

FIREFIGHTER



THE MAGAZINE OF THE FIRE BRIGADES UNION | WWW.FBU.ORG.UK | APRIL/MAY 2019

PAY BALLOT

LOUD AND CLEAR

MEMBERS REJECT OFFER, ENDORSE FBU STRATEGY

SEE P12

**REFUGEE
RESCUE**

SEE P8

**UNION ROLE FOR FORMER
ENGLAND GOALKEEPER**

SEE P18





MATT WRACK

IT'S TIME FOR EMPLOYERS TO GET SERIOUS ON PAY

Since the beginning of the year our pay negotiations with employers through the national joint council (NJC) have reached an important new phase.

After the last NJC meeting we found ourselves with a derisory pay proposal from employers. The executive council made the decision to put this proposal to you the members.

You took two important decisions in the course of the ballot.

First, you overwhelmingly rejected the employers' badly thought out proposal on pay – in particular the idea of open-ended, flexible contracts.

Second, you overwhelmingly endorsed the union's broader strategy on the future of our service – including pay.

FBU members have been loud and clear in expressing their feelings, and the employers must now listen.

Employers must recognise that their insulting plan to introduce open-ended contracts is dead in the water. It is now time for the employers to get back to the negotiating table to develop a serious, professional and sustainable pay proposal for FBU members.

The executive council will be preparing plans to take forward our campaign for funding, investment and decent pay.

LOCAL CAMPAIGNS

Campaigns opposing draconian cuts are emerging across the country. From Scotland to Manchester and Surrey, members are mobilising against local



FIREFIGHTERS MEMORIAL DAY
Firefighters Memorial Day, is a key date in the union's calendar.

The day seeks to mark the lives lost in the line of duty. It is a moment in time when we stand together to honour the bravery and sacrifice of fallen comrades.

This year we are again asking local brigades to organise one minute's silence at 12 noon on Saturday 4 May, and to invite the local community, councillors and MPs, to join

you in remembering our brothers and sisters who have made the greatest sacrifice.

Our ambition is for Firefighters Memorial Day to be a well recognised event in our communities. Get in touch with your local officials to find out what is going on in your area, and how to get involved.

Firefighters Memorial Day wristbands and lapel badges are available from the FBU shop – shop.fbu.org.uk. All proceeds go to the lottery fund.

proposals to cut jobs and resources which risk public safety. It is thanks to the efforts of members on the ground that these cuts do not go unopposed. At head office and on the executive council we are ready to support members anywhere in those vital fights.

PENSIONS

Congratulations to the officials in Wales who initiated, fought and won a significant victory for members on pensions. The

case has potential ramifications for all members, and the union will continue to fight for fair pensions across the board.

We are still waiting for the next steps from the Supreme Court on the pension age discriminations judgement, which ruled in our favour last year.

CONFERENCE

FBU conference is just around the corner. For three days in May (15-17) FBU

delegates from across the UK will congregate in Blackpool.

Representatives from each brigade will meet to debate the key issues facing our union and the fire and rescue sector.

With so many challenges facing our profession, it will be a busy three days, where democratically elected members will vote on wide ranging resolutions. Keep up to date with conference goings on via the FBU's Twitter and Facebook feeds.



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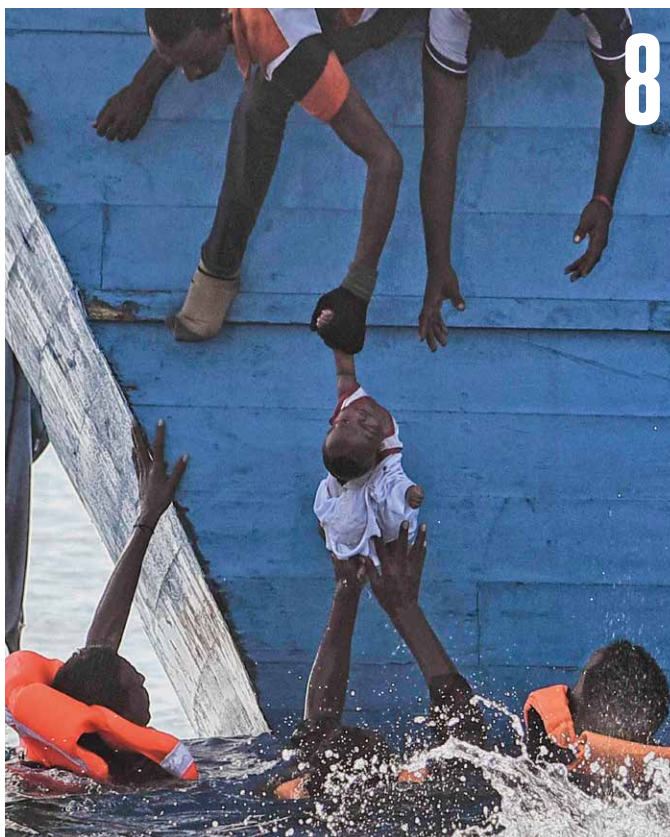
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NEWS

UNION STRONGHOLD

FBU organiser helps firefighters to win a seat at talks on new pay system p6



GRENFELL UPDATE

Latest on the official inquiry into the disaster p7

UNION SCORES NEW VICTORY ON PENSIONS

PENSIONS

In a major legal victory for firefighters, the High Court has agreed with the FBU that additional pay allowances must count towards pensions.

The case began when four Mid and West Wales Fire and Rescue Authority firefighters, backed by their union, complained to the Pensions Ombudsman that regularly paid allowances were not being treated as pensionable pay. The ombudsman upheld the complaints last year, but the authority appealed to the High Court.

The court ruled at the end of March that allowances for working additional anti-social hours in the training school and for accepting shift systems up to 42 hours longer than standard contracted hours are pensionable.

The authority had argued that the payments were not pensionable, because they were not permanent and could be ceased at any time. But the court ruled that the payments were regular, even if they could be revoked in the future, and thus qualified for pension benefits.

Mr Justice Fancourt in

his ruling said: “to suggest that only allowances and emoluments that will endure for the whole of the member’s employment are pensionable seems to me to be unrealistic.”

The authority was ordered to pay pension contributions retrospectively. It is considering a further appeal.

Grant Mayos, FBU executive council member for Wales, said: “Despite resistance from the fire authority, firefighters have stood in unity to address this glaring injustice in their pensions.

“Our members are overstretched, with new pressures constantly being added to their role. Any payment in return should clearly be pensionable.”

Matt Wrack, FBU general secretary, said: “The government must act now to ensure that firefighters

'THE GOVERNMENT MUST ACT NOW TO ENSURE THAT FIREFIGHTERS ACROSS THE COUNTRY HAVE THESE PAYMENTS INCLUDED IN THE CALCULATION OF THEIR PENSIONS'



across the country have these payments included in the calculation of their pensions.

“The coalition government decimated public sector pensions in 2015. This victory is one small step in the battle

to reclaim fair pensions for firefighters across the country.”

This latest pensions victory for the FBU follows another last December when the Court of Appeal ruled that changes to firefighters’ pensions made in 2015 were discriminatory against certain groups.

In 2007 the union won a seven-year legal battle to give retained duty firefighters access to the firefighters’ pension scheme.

FURTHER CUTS TO FUNDING FOR FIRE SERVICE IN ENGLAND

AUSTERITY

The Westminster government continues to cut the fire and rescue service.

The Ministry for Housing, Communities and Local Government has cut central grant funding to fire authorities from more than £1bn to around £850m – a 15% reduction over the financial years 2016-17 to 2019-20. This comes on top of central funding reductions of 30% between 2010 and 2015.

Despite little change in the levels of fire and non-fire incidents and an

increase in rescues over the past five years, fire and rescue services have been hit by simultaneous cuts to both local and central funding. All face central funding cuts and most will not be able to make up the shortfall with locally raised revenue or from reserves.

These cuts are evidence that austerity is not over for the fire and rescue service.

Figures for funding in Scotland, Wales and Northern Ireland are not available because Westminster provides funds to the devolved administrations but does not highlight the amounts allocated to fire and rescue services.

