

FIGHT FOR 52

**THE CASE FOR 12 MONTHS FULL PAY MATERNITY LEAVE
IN THE FIRE AND RESCUE SERVICE**



EQUALITY

MATTERS



EQUALITY
STARTS
WITH
FAIR
MATERNITY
PAY

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FOREWORD

How can it be right that a woman firefighter in Cornwall receives £15,000 less than her equal in Derbyshire? Surely this is a stark case of inequality.

Yet sadly, this postcode lottery is the reality that women face in the UK fire and rescue service. Currently, maternity provisions are wholly inadequate, both in terms of occupational hazards and in terms of recruitment, retention and inclusion. That is why the FBU is firmly committed to addressing inequality in maternity arrangements.

Equality is a trade union principle and a priority for the Fire Brigades Union (FBU). That is why we launched our campaign **Equality Matters** in May 2023 to ensure that equality is part of everything we do as a union. The FBU encourages all members to get involved in their union and actively encourages under-represented groups. The FBU has three equalities sections: black and ethnic minority members (B&EMM), lesbian, gay, bisexual and trans members (LGBT+) and the women members' section. We are also beginning to better understand how we can support those with disabilities and neurodivergence. Each section has a national committee, which discusses key issues relevant to those groups in the service. They then advise the union's annual conference, executive council, regional and brigade committees. The sections encourage members to get involved in the union and challenge all forms of discrimination.

Fight for 52 forms an important part of the Equality Matters campaign as it seeks to address the dire imbalances in maternity provision across the UK. The report details egregious examples of how women members have been maltreated and the awful situations they have had to face. Employers should read these closely and know that decisions they make have a significant tangible impact on women's lives.

The case for 52 weeks full pay and wider provisions is compelling, from occupational hazards, to recruitment, retention and inclusion. Ministers, the employers and chief fire officers need to be aware of the risks and rewards related to pregnancy and firefighting activities beyond just the first year. But awareness alone isn't enough, action is needed to ensure women firefighters receive optimum maternity arrangements.

Women firefighters deserve better. Equality matters to the FBU.

Ministers, the employers and chief fire officers need to make sure they have the same commitment – we need urgent action now.

Extend the current arrangements for maternity leave to 12 months on full pay.



*Ben Selby,
Assistant General Secretary, FBU*



FIGHT FOR 52

On 2 May 2023, the Fire Brigades Union (FBU), wrote to UK fire employers at the National Joint Council (NJC), where the pay and conditions of operational firefighters and emergency control staff are negotiated. The FBU highlighted the obligation on national employers to address the inadequate maternity provisions in the fire and rescue service, ensuring that maternity provision in our service is fit for purpose (see Annex 1).

The FBU demanded that the employers address:

- Under-representation of women in the fire and rescue service; ensuring that the fire and rescue service is an attractive opportunity for all women, with the best possible maternity provisions and eliminating obstacles to the recruitment and retention of women.
- Increased risks to expectant mothers, foetuses, and newborn babies from firefighting related contaminants: noting the UK National Health Service (NHS) advice that exclusive breastfeeding (breastmilk only) is recommended for around the first six months of a baby's life, followed by breastfeeding alongside solid foods into the baby's second year.
- Better support for those statistically more likely to be primary carers in a career already facing the challenges of regular shift based work.

The FBU's claim is for an extension of the current arrangement for maternity leave to 12 months on full pay following the date of birth, delivered through the National Joint Council and binding on all fire and rescue service employers. Pre-birth provisions must also be addressed, ensuring that expectant mothers are protected from the industry's related exposures. The employers' side of the NJC need to urgently address the maternity provisions as laid out in the scheme of conditions.

MATERNITY LEAVE AND PAY IN THE FIRE AND RESCUE SERVICE

The basic levels of maternity pay provided in most UK fire and rescue services (FRSs) are detailed in the Grey Book, scheme of conditions of service, sixth edition 2004 (updated 2009). Below details those basic levels of maternity leave and pay respectively:

- An employee who has at least twenty-six weeks' continuous local government service at the end of the fifteenth week before the expected week of childbirth (EWC) shall be entitled to twenty-six weeks' ordinary maternity leave and up to twenty-six weeks' additional maternity leave.
- Currently – assuming an employee who has completed at least a year's continuous local government service at the eleventh week before the EWC – shall be entitled to the following:
 - o For the first six weeks of absence, nine-tenths of a week's pay offset against Statutory Maternity Pay (SMP) or Maternity Allowance (MA) for employees not eligible for SMP.
 - o Where she has declared an intention to return to work, half a week's pay for the subsequent twelve weeks, without deduction except by the extent to which the combined pay and SMP (or MA and any dependants' allowances if she is not eligible for SMP) exceeds full pay (Payments under [this clause] shall be on the understanding that the employee shall return to work for at least three months).
 - o For the remaining eight weeks, SMP if she is eligible.

