incidents and the drain on finances and resources these incidents have on hard pressed fire service budgets.

NORTHUMBERLAND AS AMENDED BY LONDON

TRADE UNION AND LABOUR MOVEMENT

PROTECTING WORKERS RIGHTS, DEFENDING THE HUMAN RIGHTS ACT

Conference deplores this Tory Governments plans to repeal the Human Rights Act. The Act has been a cornerstone in providing protection of the rights and safety of workers. It has also set the benchmark for the promotion of LGBT equality both for existing and new member states joining the European Union.

Conference calls on the Executive Council to work with the TUC and its affiliate trades unions to campaign against the Government's attacks on the Human Rights Act.

LGBT NATIONAL COMMITTEE

UNITE THE RESISTANCE AFFILIATION

Conference notes that the Tories continue with their ideological austerity agenda.

If the Government is not resisted and beaten we face years of continued attacks on our pay and conditions and a continued assault on our public services.

At the forefront of the Tory agenda is the Trade Union Bill, an attempt to further weaken trade unions' ability to organise and to strike.

The Bill represents the most determined attack on the FBU and other trade unions for a generation, and the trade union movement must be prepared to take on and defy these new laws.

The TUC has policy to consider "generalised strikes" against the bill and to defend unions that find themselves "outside the law".

Jeremy Corbyn has argued that a Labour government will repeal the bill and bring in new legislation to defend workers' rights.

The FBU alongside other unions in the Trade Union Co-ordinating Group, and campaigns such as Unite the Resistance, the National Shop Stewards Network and the People's Assembly are at the forefront of opposition to the bill, continuing our attempts to defeat anti-trade union legislation.

To further assist in our aims to oppose austerity and the anti-trade union legislation, Conference instructs that the FBU affiliates to Unite the Resistance.

ESSEX

CONDEMN HYPOCRITICAL PROPAGANDA

Conference condemns the hypocrisy of UK, US and other politicians, who condemn countries refusing to submit to US-NATO hegemony (e.g. Russia, China, Cuba, Venezuela) whilst ignoring, condoning and supporting ‘friendly’ states (e.g. themselves, Israel, Saudi Arabia, and others) that blatantly abuse human rights, inflict and incite violence and even acts of terrorism, whether state or individual.

Conference believes such propaganda is deliberate, and, as always, used by ruling classes as a means to further imperial aims, secure wealth for profiteers, and control domestic populations. However, for working people these also bring wars, poverty, and restrictions of real freedoms, through devastation, divisions, and despair, so must be opposed if we are to avoid conflicts both now and in the future.

Therefore Conference instructs the Executive Council to ensure that such issues are highlighted in the Firefighter magazine to inform and educate our members on international issues and how they affect working people

DEVON & SOMERSET AS AMENDED BY SHROPSHIRE

LABOUR COUNCILLORS

As the FBU now affiliates to the Labour Party, this Conference instructs the Executive Council to engage with the Labour Party leadership (at the earliest opportunity) to insist that they instruct its councillors and MPs to highlight the cuts to the fire service at every opportunity. Conference notes that councillors are publically celebrating the opening of new stations which represent amalgamations, cuts and extended working hours of our Members.

WEST YORKSHIRE AS AMENDED BY LONDON

ABORTION RIGHTS

Conference notes that abortion is still not legally available to all women in the UK on request. Any woman taking this difficult and emotional decision must still receive the consent of two doctors in order to proceed. Conference notes that the British Medical Association supports removing the requirement for two doctors’ signatures to approve the procedure.

Conference believes that the Abortion Rights Act 1967 needs updating to give women the right to make this decision as with any medical procedure.