FBU CAMPAIGN WINS RETHINK ON JOB LOSSES

TYNE AND WEAR

An FBU campaign has seen the worst of planned cuts to Tyne and Wear Fire and Rescue Service (TWFRS) put on hold. Tyne and Wear Fire and Rescue Authority had planned to cut 82 posts and reduce cover across the region.

The authority approved a plan to relocate two appliances

from Gosforth and Washington to Newcastle and Sunderland Central stations, with a loss of 16 posts.

But Labour and Conservative councillors backed a decision to delay two more proposals to reduce cover in the region.

The climb down came after tireless campaigning from the FBU, including a debate in the House

of Commons and continuous lobbying of the fire authority.

Dozens of firefighters, councillors, trade unionists and members of the public gathered outside the meeting at service headquarters in Sunderland to call for a halt to cuts.

The FBU will now focus on lobbying central government for further funding for TWFRS.



North East England MPs meet the FBU (l-r) Alan Campbell; Bridget Phillipson; Tony Curry, FBU regional secretary; Stephen Hepburn; Liz Twist; Mary Glendon; Julie Elliott; Catherine McKinnell; Sharon Hodgson; and Russ King, FBU brigade secretary

FIREFIGHTERS DEFY CONTRACT SACK THREAT

HEREFORD AND WORCESTER

Hereford and Worcester fire service has threatened to sack firefighters and re-employ them in a bid to force a new 10-hour shift system. The FBU had been negotiating with the authority that was refusing to pilot the system.

The plan was referred to a national joint council advisory panel, but the authority ignored the panel's suggestions and chief fire officer Nathan Travis now

refuses to engage with the union.

"The FBU will not allow firefighters to be beaten into submission with draconian measures," said Matt Lamb, FBU executive council member.

"Firefighters have a right to negotiate changes to their working patterns and we will defend that right until the bitter end."

The service is now seeking recruits on contracts that have not been agreed with the FBU, including the new shift system.

SOUNDING OFF

We can stop the growth of the far right says Michael Bradley of Stand Up to Racism

WE MUST HALT THE RISE OF THE FAR RIGHT

Marches against racism took place in 60 cities across the world to mark UN anti-racism day on Saturday 16 March.

They came in the wake of the massacres by far-right terrorists at two mosques in Christchurch, New Zealand. In honour of those who lost their lives, the London march halted outside the New Zealand high commission for a minute's silence while a wreath was laid.

We are living through the most significant growth of support for the racist and fascist right since the 1930s.

We are 10 years into a global economic crisis that has forced years of austerity on ordinary people. From the White House to 10 Downing Street, we are told it is not bankers and politicians who are to blame, but "too many migrants" or "floods" of refugees.

In Britain, Theresa May's "hostile environment" for immigrants and the toxic nature of the Brexit debate has helped to create an opening for the far right.

Last summer UKIP, alt-right groups and the so-called Democratic Football Lads Alliance campaigned to free Stephen Yaxley-Lennon (Tommy Robinson) from prison where he was serving a sentence for contempt of court.

Since then Stand Up To Racism, working closely with the trade union movement, has organised a series of mass mobilisations to drive back the far right.

We have a proud tradition of unity in the face of racism and fascism. We have stopped the growth of the far right before and we can stop it again.

Once again, the FBU is at the heart of the fight against racism. Stand Up To Racism would like to thank firefighters for all the help and support and we hope to build closer links over the coming months.



SALISBURY ATTACK: FIRE SERVICE IS DENIED GOVERNMENT FUNDING TO COVER COSTS

DORSET AND WILTSHIRE

Dorset and Wiltshire Fire and Rescue Service must fund all of its work responding to the nerve agent poisoning in Salisbury last year.

Firefighters played a key role in the operation, providing a fire appliance to accompany police, medical staff, and specialist units during the clear-up operation, draining significant resources.

"This was a significant national issue and firefighters clearly should have received national funding," said FBU brigade chair Kate Scott.

The local fire service did not qualify for assistance under the "Bellwin" scheme system that was established in the 1980s to help local authorities with exceptional



costs resulting from work on major emergencies. The Bellwin scheme usually sees 85% of costs incurred paid by central government.

Fire service involvement in the Grenfell Tower fire and 2015 floods was covered by Bellwin schemes.

In March last year Sergei

Skripal, a former Russian intelligence agent, and his daughter Yulia were poisoned with the nerve agent Novichok in a supposed Russian government assassination attempt.

A major incident was declared and Dorset and Wiltshire FRS triggered a significant event procedure to assess the risk of exposure for firefighters.



Dorset and Wiltshire FBU brigade chair Kate Scott (left) with colleagues (l-r) Chris Brown, Tracey Nash, Tom Boulter, Hannah Newman and Sam Pyne, as they received a finalist's certificate at this year's APD Communications national control room awards.

They were nominated by Mark Downing of Poole and Brady Morris of Christchurch.

FROM NO REPRESENTATION TO A UNION STRONGHOLD

DORSET AND WILTSHIRE

Of the 14 firefighters at Portland fire station in Dorset, 11 have joined the FBU as the result of a recruitment drive by brigade organiser Scott Blandford. There had been only two members at the fully retained station.

Portland firefighters had no union representation and were not invited to talks on a new salary scheme with Dorset and Wiltshire Fire and Rescue Service. Union officials explained the FBU's role in negotiations and the wider benefits of membership. "The station is now an FBU stronghold," said Scott Blandford.

Members there are now discussing a new retained salary system with their employer and the service is considering Portland station for a trial of the scheme.

Another local station contacted the FBU, resulting in more new members.





GUY SHALIMAN

GRENFELL: 'A NATIONAL ISSUE THAT DEMONSTRATES NATIONAL FAILINGS'

The FBU's solicitors Thompsons have processed more than 20,000 documents out of an expected 450,000 for Phase 2 of the Grenfell inquiry, which has been delayed until early 2020.

Phase 2 will deal with matters relating to the construction and refurbishment of the tower, as well as the fire safety measures in place.

The inquiry chair, Sir Martin Moore-Bick is due to publish his Phase 1 report and interim recommendations in the coming months.

These are intended to bring any urgent fire safety issues arising out of Phase 1 to the attention of the government before the conclusion of the inquiry.

In February, Channel 4 Dispatches broadcast the programme Grenfell: did the fire brigade fail?

In response to the programme, Matt Wrack, FBU general secretary, drew attention to how firefighters risked their lives in tackling the blaze, and stressed that the fire represented "a national issue that demonstrates national failings".

Ministers had failed to monitor and

address national safety issues, he said.

"This is not solely a London issue – there are hundreds of high-rise buildings across the UK with similar cladding as on Grenfell tower – and therefore requires national oversight and intervention from government."

Combustible cladding remains a pressing issue, with 354 high-rise residential buildings with the same aluminium composite material (ACM) cladding used on Grenfell Tower waiting for work to begin. They include social housing, student accommodation and public buildings. High pressure laminate (HPL) cladding has also been identified as highly flammable and, according to

an industry expert, may be three times more popular than ACM.

The slow pace of government action to address these issues has led some homeowners living in tower blocks to launch a national campaign demanding urgent action to make their homes safe.

Leaseholders of privately-owned flats in London, Leeds, Sheffield and Manchester have established the UK Cladding Action Group.

Remedial work to remove the cladding, which is expected to cost in the region of £500 million, has taken place on only 10 of the 173 private buildings identified because of rows over who should foot the bill.