THE FBU'S LONGSTANDING CAMPAIGN

The FBU has fought for more than four decades to improve maternity arrangements, ever since women were recruited to operational firefighter roles in the fire and rescue service.

In 1981, the FBU resisted efforts to reduce maternity leave, pay and rights. In 1984, FBU's conference mandated the union to campaign for improved maternity provision. The FBU fought to ensure women on maternity leave received their full pension rights and paid holidays.¹

In 2008, the FBU produced its ***Negotiating Maternity, Paternity and Adoption Rights*** report. This aimed to ensure new parents and expectant mothers get their just entitlements and don't lose out, and addresses the rights and needs of members who adopt or foster.

In some fire and rescue services, the FBU's campaign was able to secure superior maternity provision beyond those set out in the Grey Book. Unfortunately, there is still a long way to go to ensure a postcode lottery isn't present across fire and rescue services in the UK.

For decades, the FBU national women's committee (NWC) has outlined the stark disparities in maternity provision across the country. In a fire and rescue service where the basic or statutory minimum pay is provided, women lose 10% of their pay as soon as they commence maternity leave. This lasts for six weeks after which they lose a further 40% going onto half pay for the rest of their ordinary maternity leave, which is usually 33 weeks.

In 2017, the NWC passed a motion at FBU conference that outlined the importance of an equal, universal basic level of provision:

*"If women are truly valued in the FRS community, then pregnancy and maternity needs to be revisited and better financial provision should be at the heart of every FRS policy."*²

This motion passed and our union as a whole recommitted to ensuring better maternity provision for FBU members.

MATERNITY PROVISION: POSTCODE LOTTERY

In 2020, the FBU conducted research via Freedom of Information requests (see Annex 2 for FOI) to obtain a picture of the fragmented provision. Over a series of months we received data and policies from the vast majority of services – the results were glaring.