We therefore call upon the Executive Council to:

- i) Work with trade unions and other interested organisations to campaign for change in the law, giving women the ‘right to choose’
- ii) Actively lobby all political parties to raise access concerns and ensure that future progressive changes in the existing 1967 Act are fully enforced
- iii) Support raising of public awareness, change the culture of stigma and discrimination
- iv) Campaign for the implementation of abortion provision up to the legal limit
- v) Promote affiliation and active participation in local Abortion Rights groups across the UK and campaign for activities to mark the 50th anniversary of the passing of the 1967 Abortion Act.

NATIONAL WOMEN'S COMMITTEE

EQUALITY AND FAIRNESS AT WORK

ACCESSING LGBT MEMBERSHIP SUPPORT

Conference recognises the advances that our LGBT Members and Officials have achieved since their establishment within our Union.

Conference is concerned about reports of LGBT Members, particularly gay, trans and bisexual who identify as male, withdrawing from union activities and events. Conference calls on the Executive Council to initiate a survey aimed at known gay, trans and bisexual Members who identify as male, with the intent to establish and identify obstacles discouraging engagement. The survey should be created in conjunction with the LGBT Committee.

LGBT NATIONAL COMMITTEE

BME WOMEN MEMBERS

The UK Fire and Rescue Service (FRS) continues to fail to recruit the majority gender in our society – women. Despite historical commitments from politicians and principal management, the number of women in the FRS is still pitifully low. The number of BME women barely registers on the FRS employment statistics and there are currently less than a 100 operational black women. This cannot be acceptable to our Union.

Black women are still the less likely group to even consider a fire service career and of those who are recruited the vast majority do not attempt any career progression. There are less than 20 black women junior or middle managers in the FRS.

This Conference demands that:

- Research is carried out at NJC level into the FRS experience of current black women operational staff
- The UK FRS needs a national programme of positive action aimed at and to encourage black women to consider an FRS career
- The Executive Council consult with the B&EMM National Committee the possibility of a reserved seat on the B&EMM National Committee for a BME Woman Member.

B&EMM NATIONAL COMMITTEE

FBU EQUALITY EDUCATION

It is vitally important that our Union continues to be fully aware of the different issues that our minority Members still face in Fire and Rescue Service workplaces. Past decisions on equality structures and representation may give the impression that the challenges faced by minority Members are no longer a priority for our Union.

In order for all FBU Representatives to have an understanding and empathy with the issues faced by minority Members it is important that there is the appropriate level of knowledge on equality issues. Representatives and Officials with very little experience of discriminatory and unfair treatment of minority Members are at a disadvantage when representing them.

This Conference demands that the Executive Council:

- Ensures that all FBU Representatives and Officials are given the appropriate knowledge and skills to fully represent all our Members
- That an equality and diversity course is added to the 2017 FBU Education programme
- That the course is organised by the appropriate National Officer and the National FAW Committee

This Conference believes that this will be an important step in ensuring our Officials recognise unfair practices, appreciate and value cultural differences in the fight against the discriminatory behaviour that still exists in our workplaces and communities.

BGEEM NATIONAL COMMITTEE AS AMENDED BY MERSEYSIDE

GENDER SPECIFIC ILL MENTAL HEALTH

Conference is disappointed at the lack of support our women Members are receiving in respect of ill mental health in the UK Fire and Rescue Service.

Conference will note last year's resolution on ill mental health which asked for guidance to be produced from the FBU and for our Fire and Rescue Services to be encouraged to support our Members. Many services remain poorly informed with managers ill equipped to identify or deal with issues of ill mental health. Often Members are made to feel that they must suffer in silence, rather than speak up, leaving them isolated and vulnerable. Members feel that they are seen as being weak or troublesome if they admit to having ill mental health or asking for help.

Women in these circumstances are often labelled as dramatic or emotional, rather than being taken seriously and offered the correct support. Women may also experience different symptoms possibly connected to menopause. Ill mental health, when associated with other health needs, can be complex and difficult to diagnose.