'THIS IS NOT SOLELY A LONDON ISSUE – THERE ARE HUNDREDS OF HIGH-RISE BUILDINGS ACROSS THE UK WITH SIMILAR CLADDING AS ON GRENFELL TOWER'





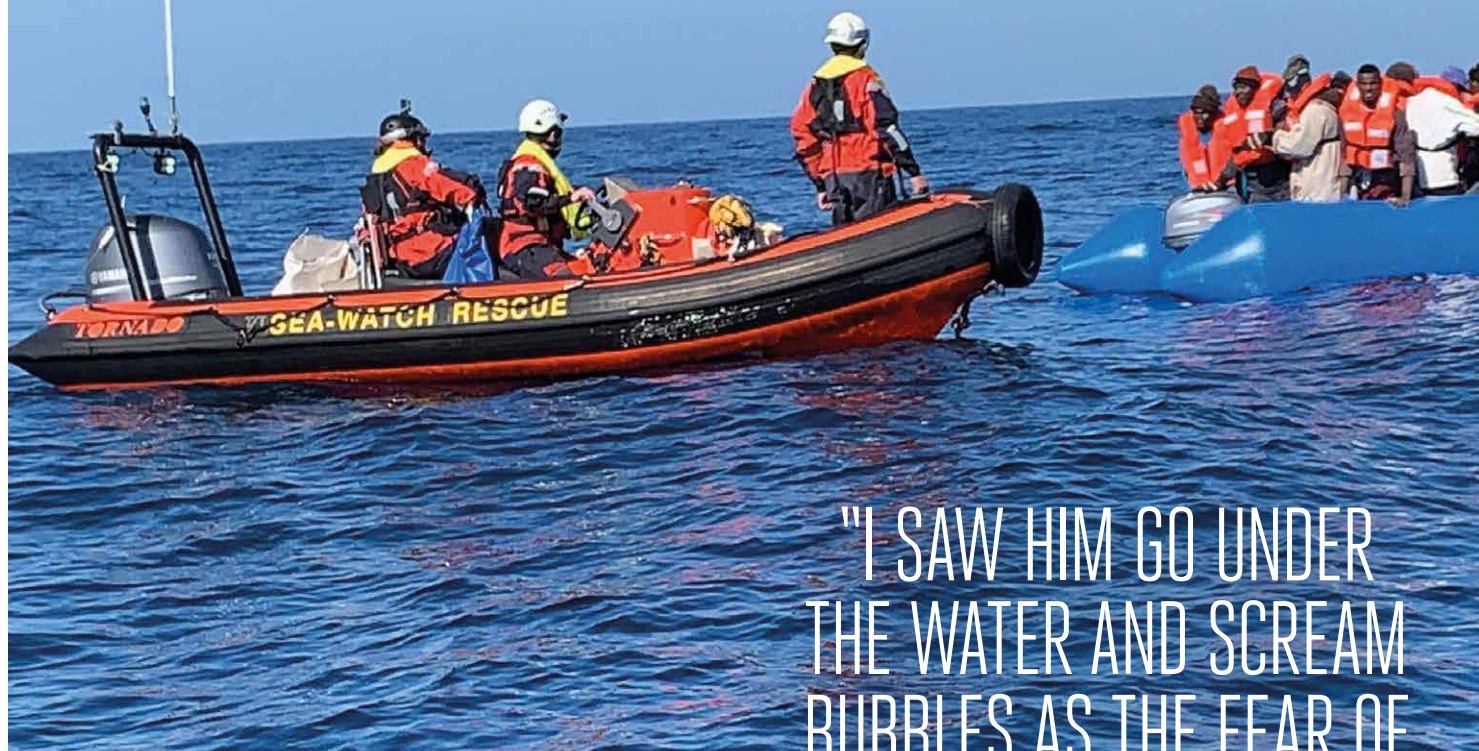
People waiting to be
rescued pull a child out of
the Mediterranean Sea, 12
miles north of Libya

RESCUE FIRST, ASK QUESTIONS LATER

Helen Hague talks to firefighter
Brendan Woodhouse about his
involvement with migrant rescue



ARIS MESSINIS/AFP/GETTY



"I SAW HIM GO UNDER THE WATER AND SCREAM BUBBLES AS THE FEAR OF DEATH BURNED FROM HIS EYES INTO MINE. HE INHALED THE SEA, I SAW IT, BUT WE STILL SAVED HIM"

Imagine being on a ship in the Mediterranean with 47 young migrants, many escaping torture, slavery and other forms of abuse. Official boats with flashing blue lights surround you, blocking attempts to land in Syracuse on the south east coast of Sicily after you have already been turned away from the Italian island of Lampedusa and Malta.

Then you and other crew members learn a right-wing Italian government politician is keen to see you all face criminal charges. And, after 10 days, the toilets are starting to overflow.

Brendan Woodhouse, a firefighter from Nottinghamshire, does not have to imagine the scene. He lived it in January this year, as a volunteer on board the search and rescue ship Sea-Watch 3, the only humanitarian vessel in the Mediterranean when the migrants were rescued off the Libyan coast on 19 January.

This area has claimed most of the 280 migrant lives lost in the Mediterranean this year. Since 2013, according to the United Nations refugee agency UNHCR, 18,740 migrants are "dead or missing at sea" in the Mediterranean.

DESPERATE TO START A NEW LIFE

The January stand-off made headlines, highlighting both the dangers migrants face and how official attitudes have hardened towards people desperate enough to risk drowning to start a new life in Europe. Attempts to make the Sea-Watch 3 rescuers criminally liable for encouraging illegal immigration did not succeed. But imagine the pressure.

On board the stranded ship, Brendan used the internet to contact FBU colleagues back home. FBU officials wrote to his MP, the fire and shadow fire ministers, who then raised it with the foreign minister. "It was good to see my union making waves in the Mediterranean on my behalf," Brendan says.

January 2019: the crew of Sea Watch 3 rescued 47 people 30 miles north of Zuwara, Libya. Aboard Tango, as they approach the leaking rubber raft are (l-r) Italian TV journalist Giuseppe Borello, RHIB boat driver Brendan Woodhouse, and Italian photographer Federico Scoppa who were part of the crew of the ship for Mission 18

Photos by Doug Kuntz

On 31 January, Sea-Watch 3 was allowed to land in Catania, Sicily, with a promise the migrants would be dispersed to other European countries. Progress on this is slow.

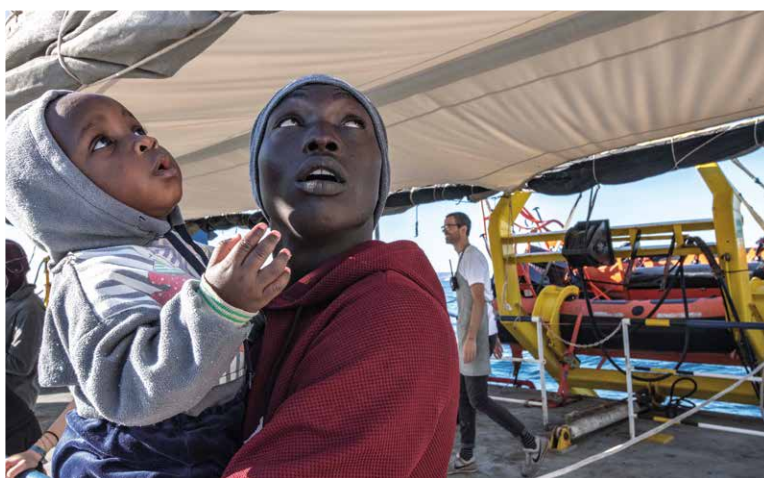
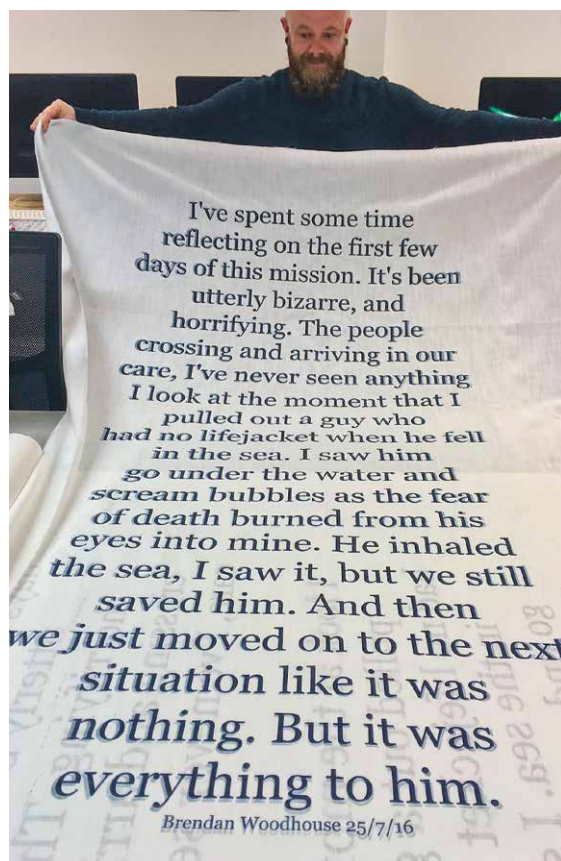
Brendan's involvement in migrant rescue began in 2015 – after the body of three-year-old Syrian boy Alan Kurdi was washed up on a Turkish beach in early September. He started "taking blankets and things" to the "Jungle" camp in Calais. But sea rescue beckoned. As a firefighter and army medical reservist – he had served in Afghanistan the year before – Brendan felt he had the skills to help.