FBU MATERNITY PAY LEADERBOARD

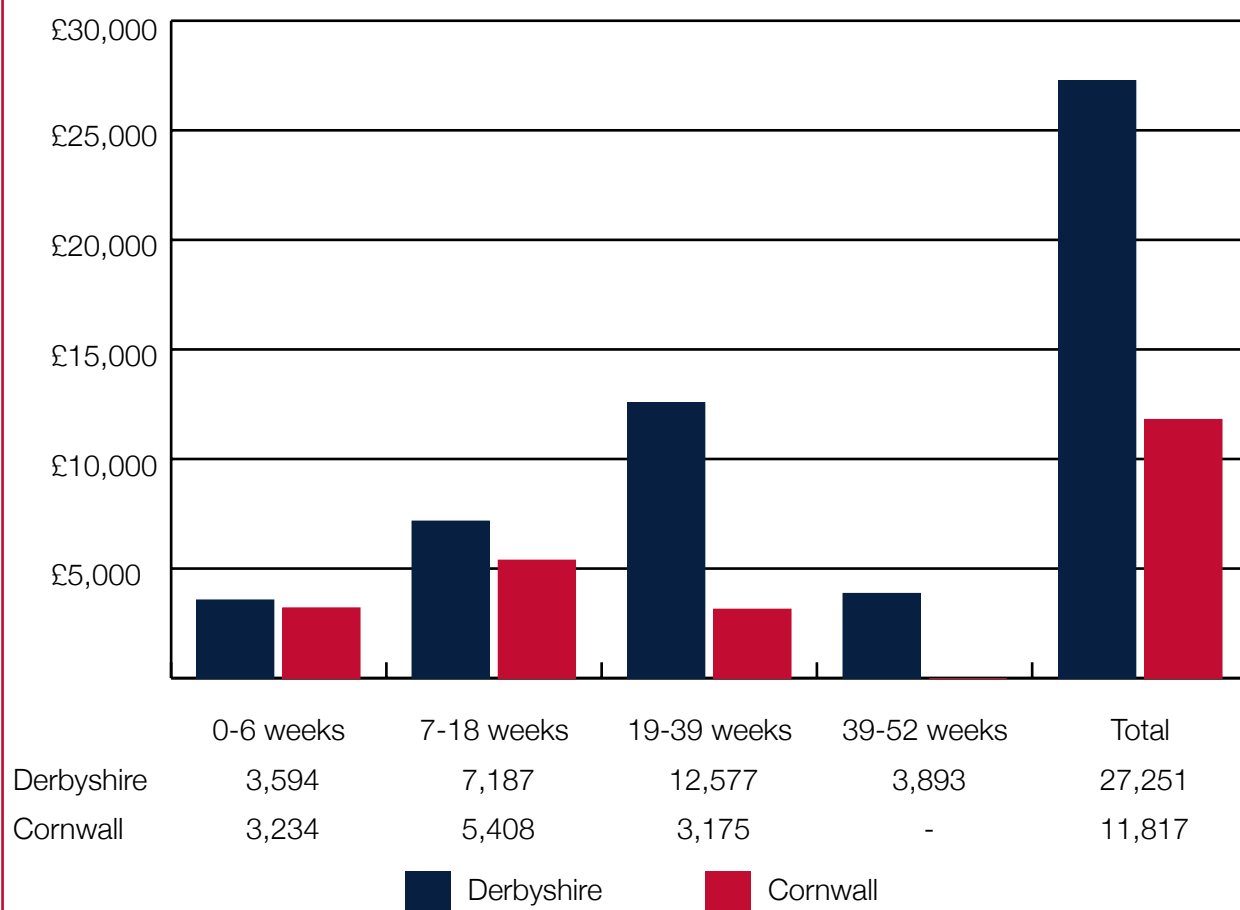
Rank	Fire and rescue service (FRS)	Approx Maternity Pay
1	Staffordshire	£27,251
1	Derbyshire	£27,251
2	Cheshire	£26,952
3	Avon	£23,358
4	Durham	£20,245
5	Kent	£18,747
6	Shropshire	£18,427
7	Humberside	£18,106
7	West Yorkshire	£18,106
7	Merseyside	£18,106
8	Buckinghamshire	£17,538
8	Surrey	£17,538
9	London	£16,171
10	Berkshire	£16,026
10	Hampshire	£16,026
11	West Midlands	£15,290
12	Scotland	£13,956
12	South Wales	£13,956
13	South Yorkshire	£13,123
14	East Sussex	£13,049
15	Mid and West Wales	£13,003
15	Dorset and Wiltshire	£13,003
16	Cambridgeshire*	£12,689
17	North Wales	£12,177
18	Northern Ireland	£11,817
18	Cleveland	£11,817
18	Northumberland	£11,817
18	North Yorkshire	£11,817
18	Cumbria	£11,817
18	Greater Manchester	£11,817
18	Lancashire	£11,817
18	Leicestershire	£11,817
18	Northamptonshire	£11,817
18	Nottinghamshire	£11,817
18	Hereford & Worcester	£11,817
18	Warwickshire	£11,817
18	Bedfordshire	£11,817
18	Essex	£11,817
18	Hertfordshire	£11,817
18	Norfolk	£11,817
18	Suffolk	£11,817
18	Isle of Wight	£11,817
18	Oxfordshire	£11,817
18	West Sussex	£11,817
18	Devon and Somerset	£11,817
18	Gloucestershire	£11,817
18	Cornwall	£11,817
	Differential	£15,434

The table is based on a 2020 competent firefighter salary of £31,144.08 per annum; SMP 2020 figure £151.20 per week has been utilised. Detailed are approximate figures of remuneration; note that some policies do offer an alternative way in which occupational pay can be distributed. Individuals are assumed to have 12 months' service and to be intending to return to work for at least 3 months. Lincolnshire FRS refused the request and Tyne and Wear FRS provided incomplete data. Moreover, since 2020, mergers of FRSs have occurred and arrangements may have been updated accordingly.