Conference therefore ask that the Executive Council includes in the best practice document requested in last year's resolution on ill mental health, gender specific guidance. This information is to be made available to all Fire and Rescue Services to raise awareness and understanding of ill mental health problems including recognising signs and symptoms. This is to ensure our Members are supported. We ask that this work is started immediately and is integrated into the ongoing work on ill mental health the FBU is currently involved in.

NATIONAL WOMEN'S COMMITTEE

POSITIVE ACTION DAYS

Conference is concerned about the lack of firefighter recruitment over a sustained period of time. This is due to reductions in establishments and the practice of carrying vacancies when staff retire. There has been very little wholetime recruitment for several years.

Of the few Fire and Rescue Services recruiting, some are branding their positive action days as 'Have a go Days', in a bid to attract people from under-represented groups.

We feel this is sometimes implemented in a way which demeans or misrepresents the skills and qualities that women and other under-represented groups can bring to the role of a firefighter.

We call on this Conference that the Executive Council, in consultation with the NWC, B&EMM and LGBT committees, create a best practice guidance to assist Fire and Rescue Services with positive action and that this be completed by the end of October 2016.

NATIONAL WOMEN'S COMMITTEE

ORGANISING AND MEMBERSHIP

REBUILDING AND DEVELOPING SECTIONAL INTEREST IN THE FBU

This Conference notes the difficulty in establishing fully populated committees at Regional and National level. This Conference demands that the Executive Council and respective National Officers with the responsibility for the Sections consult with the Sectional Committees and draw up a plan to address this shortfall, to facilitate and sustain sectional interest and participation in the business of the FBU.

NATIONAL RETAINED COMMITTEE

RECRUITMENT

At Recall Conference November 2015, the Executive Council resolution to remove Executive Council Members from the Trade Sections was carried.

Conference was told that this was necessary due to the potential financial hardship the Union faces. In the Executive Council Policy Statement on Membership, Recruitment and Organising, which was carried at last year's May Conference, it was discussed in detail the need to recruit from other roles within the Fire Service.

Now without any Sectional Executive Council Members, now is not perhaps the easiest time to recruit from other staff groups, but given the financial threat to us continuing as a Union, as noted by the Executive Council at Recall Conference last year, Conference instructs the Executive Council to recruit new Members as they proposed.

OFFICERS NATIONAL COMMITTEE

INTERNAL ADMINISTRATION

FIRE BRIGADES UNION CARBON FOOTPRINT

This Conference instructs the Executive Council to conduct a review in to the communication methods that Head Office employ when keeping Members and Officials up to date in terms of postal circulars and publications. The purpose of this review is to identify alternative ways of communication methods with the aim to reduce the Fire Brigades Union's carbon footprint.

TYNE & WEAR AS AMENDED BY SHROPSHIRE

FBU ONLINE SHOP

Conference welcomes the improvements and development shown in the latest FBU national website. It is of importance that we utilise technological advancements to improve our communications and interactions both with our membership and wider interested parties. The worldwide web offers a number of opportunities which we are still yet to explore as a Union.

One such opportunity is to provide access to an online FBU shop. During the pension campaign and before there has been widespread demand for FBU branded items, which in the absence of an online shop, has made it difficult to coordinate purchases of such items through Brigade Officials.

Conference therefore instructs our Executive Council to put to tender, negotiate and agree a contract for a national FBU shop to include production, distribution and margins. To also simultaneously begin the process of making a capital expenditure to design and implement a website that incorporates a national online shop by which FBU Members and other interested parties can purchase a wide range of FBU branded products that will be delivered to their desired address. With the upcoming FBU centenary anniversary this would prove a helpful resource to coordinate and distribute any specially produced items. We instruct that the FBU online shop should be implemented and running by no later than Conference 2017.

CAMBRIDGESHIRE

SUPPORT FOR OFFICER MEMBERS

Conference demands that the Executive Council pledges its on-going and continued support for the Officers National Committee.

In light of the Executive Council's further projected losses in FBU Members, there has never been a more important time to have a strong Officers National Committee in order to both maintain and ensure that Officer Members stay with the FBU and are supported throughout their careers.