By December he was helping crew the Lighthouse Relief rescue team at Korakas on the treacherous north-eastern coast of the Greek island of Lesbos.

On look-out watch early on 23 December, Brendan saw a dingy hit the rocks and capsize, he woke the team and they sped out. As the chaos unfolded, he saw a baby floating face down amid debris, pulled her onto his chest and swam



Brendan's words, right, will be used by students from Plymouth College of Arts' BA fine art degree course at the Tate Exchange space in the Tate Modern in London – where people are invited to discover new perspectives on life through art



backwards to the shore, giving her life-saving rescue breaths as soon as his feet touched the ground.

On the second breath, the baby girl “coughed up sea froth” then started to cry. Five-month-old Sewin from Syria, one of 35 migrants rescued that morning, was soon reunited with her mother, who dropped to her knees in prayer.

COMPASSION AND HUMOUR

Doro, from sub-Saharan Africa, was among those rescued on 19 January, on his third attempt to escape torture and beatings in Libya.

He had been sold into slavery, had cigarettes stubbed out on his chest, been stabbed in the stomach and lost an eye when a Kalashnikov was smashed into his face. He has horrendous scars to prove it.

Brendan found Doro inspiring, “a gentle giant” full of compassion and humour despite all he had been through. His story, as told to Brendan in the long hours waiting to land, has been shared 30,000 times

A rescued toddler is held by Achuil, a 16-year-old, fleeing from a war in South Sudan. He was rescued in the Mediterranean by the crew of Sea-Watch 3, during Mission 17

Inset: January 2019, 22 crew members of Sea-Watch 3 continue their daily training of all aspects of search and rescue operations

on social media. It is, says Brendan, far from unique and shows why “no human should be returned to Libya”.

Achuil, now 16, the same age as Brendan's son, acted as translator when he was rescued by Sea-Watch 3 on 22 December 2018. He also taught a baby to walk while on board.

He left his war ravaged home in South Sudan when he was 10, worked in Egypt for a couple of years, and then made it across the border to Libya – unlike his friend who was blown up by a landmine.

It is these stories of courage and shared humanity Brendan is keen

to tell at a time when governments in Europe are “putting up walls not building bridges”. Crews on humanitarian rescue boats risk being criminalised and rescued migrants fear torture, forced labour and sexual violence if they are returned to Libya.

Brendan is both baffled and appalled by the lack of compassion for vulnerable people in desperate situations. As a frontline firefighter he is hardwired to save lives and rescue people.

“Rescue first, ask questions later,” is how it has to be – on blue watch at Highfields station back home in Nottingham or as a Sea-Watch 3 crew member. And when it comes to people on rickety rafts capsizing in the Mediterranean, the options are stark: “If we don't rescue them, they'll drown”.

Or as the UN high commissioner for refugees put it: “We cannot turn a blind eye to the high numbers of people dying on Europe's doorstep”.

Armed with his first-hand experience Brendan will be doing all he can to get the message out.

FBU MEMBERS SAY

INVEST IN OUR SERVICE

Members resoundingly reject the employers' proposal on pay and endorse the strategy agreed by conference.

FBU general secretary **Matt Wrack** talks about next steps

Pay across the public sector has been capped by the Westminster government for a decade. Cuts to fire service resources and jobs have reached record levels. Across the UK, in every single fire and rescue service, firefighters are doing additional work for no additional pay.

It cannot be right or fair that members in different services are receiving differing pay for the same work.

Equally, following two overwhelming votes in our ballot, the FBU is clear that we will resist local imposition of additional work, and we will insist that any such issues are addressed nationally through the national joint council (NJC).

BETTER DEAL

The fragmentation of the fire service is destroying our profession. This is why the consultative ballot was so important.

We now have a strong mandate from our members to go back into negotiations and deliver a better deal. Importantly, we have the

FBU members voted on a 58% turnout – exceeding the threshold that would be needed for industrial action – to:

- 97%** **QUESTION 1** – reject the employers' open-ended contracts proposal, that would give local employers unilateral control over the range of work activities performed by firefighters
- 86%** **QUESTION 2** – continue the union's strategy to defend the service, protect jobs and improve pay

mandate to develop and build our fight to challenge this fragmentation. This will be a vital next phase of our campaign.

The FBU is the only remaining public sector profession with UK-wide collective bargaining.

Some public sector workers

already face fragmented pay. Civil servants have more than 100 different pay bargaining units. Other public sector unions – teachers, police, nurses, doctors – rely on government-led pay review bodies.

If we allow further fragmentation of collective bargaining for firefighters and control staff, then that is what we will get: unelected quangos or local managers determining the pay of hardworking and dedicated FBU members.

Building unity across the service is already a challenge with devolution across four different legislatures.

But we should be under no

ADDITIONAL PAY: DRONE PILOTS

Brigade A	Brigade B	Brigade C
£3,000	£2,291	£0

We need NATIONAL standards on additional duties

vote YES and YES



GROUPSHOT/UKALAMY

ADDITIONAL PAY: WATER RESCUES		
Brigade A	Brigade B	Brigade C
£1,000	£300	£0
We need NATIONAL standards on additional duties		

illusion. Further fragmentation will lead to a race to the bottom, and that is why we need to defend a UK-wide system of pay and conditions. In addition, we need to campaign for UK-wide training standards and other professional standards.

In an effort to prevent the decimation of national structures for fire service pay, terms and conditions, the FBU started working with employers through the national joint council (NJC) on five work-streams.

These work-streams are not only about new work, but also include the existing work of our members, such as fire safety inspection and enforcement.

As part of our work on the environmental challenges work-stream, the union has called for, and won, a statutory duty for emergency response to flooding in Wales, Scotland and Northern Ireland. We are continuing that campaign in England.

The risk of wildfires is also increasing, and large numbers of firefighters are often called from across the UK to respond.

'THIS BALLOT HAS PROVEN BEYOND DOUBT THE ANGER THAT FBU MEMBERS FEEL'

Through the work-streams, we are discussing the necessary mechanisms, training, resources and conditions of service to address these challenges.

Last year, firefighters from many services were asked to travel hundreds of miles to work away from home for days at a time in the north west of England.

They did so under different terms and conditions to the colleagues they worked alongside. That cannot continue.

MUCH TO DO

We must campaign and work towards nationally agreed terms and conditions. These issues are

not easy; there is still a long way to go and much to do. FBU members need to be clear that any decisions on these matters will rest with our members, through the democratic structures of the FBU.

Our members have made their feelings known loud and clear, and the employers must now listen.

What this ballot has proven beyond doubt is the anger that FBU members feel at this insulting proposal.

The employers have to recognise that the plan to introduce open-ended contracts, is dead in the water.

The results of our ballot show that members overwhelmingly support a strategy to provide investment in our service, end pay stagnation and, crucially, put the voice of firefighters at the heart of any future changes in our service.

It is now time for the employers to get back to the negotiating table to develop a serious, professional and sustainable pay proposal for FBU members.