*Cambridgeshire FRS: >2 years cont. service

Important note: Since this data was collected, some fire services have improved their maternity policies and the National Joint Council (NJC) 2024 pay award included an increase in base line maternity pay to 26 weeks full pay UK-wide. We are in the process of updating this table to accurately reflect the situation across the UK.

FIREFIGHTER MATERNITY PAY COMPARISON – 52 WEEKS (2020)



The research shows that a firefighter in Staffordshire would be receiving more than £15,000 more than their counterpart in Cornwall in maternity pay. This disparity is significant and displays the fragmentation of maternity provision across the UK. The union has clearly demonstrated women firefighters are being treated unfairly and this needs to be addressed immediately by ministers, fire employers and chief fire officers.

UK LAGGING BEHIND

The UK falls behind many international comparators in maternity pay. When looking at the duration of paid maternity, parental and home care leave, the UK's 39 weeks is below the Organisation for Economic Co-operation and Development (OECD) average of 51 weeks.

Additionally in 2022, women's maternity pay in the UK is relatively low. The OECD calculated that UK mothers were entitled to the equivalent of 11.5 weeks of full pay during their leave, higher than only Ireland (8), Australia (7.7), Switzerland (7.6) and the United States (0), when paid maternity, parental and home care leave was included.³

The UK fire and rescue service needs to recognise that women firefighters are short changed on two fronts: within the UK fire and rescue service and by international standards. Fire employers need to ensure that women firefighters are not left behind.

WHY 52 WEEKS ON FULL PAY?

The FBU is dissatisfied with maternity provision in the fire and rescue service. Research has shown fragmented levels of provision and by virtue, an underappreciation of women in the sector. It is clear that the current situation cannot go on. The union has put together a comprehensive case for why the current arrangement for maternity leave should be extended to 12 months on full pay following the date of birth.

Moreover, we make the case that pre-birth provisions must also be addressed, ensuring that expectant mothers are protected from the industry's related exposures. The arguments will cover 1) Occupational hazards and 2) Recruitment, retention and inclusion.

1) OCCUPATIONAL HAZARDS

Under health and safety law, employers have a responsibility to protect workers and others from risk to their health and safety. Employers are subject to compliance with the Health and Safety at Work etc. Act 1974 (HSWA).⁴

Health and safety law is supposed to be enforced by the Health and Safety Executive (HSE) or the local authority. Responsibility for enforcement depends on the type of workplace. The HSE has specific guidance for employers on protecting pregnant workers and new mothers. Fire and rescue service employers are responsible for providing a safe working environment while effectively managing risks to the health and safety of all workers, including women of a childbearing age.

The Management of Health and Safety at Work Regulations 1999 requires employers to conduct a risk assessment in respect of new or expectant mothers. Any risks identified must be removed or alternative arrangements made.

The specific health and safety requirements relating to pregnant workers and new mothers are mainly contained in regulations 16 to 18:

- Regulation 16 requires employers to manage the risks to women of a childbearing age, pregnant workers and new mothers
- regulation 17 covers advice from a doctor or midwife if night work will affect the health of pregnant workers and new mothers
- regulation 18 explains employers' duties once notified a worker is pregnant, has given birth in the last 6 months or is breastfeeding.⁵

Section 67 of the Employment Rights Act 1996 states that suitable alternative work should be offered, if available, on the same terms and conditions, before suspension from work is considered.⁶