The Officers National Committee has a unique and special part to play in the continued independence of the Fire Brigades Union and we call upon Conference to support the Executive Council and Officers National Committee to promote officer membership and to have Representatives in all of its Brigade and Regional Committees.

OFFICERS NATIONAL COMMITTEE

RESOLUTION PROGRESS REPORTING

Conference demands that all resolutions passed at Conference, which require any work to be undertaken, have six monthly updates provided to all Officials on work carried out, or still outstanding work with action plans for completion.

This is to ensure a greater degree of transparency and accountability, and to demonstrate progress against such resolutions.

OFFICERS NATIONAL COMMITTEE

FIREFIGHTER MAGAZINE

Conference notes the discussion and debate had during Recall Conference November 2015 on the subject of “Organising FBU Structures and Finances to Address the Challenges of Austerity”, the basis of which was to give consideration on the future financial implications to the Union.

Looking at the need to reduce expenditure, Conference agrees a reduction in the number of issues on a permanent basis, to start in January 2017, of Firefighter Magazine from 8 issues to 6, with an ability to produce the occasional special edition if the political or campaigning climate should dictate, with authority for this being sought through the Executive Council.

DURHAM AS AMENDED BY MERSEYSIDE

RESOLUTION AMENDMENT

Conference notes that, following the submission of resolution proposals for inclusion in Conference preliminary agenda, when proposed resolutions are ruled out of order by Standing Orders Committee, no opportunity is afforded to Brigade Committees and Sections to change or amend their proposal so that it may be approved for inclusion.

Conference calls upon the Executive Council to review this matter and compose the required proposed amendments to Standing Orders which provide the facility to allow resolutions which are ruled out of order to be amended in a timely manner for reconsideration.

The Executive Council proposed amendments to Standing Orders must be prepared and submitted to Standing Orders Committee in time for their inclusion in the agenda for Conference in 2017.

WEST MIDLANDS

REPRESENTATION OF CONTROL MEMBERS

This Conference recognises the current challenges faced by the FBU in relation to the recruitment, retention, and organisation of our Members particularly within Emergency Fire Controls, and calls upon the Executive Council to implement within three months of Conference 2016 the following measures to ensure that the removal of the position of Executive Council Member for Control does not impact adversely on the representation of our Control Members:

- Each Regional Committee shall nominate one Regional Official to take on the remit of responsibility for overseeing Control issues.
- The nominated Regional Official will work in a supporting capacity with the elected/appointed Regional Control Staff National Committee Representative on Control matters within their Region. This should include developing “sector specific” knowledge and understanding of Control roles where the nominated Regional Official does not have a Control background.
- In those Regions where a Control Staff National Committee Representative has not been elected/appointed to the Regional Committee, the nominated Regional Official will work in co-ordination with the National Officials of the Control Staff National Committee to liaise with Brigade Officials in arranging local Control Branch meetings, in order to re-start the Control structure within their Region.
- A brief written report from each Region will be submitted to each meeting of the Regional Committee and the Control Staff National Committee by the Regional Control Staff National Committee Representative, or by the nominated Regional Official in those Regions where a Control Staff National Committee Representative is not yet in place.

CONTROL STAFF NATIONAL COMMITTEE AS AMENDED BY MERSEYSIDE

BRIGADE ORGANISER TOOLKIT

The role of Brigade Organiser within the FBU has been identified as having an overall responsibility for developing an effective and efficient Union, with a range of key responsibilities given to that role.

However, Brigade Organisers who are new to the role are given little guidance from the Union on how to carry out this important role and the responsibilities it entails. Instead, the handover of responsibilities is left to the existing Brigade Organiser, who themselves will have received no guidance on how best to hand over the responsibilities.

The FBU stated its intention to develop an Organiser pack/handbook in a draft Brigade Organiser Role Description, dated 20th July 2012. We are still waiting for this to be produced.