In the meantime, we will be preparing the next phase of our campaign.

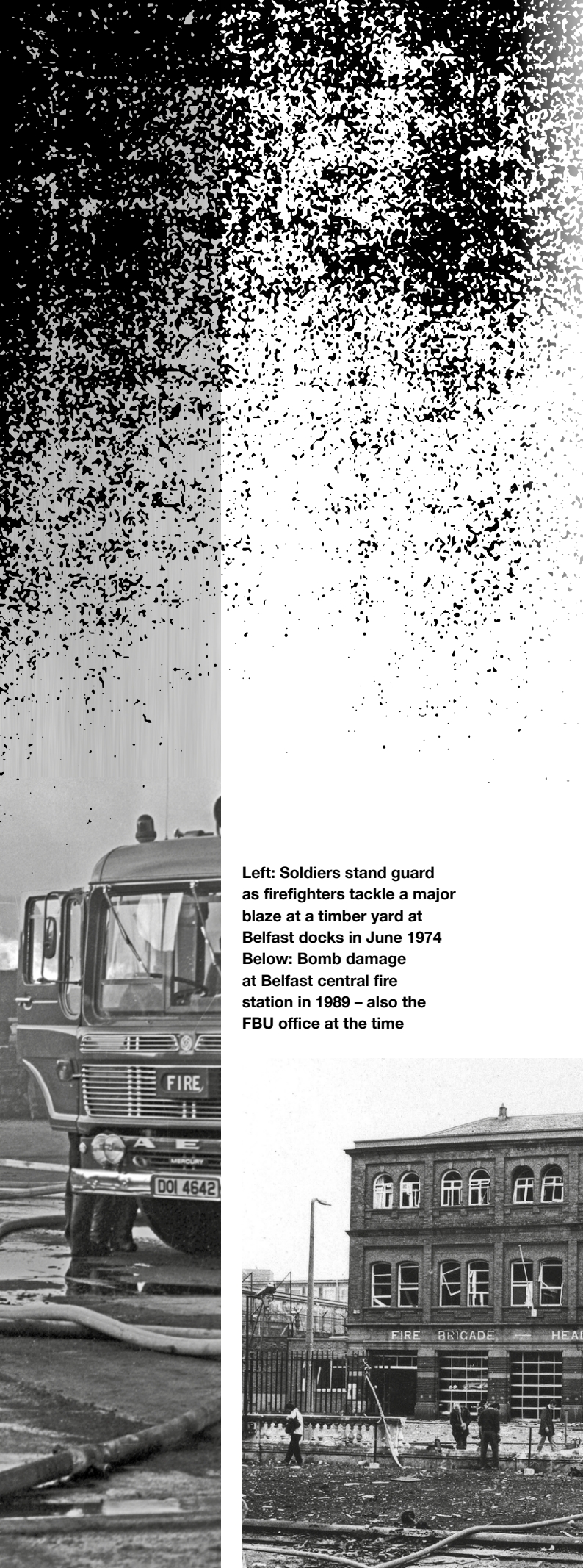
ABOVE: A firefighter makes his way through floods in Haworth, West Yorkshire

Will Stone continues his account of firefighting during the Troubles in Northern Ireland, looking at humour as a human reaction to high levels of stress and tension

PART 2

NERVOUS LAUGHTER





Left: Soldiers stand guard as firefighters tackle a major blaze at a timber yard at Belfast docks in June 1974
Below: Bomb damage at Belfast central fire station in 1989 – also the FBU office at the time

Firefighters sometimes use dark or black humour to cope with the daily tragedies and stress of the job – and this coping mechanism was readily adopted during the Troubles.

Firefighter Mark McCartan explains that there are “literally hundreds of funny stories” from the period with many only shared between firefighters themselves.

In an incident in Belfast, his brigade was responding to an apartment fire but soon realised that to get to it they had to pass through a riot involving police and paramilitaries.

“We wanted to get to the apartment fire so we stepped on it,” Mark says. “As we sped through the middle of the riot at top speed, the police stopped firing plastic bullets and the rioters stopped throwing petrol bombs, stunned, but as soon as we passed they started again. It made us laugh because they probably thought ‘what on earth is this crazy fire engine doing?’ but at least it meant we got to the fire.”

Jim Hughes’ own experiences of “black humour” were also plentiful.

In one incident on the Shankill Road, Jim and his crew were responding to a bank on fire with rioters on the scene.

“Our officer in charge went to talk to the crowd when, moments later, the army armoured cars arrived, causing the rioters to flee down side streets. “The sight of him surrounded by a pile of debris, including unused petrol bombs, left by the riot made us all laugh.”

Tony Maguire says: “Most of the men were married with families at home. On night shifts they would take their turn at the pay phone to ‘book in’ with the wife and family – no such thing as a mobile phone then.

“It was a few years before I understood the anxiety that their families endured because of the unpredictable possibility that their husbands could find themselves at the heart of serious civil disturbance and, equally, the anxiety that my colleagues felt because some of their families lived in flashpoint areas.

“In those days the entire population of Northern Ireland was subjected to a dreadful anxiety and tension. It permeated every aspect of our lives. There was a culture of drinking in some of the Belfast stations.

“It was strictly forbidden in brigade orders, but I suspect that there was reluctance on the part of management to deal



FIREFIGHTING IN THE TROUBLES

assertively with it as it was possibly keeping a lid on a range of emotional issues.”

The awareness of family also hit Jim in the most traumatic of ways. In one incident, digging through the rubble of a furniture warehouse to look for survivors, he unearthed a buggy containing a dead child of about eight or nine months old. Not only was he roughly the same age as Jim’s own son but he was even wearing the same style of anorak. Jim says that incidents like this must have affected him, but that it is difficult to know to what degree.

Another particularly busy period for Tony was in the 1990s, when street violence was on a massive scale because of what became known as the Drumcree standoff.

The dispute over the annual unionist Orange Order parade, through a nationalist part of the town of Portadown in County Armagh, had drawn international attention.

Since the first parade in 1807, the march has attracted violence but it intensified during the Troubles.

From the mid-90s, knock-on protests and violence, including deaths, occurred throughout Northern Ireland, turning the event into a major police and army operation.

FIREFIGHTERS NEEDED POLICE ESCORT

Unsurprisingly firefighters were called out more often at this time to put out the fires resulting from widespread riots and vandalism. Mark says there were times when firefighters needed a police escort to arrive. But on one occasion in 1996, responding to a fire in a building in Cliftonville Road, firefighters were told: “You’ll be safe here as long as the police don’t arrive”.

Mark says: “Of course the police came after a while and a riot kicked off and we were stuck in the middle of it with plastic bullets, petrol bombs and bricks flying all over the place.

“A policeman came to take cover near me but I had to give him a friendly kick to urge him to move on as he was making me a target. We were about 50 yards away from the riot.”

Tony “attended many significant incidents” in his career. The ones that stand out for him are personal, such as one around 1980 when his brigade turned out to a skip lorry on fire in a residential street next to Belfast’s Celtic Park greyhound racing track.

As he was putting out the blaze and cooling down what remained of the lorry, an army foot patrol passed along the street. He did not pay any attention to them, as patrols were commonplace in the area and there was no indication of a disturbance. But, just as he was rolling up the hose he had been using, a burst of gunfire was heard.

“The soldiers in the patrol scattered for cover with one of them taking up a firing position beside the front wheel of the burned out lorry,” Tony says. “I dropped the hose and lay on the road quite close to the pavement, but I was afraid to move to a better protected position because, by now, the firing had intensified with the soldiers returning fire.

“It now seems to me that the returned fire must have been having little effect because bullets were striking the walls of the houses beside where I was laying, so I stayed still and hoped everything would be OK.

“The shooting died out abruptly. It seemed like it had gone on for a long time but I suppose it was only for a matter of seconds because, with some exceptions, that was the length of most ‘gun battles’ in Belfast.