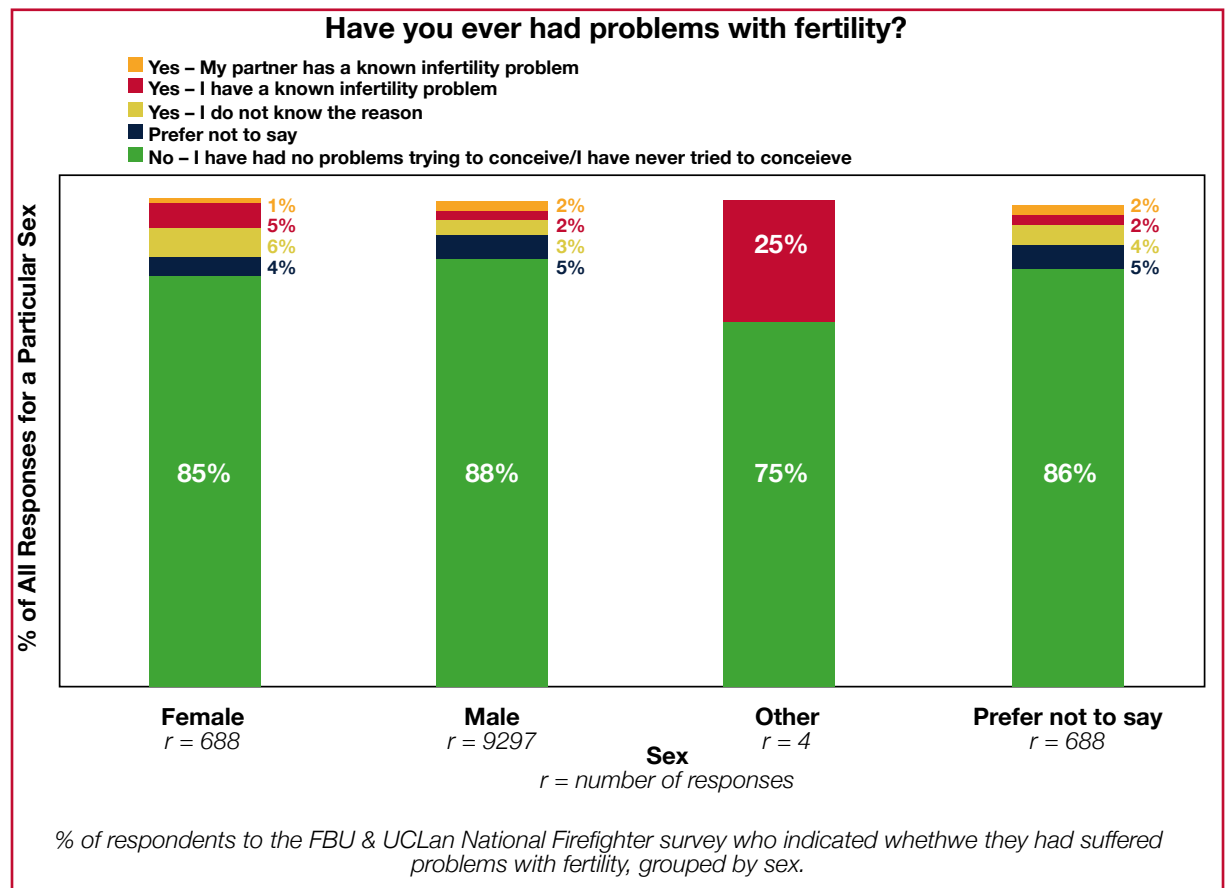
The Equality Act 2010 makes it unlawful to dismiss or discriminate against a worker because they are pregnant, a new mother or are breastfeeding. Breaches of health and safety law may also be discrimination under the Act, depending on the circumstances.⁷

The FBU has significant experience in regard to health and safety and arrangements for new and expectant mothers and as such representation will be provided by the FBU. If a risk assessment is not carried out this might amount to sex discrimination.⁸

The Control of Substances Hazardous to Health Regulations 2002 (as amended (COSHH)) requires all employers to ensure, as far as is reasonably practicable, that exposure to substances hazardous to health is either prevented or, where this is not reasonably practicable, adequately controlled. The chief fire officer should discharge their duties under these regulations through the normal lines of management. They should ensure that the resources required to implement this procedure are made available and that nominated managers have clearly defined health and safety responsibilities.⁹

The job of firefighting presents many potential hazards to healthy reproduction. It poses physical hazards such as drastic temperature variations, extreme and unpredictable physical exertions and demands, psychological stress etc. Firefighters may also be exposed to biological or radiation hazards as well as many toxic and persistent contaminants released from fires.¹⁰

The FBU commissioned independent, ground-breaking research, led by Professor Anna Stec from the University of Central Lancashire (UCLan), into the link between firefighters' occupational exposure to toxic fire effluents, and cancer and other diseases. As per the FBUs 'Interim Best Practice Report Minimising Firefighters' Exposure to Toxic Fire Effluents' it revealed startling findings for all firefighters and particularly pregnant mothers.