Conference instructs that this toolkit is completed and sent out to all Regions within the next 12 months, with Brigade Organisers being consulted on what they believe the toolkit should contain.

NOTTINGHAMSHIRE

EMERGENCY MOTIONS CARRIED...

NJC NEGOTIATIONS ON FUTURE WORK OF FIREFIGHTERS AND FIRE AND RESCUE SERVICES

Conference notes the continuing discussion at the National Joint Council (NJC) in relation to the five work-streams previously identified and reported to Conference 2015 and endorsed by that Conference.

Conference notes the further work undertaken since then. This has included NJC approved trials of new and wider areas of work including emergency medical response.

Conference notes that the trials were discussed in detail at the meeting of the NJC on 10 February 2016. That meeting identified the need to discuss further:

- The changing of government departments in England and the impact that has had on progressing funding issues.
- The need for a formal evaluation of the trials and whether the technical author of that report would require further information/data.
- Any impact or implications of the above or other considerations on the duration of the trials.

Following this meeting further local trials commenced with the agreement of the NJC bringing the total number of Fire and Rescue Services involved to 27 by April 2016.

Conference further notes:

- That work is currently being undertaken by the NJC to agree the best way to assess the impact of these trials, including an assessment of the data, problems identified, funding issues, operational procedure and related matters.
- That the development of any such work requires long term funding solutions so as to support the training, staffing and operational demands which would arise as well as addressing the pay and conditions issues which the FBU has set out to the fire service employers.
- That it is in the interests of all concerned, especially those FBU members who have undertaken such trials, to accurately and thoroughly assess the evidence produced during the trials. This would strengthen any case which would be made to government/s regarding future funding.
- That concerns have been expressed regarding the implications of these trials for emergency fire controls and the FBU members working within them, including, on occasion, a failure to adequately consult with FBU representatives.

Conference is dismayed at the lack of engagement by the ministers and government departments responsible for fire in the discussions around the potential extension of the role of the fire and rescue service including medical response. Conference maintains its view that the extension of the Fire and Rescue Service role offers a potential significant improvement to public safety. However Conference also recognises that Fire and Rescue Services have suffered unprecedented cuts which increasingly jeopardise the service at local level as well as national resilience. Such cuts threaten to undermine this important area of discussion.

Against this background Conference resolves to authorise the Executive Council to continue negotiations, including the possible extension of the NJC work-stream trials. In any such negotiations, the Executive Council should continue to raise the concerns of FBU members regarding pay, conditions and staffing levels. Any agreement regarding a possible extension

of the trials should include resolution of the issues relating to consultation and negotiation on behalf of FBU members in emergency fire controls.

Once NJC trials have been evaluated, the results will be issued to members through FBU structures to allow full discussion before any further decisions are made. Any such decisions will involve full consultation with all members.

EXECUTIVE COUNCIL

PENSIONS APPEAL MECHANISM

Conference notes with concern the decision of Cheshire Fire and Rescue Service on 7th March 2016, stating that a member of the FBU was not entitled to appeal the outcome of a review of pension benefits if the appeal is to move to higher tier from lower tier ill health pension.

Conference is also concerned that the scheme rules do not appear to allow any subsequent appeals to move from a lower tier to a higher tier irrespective of the fact that the condition of a member may worsen. This means that an individual who is receiving a lower tier ill health pension later becomes unfit for regular work has no opportunity to receive a higher tier ill health pension.

Conference instructs the Executive Council to look at this in more detail and if necessary seeks to establish the relevant appeal mechanism including a change to the pension rules for the benefit of our members, if that is deemed the most appropriate avenue.

CHESHIRE

DUTY SYSTEMS: CONDEMNATION OF EXCESSIVE HOURS OF WORK AND OTHER TERMS AND CONDITIONS WHICH ARE INFERIOR TO THOSE CONTAINED WITHIN THE GREY BOOK

Current FBU Policy relating to Day Crewing Plus and Close Proximity Crewing duty systems was agreed at the FBU's 2011 Conference. The Grey Book and the Working Time Regulations are clear that specific and identified features of contractual working hours can only be varied by a collective agreement.