“After hearing some agitated shouting between the soldiers and a firmer voice telling them to move – it was a very posh voice, so I assume it belonged to an officer – the soldiers moved forward in what seemed to be a well-rehearsed drill, one man covering the other with an aimed rifle, ready to shoot at any danger.

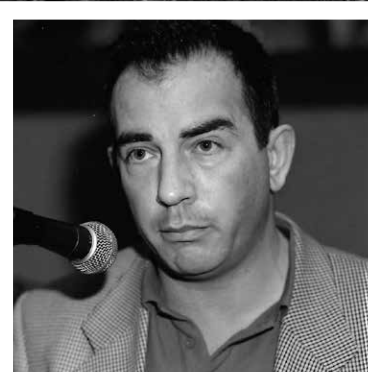
Right: Firefighters tackle the blaze following a Provisional IRA bomb attack on a police station in Musgrave Street, Belfast
Below: A firefighter administers first aid to the victim of a car bomb in Lower Donegall Street, Belfast, in which seven people died and 130 were injured

PHOTOGRAPHS
© VICTOR PATTERSON





THE FBU CAN BE PROUD OF THE FACT THAT FOUNDATIONS LAID DOWN BY INNOVATIVE THINKERS LIKE JIM BARBOUR AND HIS OFFICIALS SOME 20 YEARS AGO, STILL SHAPE THE LIVES OF MANY MEMBERS IN A POSITIVE WAY.



Jim Barbour,
FBU
executive
council
member for
Northern
Ireland
1998 – 2014

“There were no further shots so I scurried to where our pump was parked and re-joined my colleagues. The strange thing about this incident was that we all burst out laughing and continued to laugh throughout the duration of a few hard-smoked cigarettes!”

Perhaps Tony and his colleagues were experiencing what psychologists term “nervous laughter”, a human reaction to tense or stressful situations that has proven to sometimes have a relaxing effect.

Or the laughter could have been the expression of pure relief – relief that they suddenly found themselves in the midst of a gun battle and they all got out alive. This was clearly very much tied to the “black humour” that other firefighters have described. Jim has the final word on challenges the FBU faced during the Troubles and the struggles to keep the union together.

100 PER CENT UNIONISED

On the plus side, union membership in Northern Ireland was better than anywhere else in the British Isles, with whole-time firefighters 100 per cent unionised.

After the 1977/78 strike – which government ministers asked firefighters in Northern Ireland not to take part in – the union grew to represent virtually all retained firefighters.

At the time the union in Northern Ireland had the highest

proportion of retained firefighters in the UK, with 920, virtually 50-50 when compared with the 932 full-timers.

But there were challenges brought about by the different backgrounds and opinions of FBU members. The widespread carnage of the Troubles raised questions among firefighters as to what their role should be and their diverse perceptions of how that should be achieved.

While the Troubles presented the FBU with many problems, the peace process would also prove challenging. Jim Barbour, who was elected EC member for Northern Ireland just weeks after the signing of the Good Friday agreement, led members through the “politicising” of the union locally for many years.

Under his leadership, the FBU adopted a positive stance to the newly developing political situation. It was among the first unions in Northern Ireland to engage with and lobby newly elected politicians from all backgrounds on fire service issues.

This strategy has proved invaluable over the years, evidenced by victories such as maintaining a pension age of 55 and the success in driving down attacks on firefighters that followed meetings and initiatives with organisations of influence within communities.

The FBU can be proud of the fact that the foundations laid down by innovative thinkers like Jim Barbour and his officials some 20 years ago, still shape the lives of many members in a positive way.

FOLLOWING A DREAM

Joe Karp-Sawey talks to Nicola Hobbs, newly elected secretary of the FBU national women's committee, about firefighting and football

Firefighter, footballer, and secretary of the FBU national women's committee, Nicola Hobbs played for England, Everton and the London

Bees to name a few, before her job as a firefighter clashed with her training regime.

There was no women's football team in Moulton, Lincolnshire, where Nicola grew up. "I don't think there were even enough girls of the same age group," she says.

Nicola started in a local mixed under-10s side coached by her father, before she was first scouted as a goalkeeper at a Norwich City soccer camp.

"Mum looked round and saw there were no girls in goal. So she said: 'you'll definitely get in if you go in goal, because they've got nobody else'."

At 16, she was scouted for England's youth side, beginning a goalkeeping career that brought her to the national under-23s: "Leaving school, everybody else was going off doing their A-levels and what not, and I was trying to follow my dream to be a footballer."

DREAMS AND DIFFICULTIES

But following her dream came with difficulties.

"Some of the players at that time hadn't fully matured and found it difficult with me being openly gay. I found that really difficult.

"There are a lot of people who have apologised since, but have admitted that they gave me a hard time because of it."

Homophobia was at its worst for Nicola at that time – a contrast with her time in the fire service where she found sexism from some male colleagues more problematic: "It's more about being a woman than being gay," she says.

She thinks goalkeepers are very good at "putting a brave face on".

"You make one mistake and it's hard to bounce back from that. You always need that first good catch, that first good kick, that first good save."

Nicola keeps track of a long list of sporting female firefighters. "The fire service is rich with athleticism," she says. "It's a physical job. And people who keep themselves in good physical shape want to keep it up."

Fighting stereotypes has propelled Nicola through her football career and continues to drive her as a firefighter. "We've been brought up in male-dominated sport. We always start off

'FOOTBALLERS ARE STRONG – BOTH IN MIND AND PHYSICALLY – AND THAT FITS THE JOB'

at a boys' team when we're kids, and then we have to go and find a girls' team.

"I think there is an aura of 'this girl can' ... I want to push myself like I would in a football match. I want to put myself under pressure like I would in goal. I want to challenge myself.

"Footballers are strong – both in mind and physically – and that fits the job."

A passionate belief in defending her colleagues informs Nicola's views about fair pay and pension rights in women's football. The same passion for political change drives Nicola's involvement in the FBU.

"Having seen the injustice of women's football at times, I saw it as well in the fire service. I found that my passion came across – and I wanted that to change like I did in the football environment."

Nicola's national football career came to an end when her training regime came up against the time off available from the fire service.

She was invited to an under-23s football camp in Spain, but was not granted the necessary leave.

"I was a new recruit – I didn't really understand the system, or know who to talk to. My manager just said 'No'.

"Back then, the coaching staff weren't as flexible as they probably are now, they just said: 'No, you've got to pick.' Obviously, I picked the fire service."

CUTS AND TIME OFF

She feels as though, to some extent, she was misled when she joined the fire service. In the recruitment process she was told that she would have no problem getting the leave needed for her football career.

The reality was far different and managers in those early years were unhelpful.

"Now, if somebody said to me: 'Oh, I'm going to join the fire service – do you think I'll be able to play at this level?' I'd have to be honest and say, 'No. You'd probably struggle'."

Cuts, Nicola says, are making it more difficult to get time off. When she first joined the fire service, there was a national fire service women's football team but, as leave became harder to come by, the team collapsed.

However, Nicola remains determined to find a way to bring women's football into the fire service.

She is in discussions with head office about forming an FBU team or league. All that she needs is the recruits – and the time off.

■ **If you are interested in getting involved with women's football in the FBU, please contact Nicola.Hobbs@fbu.org.uk**

Right: Nicola Hobbs in goal for Doncaster Rovers Belles against Arsenal Ladies in 2016



FRAGMENTED MATERNITY PAY HARMS WOMEN FIREFIGHTERS

March was Women's History Month, a time to reflect on advances in women's representation and struggles for equality, past and present.

Caroline Sturgess, FBU North West national women's committee representative, looks at the issues facing women firefighters today



Shadow fire minister Karen Lee (centre) with Nicola Hobbs FBU NWC secretary (left) and FBU East Midlands regional treasurer and NWC rep Clare Hudson

Since women first joined the FBU 80 years ago, the union has developed into a powerful force in the fight for equality.

FBU members have led the way in championing equality in the fire and rescue service and we are proud to have won equal pay, safer PPE and improved workplace facilities for women firefighters. However, there is still much to be done.