Results from one study showed that nearly a quarter (25%) of studied US female firefighters' first pregnancies ended in miscarriage (compared to 10% in the general US population). Rates of pre-term deliveries were also reported to be high among this population.¹¹

Moreover, research showed that exposure to contaminants during pregnancy can be harmful not only to mothers, but also to the developing foetus. The foetus is more sensitive to much lower doses of contaminants than an adult.¹² Contaminants which are inhaled, ingested or

dermally absorbed by the mother can enter the blood stream and expose the developing foetus through the umbilical cord.¹³ There may also be more indirect harmful effects to the foetus, for example by disrupting hormones in the mother's body which are important for maintaining a healthy foetal environment.¹⁴

Furthermore, real risks to foetuses from hazardous exposure occur mostly in the first trimester. For example, high heat exposure leads to elevated core body temperature which is known to be a serious risk factor for neural tube disorders in foetuses, such as spina bifida.

It is therefore important that pregnant firefighters are protected from exposure to contaminants and physical stresses. Based on existing research, the following guidance should be considered in order to protect the health of pregnant firefighters and their unborn children:

- Any woman who is pregnant must stop attending operational incidents as soon as they know or suspect they are pregnant. The risk to the unborn child from physical, biological or chemical agents may cause miscarriage, still births or birth defects.¹⁵
- Fully risk assessed procedures should be devised for the protection of pregnant firefighters. All relevant staff should be fully aware of, and trained in, implementing these procedures. These should cover: duty re-assignment; adverse consequences to the pregnant firefighter's safety; maternity leave; return to work.¹⁶
- To capture all adjustments and considerations that may be required during the changes that take place during pregnancy it is recommended that risk assessments are revised on a regular basis and/or when they are believed to no longer be suitable and sufficient.¹⁷
- Pregnant firefighters should inform their fire and rescue service (line manager, human resources or occupational health – as preferred) as soon as pregnancy is suspected – so that protective measures can be put into place as early as possible.¹⁸
- Pregnant firefighters must be reassigned to non-operational duties away from exposure to contaminants and the hazards of physical stress and exertion, noise or heat (e.g. long hours without sleep, driving engines under emergency conditions, etc.).¹⁹
- In regard to pregnant employees, the employer must provide suitable rest facilities; this is a requirement under The Workplace (Health, Safety and Welfare) Regulations 1992.²⁰
- Premature births can be very stressful on the parents and to be forced to return to work early due to financial constraints will not be good for the health of the employee or the child. Employers can alleviate this concern by providing for this situation within their policy.²¹
- The Law states that if there is a still birth, if the baby dies, or a termination is necessary after 24 weeks, full maternity provisions apply. However, if the baby is stillborn before the end of the 24th week of pregnancy, it is treated as a miscarriage and the employee does not usually qualify for maternity leave. If a miscarriage occurs, the employer should give sympathetic consideration and grant a minimum of 6 weeks paid leave as appropriate based on the individual and medical advice. Consideration should be given to the partner's needs in these circumstances and additional paid Maternity Support Leave should be provided. Working in the fire and rescue service is a stressful occupation and for operational firefighters it is a physical one. These provisions therefore need to provide for employees to recover accordingly.²²

FIREFIGHTERS WHO ARE NURSING MOTHERS

Even after pregnancy, babies can continue to be at risk of exposure to the contaminants that their mothers are exposed to through the ingestion of breast milk. Contaminants that have built up in the mothers' tissues over months or years can be passed directly onto infants in concentrations that are much higher than any single exposure event their mother may have experienced.²³ In addition, those contaminants can be eliminated from the body much faster when breastfeeding.²⁴ This emphasises the importance of minimising exposure to such contaminants at all times, even before pregnancy and breast feeding.

The same precautions which are applied to pregnant firefighters are applied to breastfeeding firefighters.²⁵

- On return to work after maternity leave, firefighters have the right to resume the position they held under their original contract of employment and on terms and conditions not less favourable than those that would have been applicable if they had not been absent.
- Breast feeding firefighters must be reassigned to non-operational duties in order to minimise exposure to harmful contaminants.
- To ensure avoidable exposure to contaminants is minimised the fire and rescue service should consider any requests from employees to work different/part time hours (flexible working) on their return from maternity leave.
- A safe and private space within a "clean" zone of the station or work environment should be provided for breastfeeding firefighters to pump breast milk if required. Every fire and rescue service needs to be aware of risks related to pregnancy and firefighting activities.
- Facilities to store expressed milk should be provided in "clean" zones of the station or work environment as requested. The fire and rescue service should provide access to a refrigerated storage facility and reasonable time for expressing breast milk.
- Contaminants can be passed to babies through their mothers' breast milk.²⁶