Conference recognises that the Health and Safety Executive has deemed that Close Proximity Crewing is not compliant with the Working Time Regulations due to the absence of a collective agreement.

Conference notes the outcome of the National Joint Council's Technical Advisory Panel (TAP) that convened on 16 January 2016 to consider Cleveland Fire Brigade's proposed new duty system.

Conference further notes the outcome of the employment tribunal which heard the case *Mansell & others v South Yorkshire Fire & Rescue Service*, which became reportable on 27 January 2016. The tribunal determined that the Close Proximity Crewing duty system introduced by South Yorkshire Fire & Rescue Service is not compliant with the Working Time Regulations and found that firefighters had suffered a detriment as a result of its introduction. A settlement on the compensation to be awarded is now being discussed between the respective parties' lawyers.

Conference applauds the officials and members in Cleveland and all other brigades who have fought, and continue to fight, the implementation of duty systems and working practices which are more akin to the working hours' commonplace in the 19th century as opposed to the 21st century.

Conference is angered that Fire and Rescue Services continue to try to implement duty systems that patently are not in accordance with the four principles contained within Section 4, Paragraph 3 of the Grey Book which includes a working week of not more than 42 hours.

In addition Conference is opposed to any duty system which introduces, requires or allows for terms and conditions which are inferior to those in the Grey Book. Examples of these which we have witnessed are:

- Pre-arranged overtime, whether voluntary or mandatory, which is required on a regular and programmed basis because establishment levels are insufficient to ensure that all appliances can be kept on the run.
- Overtime rates which are at less than time and a half (or double time on public holidays).

Conference therefore:

- Reaffirms that all Brigade Committees must resist and not agree to terms and conditions which are inferior to those contained within the Grey Book.
- Reaffirms that all Brigade Committees will resist and not agree to the introduction of any duty system which commits members to work more than 42 hours per week.
- Reaffirms that all Brigades Committees will resist and not agree to a variation to the default norms within the Working Time Regulations by way of a collective agreement.
- Requires all Brigade Committees to challenge the introduction of any duty system which does not conform to FBU policy. Where a Fire and Rescue Service cannot be persuaded to withdraw its proposals to introduce a duty system which does not conform, the Brigade Committee shall refer the matter to the TAP. Preferably, this referral will be undertaken jointly with the employer or unilaterally by the Brigade Committee where the employer refuses or prevaricates.
- Requires all Brigade Committees to take all steps to bring an end to the continued use of such duty systems where they have already been introduced.
- Requires that the Executive Council and Head Office Officials continue to campaign nationally against such duty systems, by continuing to raise the FBU's concerns and opposition with the appropriate bodies and forums such as the National Joint Council and the Health & Safety Executive in order to stop (a) the introduction of such duty systems and (b) an end to the operation of the duty systems where they have been introduced.

SOUTH YORKSHIRE

THE RIGHT TO CRITICISE

Conference is appalled at the strategy of some within the Labour Party, the Tories and the right wing press in trying to stir up a false storm of anti-Semitism within the Party.

Conference is disgusted with the antics of John Mann and the right wing in attempting to engender a position where any discourse relating to the atrocities carried out by the Israeli state upon the peoples of Palestine is somehow anti-Semitic.

Conference acknowledges that supporting the desire of Palestinians for legitimate self-determination, human rights and their own state, and condemning Israeli government policies does not make someone anti-Semitic.

Conference recognises the right to be able to criticise states such as Israel for carrying out such atrocities and reaffirms our support for the plight of the Palestinian state.

MERSEYSIDE

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL...