As FBU Lancashire women's representative for the past six years, I have witnessed the discrimination women firefighters face when they fall pregnant.

When I was first elected, our pregnant members were assigned to an office-type role working Monday-Friday from 9-5.30pm. They were removed from training courses, their watch, and tasks such as driving.

Since then, I have negotiated a flexible maternity plan for our members in Lancashire. They can now work flexible hours following their shift by working from home, or work on projects and developing their CV while on restricted non-operational

duties. Yet this isn't the reality for many women firefighters in fire and rescue services across the UK.

Our fight is for fair pay and a national policy in support of maternity and postnatal working conditions. The current system can only be described as a lottery, with some fire and rescue services offering better packages than others.

At last year's FBU conference, it was agreed that the executive council would write to employers asking for maternity policy information, including pay awards. Although all fire and rescue services in the UK were asked

for the information, only 27 of the 51 services responded.

Of those 27, there is significant variation in maternity pay. In Northern Ireland, a woman firefighter can only expect to receive £5,662.02 for 39 weeks maternity pay, while in Tyne and Wear they will receive £9,176.16. In comparison, women firefighters in Avon, Isle of Wight, Staffordshire and Cheshire can expect to receive £22,450.35 for 39 weeks full pay.

Facing the prospect of losing out on money, women firefighters are more inclined to return to work before they are ready. In a physically

demanding job like fire-fighting, this puts women at risk and could cause health problems further down the line.

Women need to be given the support they need to ensure that they are prepared to return to work when they are ready to.

On 19 March, national women's committee representatives met shadow fire minister Karen Lee to discuss the issues facing women firefighters, including maternity policies.

She was astonished to see the difference in maternity pay across UK fire and rescue services and has committed to pressure the government to address this issue.

We need a diverse fire service and women firefighters are essential to that.

If we are going to continue recruiting women to the fire service, we need to break down the barriers to family life and end unequal maternity pay.

In 2019 you should not have to choose between having a family and the job you love.

IN NORTHERN IRELAND, A WOMAN FIREFIGHTER CAN EXPECT TO RECEIVE £5,662.02 FOR 39 WEEKS MATERNITY PAY. IN AVON, ISLE OF WIGHT, STAFFORDSHIRE AND CHESHIRE SHE CAN EXPECT TO RECEIVE £22,450.35 FOR 39 WEEKS FULL PAY

MATERNITY RIGHTS

WHAT YOU NEED TO KNOW

Jo Seery of

Thompsons Solicitors explains regulations about work and pregnancy

Pregnancy and maternity discrimination remains a problem in workplaces across the country. This is despite the fact that dismissal for pregnancy and maternity is automatically unfair. All FBU members should be aware of the legal protection they are entitled to.

Here are three important points to note about pregnancy and maternity rights:

1. Pregnancy and maternity is a “protected characteristic” under the law – discrimination is unlawful

It is unlawful to treat a woman unfavourably during the “protected period”, which starts when she becomes pregnant and continues until the end of her maternity leave, or until she returns to work, if that is earlier.

If an employer treats you unfavourably during that time because of your pregnancy, an illness related to your pregnancy, or because you are looking to take maternity pay or leave, you may be able to bring a discrimination claim against them.

2. All pregnant employees are entitled to 52 weeks of leave – and you may be able to share it with your partner

No matter how long you have been employed by your employer or how many hours you work, if you are pregnant you are entitled to 52 weeks statutory maternity leave.



SATOSHI KAMBAYASHI

This is made up of 26 weeks of ordinary maternity leave and 26 weeks of additional maternity leave.

After 52 weeks of statutory maternity leave, you have the right to return to the same job or, if that is not reasonably practicable, to another job which is suitable and appropriate in the circumstances.

To apply for maternity leave, you must tell your employer at least 15 weeks before the week the baby is due:

- That you are pregnant.
- The baby's due date.
- When you intend to start

maternity leave.

If you fail to comply with the above, you could lose your right to maternity leave.

The first two weeks of leave (starting with the date of birth) are known as compulsory leave.

During this period a woman cannot work and the onus is on the employer to ensure that new mothers take two weeks of leave when their baby is born.

The rest of the 50 weeks' leave can be shared, provided certain eligibility and notification requirements are met – you can find these requirements in

Thompsons' summary of the law on pregnancy and maternity.

3. A woman who is made redundant during maternity leave has the right to be offered available suitable alternative employment

If you are made redundant during your maternity leave, your employer must offer you suitable alternative employment (if it exists).

The alternative post must be suitable for you and appropriate for you to do in the circumstances.

You have priority in being offered suitable alternative work over other staff who are not on maternity leave.

Suitable alternative work means that the terms and conditions should not be substantively less favourable than your old job – for instance, it should not be of a lower status.

If a suitable alternative vacancy exists but the employer does not offer it to the employee, the dismissal will be automatically unfair.

An employer is also under a duty to carry out a risk assessment when it employs women of childbearing age and the work is of a kind that could involve a risk from any processes or working conditions.

An employee is also entitled to paid time off to attend ante-natal appointments.

For more information regarding your rights, speak to your local FBU rep.

■ Thompsons has published a booklet *Summary of the law on pregnancy and maternity* which can be found at www.thompsonstradeunion.law/support/legal-guides-and-resources



**FBU FREEPHONE
LEGAL ADVICE
0808 100 6061
IN SCOTLAND
0800 089 1331**

WWW.THOMPSONSTRADITION.LAW/TRADE-UNIONS/FBU

FBU PHOTO COMPETITION 2019

Previous years' photo competitions have attracted much interest from members. With kind sponsorship once again from College Hill Press, we are inviting members to send in their photos by **30 July 2019**.

We are looking for powerful, creative, intriguing and/or educational photographs which showcase the huge range of work our members undertake. So, whether it's a dramatic picture of firefighters in action, or control operators dispatching engines, or staff on downtime, working in the community, undertaking training, or returning from a shout please submit your photo and see if you could win.

The first prize will be £500, with two runners up prizes of £100.

HOW TO ENTER

You can enter either by email or by post. Include your full name, address, membership number, contact telephone number, email address, and a short description of your picture detailing where and when it was taken and the story behind it.

Digital images must have a minimum size of 3,000 pixels on their longest edge. Physical prints or slides must be of sufficient quality and resolution to be printed at large size. Original negatives for prints must be available.

■ **Email:** firefighter@fbu.org.uk

■ **Post:** Photo Competition, Communications Department, Fire Brigades Union, Bradley House, 68 Coombe Road, Kingston-upon-Thames, Surrey, KT2 7AE.

TERM The 2019 FBU photo contest opens to entries from 1 May 2019 and closes on 30 July 2019. By submitting an entry, each entrant agrees to the official rules.

WHO MAY ENTER The competition is open only to individuals who are current FBU members.

CONTEST PRIZES First prize of £500
Two runners up will receive £100

JUDGING The judging panel will be made up of Matt Wrack, FBU general secretary, a representative from our sponsors College Hill Press, Anna Zych from the FBU communications team as well as editor and designer Alan Slingsby and a guest photojournalist.

OFFICIAL RULES This competition is only open to FBU members whose membership fees are up to date.

All entries must be the original work of the entrant and must not infringe on the rights of any other party.

Each image entered must be the work of the individual submitting it and must not have been published elsewhere nor have won a prize in any other photographic competition.

It is the responsibility of each entrant to ensure that any image they submit has been taken with the permission of all people recognisable in it and that the image does not infringe the copyright of any third party or any laws.

Copyright in all images submitted will remain with the entrant. But each entrant grants a worldwide, irrevocable, perpetual licence to the Fire Brigades Union to feature any or all of the submitted images in any of its publications, websites and/or in any other material published by the union.

There is no limit on the number of entries per person.

Entries will be considered from fire service photographers.

The competition closes 30 July 2019.

We cannot guarantee entries will be returned.

The decision of the judges will be final and no correspondence will be entered into.

Entrants must warrant that they took the photograph they submit and that they own its copyright.

Submission of an entry will be taken as acceptance of the rules of the competition.