BEYOND THE FIRST YEAR

Breastfeeding protects babies and mothers against many illnesses. With the exception of specific health circumstances where breastfeeding is contra-indicated, infants in all settings should be exclusively breastfed until six months of age. According to the World Health Organisation (WHO), breastfeeding should continue, along with appropriate solid foods and fluids, until at least two years of age. These recommendations have also been endorsed by UK health departments.²⁷

Furthermore, research has shown that five illnesses including breast cancer in the mother and gastroenteritis, respiratory infections, middle ear infections and necrotising enterocolitis in the baby, show how moderate increases in breastfeeding would translate into less illnesses for babies, children and adults, less trips to the GP, and less hospitalisation.²⁸

Current maternity provisions in the fire and rescue service are barriers to achieving these gains for both mothers and their babies. These are further reasons why maternity pay and leave should look beyond just the first year.

It is clear that employers, ministers and chief fire officers need to be aware of the risks and rewards related to pregnancy and firefighting activities. But awareness alone isn't enough, action is needed to ensure women firefighters receive optimum maternity arrangements.

2) RECRUITMENT, RETENTION AND INCLUSION

Women have been working as operational firefighters since the early 1980s. Recruitment and retention of women firefighters has slowly improved since then. However, women still make up a small minority of operational positions. For example, in England (2022) only one in ten firefighters are women, only a 6% increase since 2002.²⁹ Clearly, there is a still problem in recruiting women to the fire and rescue service.

Retention is also a concern in the fire and rescue service. This is even more noticeable as progression through the ranks is considered, with maternity leave being seen by some as time off work, a lack of commitment and unreliability. For example, individuals are essentially forced to attend residential courses as part of the training required for promotion. Some recruitment courses for trainee firefighters are also held on a residential basis. This process is a barrier to many who have caring responsibilities, disproportionately affecting women and as such having a negative effect on women applying or being successful.

The FBU NWC has collated some case studies that illustrate the issues around maternity provision and its impact on firefighters' careers:

"We currently have one of our women's reps on maternity leave. Her provision is six weeks at 90% pay then SMP only. To return to work and leave her baby after six weeks would have a massively detrimental on her mental and physical health. It would also mean that breastfeeding would need to cease and the bond with the baby could be impacted."

"The reason I became a rep was because when I was pregnant, I had one contract terminated when I told them, and my temporary promotion ended all because I was pregnant (this was made clear in an email sent to me)."

"I went off for a year and wasn't told about a promotion opportunity, had no contact from line management to check on my welfare and just generally felt very let down. This contributed massively to me suffering with crippling post-natal depression."

While pregnant, an employee must be given the same access to promotion and development opportunities that are advertised. While on maternity, or adoption/foster leave, the same applies. All employees are entitled to equality of opportunities regardless of their domestic situation.³⁰ This case study is analogous to this entitlement and has to be remedied.

Another case study below demonstrates the inadequacy of current maternity arrangements and the lack of inclusion for women in the fire and rescue service:

"During my first maternity leave in the service, my baby was lactose intolerant. I tried weaning him onto prescribed formula from the doctor, but he absolutely refused it. I ended up going dairy free myself so I could breastfeed him without him reacting badly."

"Breastmilk/formula is a baby's main food source until they're a year old. So I had no choice but to accept being on SMP of £140 per week. My maternity pay from my service was cut after twelve weeks."

"During my second maternity leave, the first Covid lockdown happened. My husband lost his job, so we ended up supporting our household of two adults, two children and two dogs on my £140 per week SMP. To return to work, I would have had to wean my baby onto formula. Due to all the panic buying, I couldn't face the idea of taking another baby's only option for food while I could still breastfeed. We ended up signing up for universal credit to help pay our mortgage. I was completely mortified and felt a complete failure. Honestly, working for a professional government body, I wouldn't have believed I would ever end up in this situation. Both my maternity leaves have been tainted with stress and anxiety due to our absolutely appalling maternity pay."