AN INCREASED RATE FOR UNSOCIABLE HOURS

It is clear from the new contract offered to Junior Doctors that the Government recognises that our fellow public sector workers will work certain hours of the week that are deemed to be unsociable working hours, and therefore deserving of an enhanced rate of pay.

We believe it is time for the firefighters who regularly work through these hours to be given their due reward and paid an enhanced rate when working at these times.

Conference instructs the Executive Council to urgently raise this issue with the employers.

NOTTINGHAMSHIRE

WORKING CLASS HISTORY

Conference acknowledges the fundamental importance of education and information distribution within the working class movement.

Education is vital to the continuance of the trade union movement's struggle for working class equality, fairness and liberty. It is through the provision of education, formerly withheld from working class people through both economic and class oppression, which has empowered the movement to achieve its many huge successes.

As important as succeeding in securing these achievements for all working people, is ensuring that the origins and history are not forgotten and that the many people who fought so hard to achieve them are not either. This is the history of our people and our class and we should proudly celebrate and remember it. We must also uphold our responsibility to inspire and educate the next generation how many of the liberties we enjoy today were achieved; through struggle, adversity and bravery. This is our history.

Therefore Conference instructs our Executive Council to present at the next TUC National Conference a resolution on behalf of the Fire Brigades Union to initiate a coordinated, UK-wide project to implement a "Working Class History Week". It will be a week of remembrance, education and celebration of the rich and varied history of the working class, its Trade Union movement and its great achievements. A week of TV documentaries, online videos, news articles and more utilising all communication mediums to tell the stories that so often to not achieve the reverence they deserve. It will be a week that shows our unified oppression through the collective sharing of the history of all working class struggle, which continues to this day. The week will align with the current May Day Celebrations and bank holiday.

CAMBRIDGESHIRE

THE TRADE UNION BILL

Conference applauds the Trade Union Congress composite resolution C18 'The Trade Union Bill and building a campaign to stop government attacks' moved by Unite at TUC 2015, seconded by CWU and supported amongst others by the FBU.

That resolution emphatically rejected the introduction of the Trade Union Bill.

The resolution stated that:

'This proposed law must be seen as a malicious attempt by the Government to constrain democratic industrial and political opposition to its austerity programme. The Bill is an uncompromising and unnecessary assault on the rights and freedoms of British workers and is politically motivated, the work of a vindictive Tory Party using the levers of Government for its own political ends, seeking to outlaw legitimate protest, stifle free speech and choke off the resources of political opponents.'

Conference fully endorses and supports that statement and also the strategy contained within the resolution to develop a comprehensive strategy through the TUC which includes the following:

1. Giving maximum possible political and industrial support and finance to trade unions that may find themselves outside of the law this programme should include calls on other workers and campaigners not in unions to join our action and not merely the calling of token protests and should set out to build a mass movement with the clear aim of defeating these attacks
2. A programme of ongoing action
3. Preparation for supporting workers taking joint/co-ordinated industrial action
4. The development of a Workers' Charter setting out agreed aims on key issues, to be pursued by unions as part of a co-ordinated approach to collective bargaining
5. Organising committees, based on local unions, trades councils and existing anti-austerity campaigns to co-ordinate local activity, with meetings, days of action and rallies in every region across the UK
6. A co-ordinated national day of action across the UK and a further programme of ongoing action
7. Action to defend any union attacked under anti-union laws.

Conference recognises the inordinate amount of work already undertaken by Executive Council Members, National Officials and Regional Officials and therefore instructs the Executive Council to convene an organising committee consisting of one Brigade Official per Region to be selected by Regional Committee delegates at their next Regional Committee meeting. This organising committee, once convened, will meet quarterly to report their Regions progress on all seven points contained within the TUC strategy. The Executive Council will appoint a Chair for this Committee who will report progress to the Executive Council.

MERSEYSIDE

EMERGENCY MOTIONS REMITTED TO THE EXECUTIVE COUNCIL...