This example is suboptimal for a fire and rescue service in the 21st century. Firefighters put themselves on the line to protect the public. They deserve to be treated with dignity and respect, and to work in an inclusive environment. An early return to work due to financial constraints has a detrimental effect on any new parent's long term wellbeing; this effect can be both physical and mental. This has been compounded by the cost of living crisis which is pushing many people to their financial limits and forcing people into difficult positions. These case studies are far from unique in the service and those with the power to address these issues need to act immediately – firefighters deserve better.

CONCLUSION

The FBU has made an overwhelming case for employers to address the fragmented maternity provision in place. Occupational hazards, recruitment, retention and (lack of) inclusion are all reasons to address the suboptimal arrangements.

The FBU is therefore seeking to extend the current arrangement for maternity leave to 12 months on full pay following the date of birth. Moreover, pre-birth provisions must also be addressed, ensuring that expectant mothers are protected from the industry's related exposures. The case for 52 weeks is overwhelming and the employers' side of the NJC need to urgently address the maternity provisions as laid out in the scheme of conditions.

Women firefighters deserve better. Equality matters to the FBU. We will fight for 52 weeks of maternity leave on full pay everywhere in the UK.

ANNEX 1



Matt Wrack General Secretary
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Sarah Ward
LGA
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London
SW1P 3HZ

Our Ref: MW/sa

2 May 2023

Dear Sarah,

At the most recent NJC joint secretaries meeting, the Fire Brigades Union informed you that we would be lodging a claim to improve maternity arrangements for firefighters.

We note that in some FRSs across the UK some employers have already introduced maternity provision beyond that found in the scheme of conditions of service, sixth edition 2004 (updated 2009).

The national employers have an obligation to address the inadequate maternity provisions in the fire service, ensuring that our service is covered by maternity provision fit for purpose to address:

- Under-representation of women in the fire and rescue service; ensuring that the FRS is an attractive opportunity for all women, with the best possible maternity provisions and eliminating obstacles to the recruitment and retention of women.
- Increased risks to expectant mothers, fetuses, and new-born babies from firefighting related contaminants: noting the U.K. National Health Service (NHS) advice that exclusive breastfeeding (breastmilk only) is recommended for around the first 6 months of a baby's life, followed by breastfeeding alongside solid foods into the baby's second year.
- Better support those statistically more likely to be primary carers in a career already facing the challenges of regular shift based work.

The Fire Brigades Union has received reports from the union's National Women's Committee, that when pay is reduced, new mothers are returning to work, simply because they cannot afford to stay on maternity leave.

In view of the above, the Fire Brigades Union seeks to extend the current arrangement for maternity leave to 12 months on full pay following the date of birth. Pre-birth provisions must also be addressed, ensuring that expectant mothers are protected from the industry's related exposures.

In view of the above, the employers' side of the NJC need to urgently address the maternity provisions as laid out in the scheme of conditions. We hope that this can be conducted before the 6 June 2023. It is our intention to provide further detail to support our claim. We intend that representatives of our National Women's' Committee would attend future discussions on this matter. I hope that will be agreeable to you and that we can address matters of process at the next Joint Secretaries' meeting.

Yours sincerely

Matt Wrack
General Secretary

Cc: Gill Gittins

ANNEX 2

FOI

We would like to receive data relating to maternity leave pay made by your fire and rescue service, the below questions cover the 52 week period (Ordinary Maternity Leave and Additional Maternity Leave):

1. What pay does a firefighter receive for the first 6 weeks (inclusive) of maternity leave?
2. What pay does a firefighter receive for the next 12 weeks (inclusive) of maternity leave?
3. What pay does a firefighter receive for the next 21 weeks (inclusive) of maternity leave?
4. What pay does a firefighter receive for the remaining 13 weeks (inclusive) of maternity leave?



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- ²⁷ World Health Organization (2003), Global Strategy for Infant and Young Child Feeding. Geneva: World Health Organization.
- ²⁸ Renfrew et al, Unicef, (2012), Preventing disease and saving resources: the potential contribution of increasing breastfeeding rates in the UK
- ²⁹ Home Office, FIRE STATISTICS TABLE 1103: Staff headcount¹ by gender, fire authority and role (FF: WT/RT/Con)
- ³⁰ FBU. (2008). *Negotiating Maternity, Paternity and Adoption Rights*; National Joint Council for Local Authority



EQUALITY

MATTERS

LEADING THE FIGHT FOR EQUALITY IN THE FIRE SERVICE
OUR SERVICE, OUR UNION, OUR DUTY