DEALING WITH MENTAL HEALTH IN THE FIRE & RESCUE SERVICE

Conference notes the judgement of Coroner Mr John Pollard on 11th February 2016, which stated the suicide of our member Bro. Lee Gaunt was as a result of work related stress brought about by the death of our member Bro. Stephen Hunt. Conference acknowledges the important points Coroner Pollard makes in relation to occupational health deficiencies within GMFRS which the GMC Brigade Committee are working to address.

Conference further recognises the significant increase in cases of mental ill health and suicide affecting Firefighters and Firefighters Control, across the UK. In Greater Manchester Fire and Rescue Service alone we have sadly witnessed the suicide of five members in the last three years.

Nationally we have seen a number of our members lose their jobs as a result of mental ill health, this includes individuals diagnosed with PTSD as a result of operational duties.

Undoubtedly countless more members will be receiving treatment or regrettably suffering in silence.

In Greater Manchester alone, we are witnessing ever greater numbers of members suffering with severe mental health issues, it is expected that this upward trend is being mirrored across the UK.

Conference acknowledges and applauds the work undertaken and continuing with 'Mind' by the Union nationally and believe the evidence produced by the research conducted thus far underlines the most serious nature of this threat to our members.

Conference instructs the Executive Council to set up a working group, consisting of Brigade, Regional and National Officials. The remit of this 'working group' will be to consider the best ways of evaluating the extent of 'mental health' issues within Fire & Rescue Services, carrying out this evaluation and developing a strategy to educate, support and signpost our members down the appropriate avenues for professional support.

This strategy is to be presented to Conference 2017.

GREATER MANCHESTER

MOTIONS DEFEATED...

EMERGENCY MEDICAL REPOSE	CLEVELAND
EMERGENCY MEDICAL REPOSE	MERSEYSIDE
RESOLUTIONS TO CONFERENCE	DERBYSHIRE

EMERGENCY MOTIONS DEFEATED...

FUTURE ARRANGEMENTS FOR PAYMENT OF SUBSCRIPTIONS	LONDON
EUROPEAN UNION REFERENDUM	LONDON

ALTERATIONS TO THE RULES OF THE UNION MOVED BY THE EXECUTIVE COUNCIL...

RULE B2(1)(x)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
RULE B2(2)(vi)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
RULE B4	UNION ASSURERS	CARRIED
RULE C1(2)	CONSTITUTION AND GOVERNMENT OF THE UNION	CARRIED
RULE C3(1)	CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL	CARRIED
RULE C3(2)	CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL	CARRIED
RULE C3(5)	CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL	CARRIED
RULE C4(12)	REGIONAL COMMITTEES	CARRIED
RULE C5(1)	REGIONAL OFFICIALS	CARRIED
RULE C6(2)	BRIGADE COMMITTEES	CARRIED
RULE C9(2)	MOTION OF NO CONFIDENCE	CARRIED
RULE E3(3)(i)-(iv)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE E4	CANVASSING	CARRIED

FINAL APPEALS COMMITTEE

REGION/SECTION		NAME
Region 1	Scotland	Stephen Thomson
Region 2	Northern Ireland	Stephen Boyd
Region 3	North East Region	Pete Wilcox
Region 4	Yorkshire and Humberside Region	Pete Smith
Region 5	North West Region	Les Skarratts
Region 6	East Midlands Region	Chris Hides
Region 7	West Midlands Region	Richard Williams
Region 8	Wales	Cerith Griffiths
Region 9	Eastern Region	Riccardo la Torre
Region 10	London Region	Lucy Masoud
Region 11	South East Region	Mark Simmons
Region 12	South West Region	Trevor French
B&EMM		Otis Paul Graham
ONC		Craig Drinkald
NRC		John Catherwood
CSNC		Lynda Rowan-O'Neill
NWC		Samantha Rye
LGBT		Pat Carberry

ELECTION OF STANDING ORDERS COMMITTEE

RE-ELECTED

Brother Stewart Kinnon for 4 years



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