TWEETS



Ensuring firefighting is an attractive career for women is crucial to making our services representative of their communities. Like it or not, popular culture has a role to play in that.

One thing is for sure - @piersmorgan will never have what it takes to be firefighter 😂



12:23 PM - 18 Mar 2019

151 Retweets 509 Likes

41 151 509

SPECIAL EDITION FIREFIGHTER WATCHES

After two successful runs of watches with Elliot Brown, the project has so far raised an incredible £16,000 for the FBU's chosen charities so we've decided to run it again this year

■ There are two watch variants: 43mm Canford black dial, £400; and 38mm Kimmeridge blue dial, £395.

■ Four versions with red, blue, green or white watch detailing

■ Supplied on custom rubber straps plus additional premium leather strap (stainless steel bracelet option available)

■ Special firefighter edition dial, hands and case back with personalised engraving included

■ Only available to firefighters, FBU members and support staff, serving and retired

Order at www.elliottbrownwatches.com/fire before 15 May 2019 for delivery October 2019

Available only via pre-order

Elliot Brown are renowned for their 'tool' watches worn by the military, mountain rescue, extreme athletes and about 450 firefighters. Watch specifications: Swiss Ronda movement, custom dial, hands and case back, 316L stainless, shock proof, triple seals, toughened anti-reflective glass, 8 hour luminous, rubber and leather straps.

Elliot Brown donate £35 from every watch sold to the FBU's chosen charities.

If you are embarking on your own charity project you can apply for some funding – please go to www.fbu.org.uk/charity-project-grant-application



CANFORD



KIMMERIDGE

STATION CAT BE CAREFUL WHAT YOU SAY

WORKING TOGETHER?

When the government announced plans for greater collaboration between police and fire services it cannot have envisaged recent events in Gloucestershire.

Firefighter Tom Oakes filed a criminal complaint with Gloucestershire constabulary in 2018 against the then Gloucestershire chief fire officer Stuart Edgar.

Last June, following the complaint and an internal investigation by Gloucestershire County Council, Mr Edgar was forced to step down from his job. The council later revealed that Mr Edgar had bought himself a fire service Land Rover worth £8,000 for £500.

Mr Edgar had, apparently, sold the vehicle to a company he has links with for the knockdown price and then bought it for himself at "cost price".

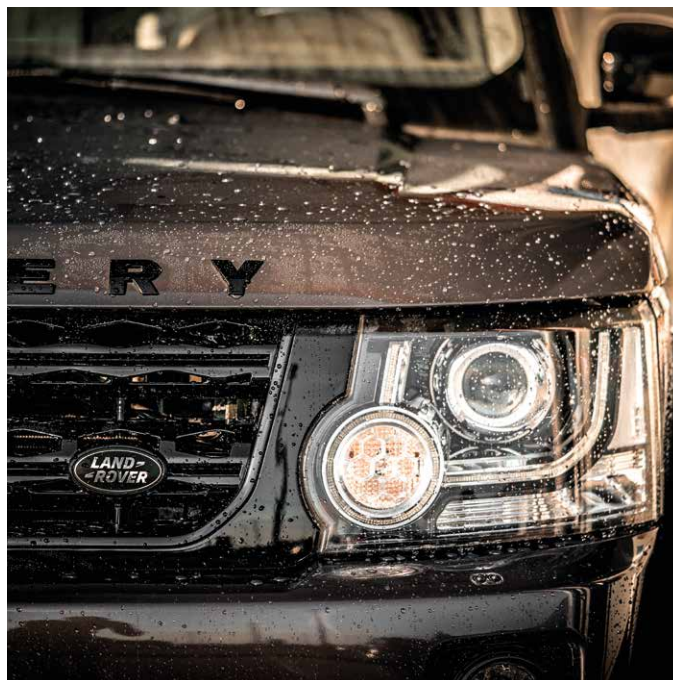
When Mr Oakes filed his complaint, he believed he was doing it anonymously and his role as a whistle-blower would not be exposed to his colleagues.

Gloucestershire constabulary had other ideas. It passed the file to Gloucestershire fire service, unredacted and with Mr Oakes' name on it.

The police have since defended their collaboration with the fire service, saying it was "a genuine mistake made in pursuance of a legitimate aim".

POUR ON WATER, POUR ON WATER ...

Your Cat heard chancellor Philip "purse strings" Hammond, tell



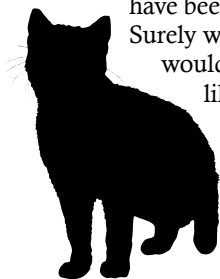
LBC radio: "If your house is on fire, you stop painting it and you go and get a bucket and start pouring water on the fire."

Your Cat has to admit her first thoughts were that there were more fire service cuts on their way and that this was accompanying Conservative party fire safety advice.

It turns out the comment was a piece of guidance directed to the police service and its under-resourced struggle against knife crime.

Apparently, Mr Hammond was suggesting that police forces move money and officers from other parts of their forces to deal with the problem. Put simply: more crime, no more money.

Could the chancellor have been misquoted? Surely what he said would have been more like: "Should one's mansion combust, immediately halt the



North Yorkshire
Police, Fire
and Crime
Commissioner
Julia Mulligan: Not
standing again



PA IMAGES

Yorkshire Fire and Rescue Service into her fiefdom Ms Mulligan had both. She spent more than £140k on consultant's fees to prepare her bid for the take-over. The cost of the vast amount of time her staff spent on the bid is yet to be calculated.

Ms Mulligan became NYPFCC in November last year, a month after a police and crime panel found her guilty of bullying behaviour towards her staff.

In February Ms Mulligan's own party voted not to re-select her automatically as their choice for re-election.

Ms Mulligan has now announced she will not be standing for NYPFCC again. Perhaps the determination and the money have both run out?

Is your Cat right to think that wasting more than £140k of public money in this way is criminal?

SURREY SHOCKER

The recent magnitude 3 earthquake recorded in Surrey may not, as was first reported, be due to tectonic activity.

This column can almost exclusively reveal that the seismic disturbance may be attributed to the Post Office.

Your Cat has it on reasonably good authority that the earthquake was, in fact, the shock caused by the scathing report by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services into Surrey Fire and Rescue Service's effectiveness and efficiency landing on CFO Steve Owen-Hughes' doormat.

An event wholly predictable to many.

exertions of one's interior designers and encourage them to locate the chrome finished fire extinguishers and commence firefighting at the scene of the conflagration."

Your Cat could not ascertain whether Mr Hammond would be able to claim the cost on his parliamentary expenses for his interior designers while they were engaged on firefighting duties.

STAYING TOGETHER?

It is always good to be first. North Yorkshire Conservative Julia Mulligan had a double first.

First to be North Yorkshire police and crime commissioner and first to be North Yorkshire police, fire and crime commissioner.

World class athletes will tell you there is no substitute for determination (and money).

In absorbing North

25-YEAR BADGES



Stephen Fairweather (r), white watch, Harrogate, North Yorkshire, receives his 25-year badge from brigade organiser Edmund Billing with colleagues looking on



Simon Bevan (r), Malpas, South Wales, receives his 25-year badge from branch secretary Sam Harding with white watch colleagues looking on



Martyn Ball (r) white watch, Long Eaton, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



Neil Jackson, (l), Ayr, Scotland, receives his 25-year badge from west area vice-chair Quinten Fyfe, with colleague looking on



Andy Mills (l), Mid and West Wales, receives his 25-year badge from brigade organiser Neil Messam



Tony Morgan (r), blue watch, Glossop, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



Mick Drake (l), blue watch, South Shore, Blackpool, Lancashire FBU rep, receives his 25-year badge from Andy Hewitson with colleagues looking on



Kevin Elmy (l), Ipswich East, Suffolk, receives his 25-year badge from branch chair Chris Willis with members of white watch looking on



Carl Flude (l), Ipswich East, Suffolk, receives his 25-year badge from branch chair Chris Willis along with members of red watch



Stuart Clarke (l), blue watch, Port Talbot, Mid and West Wales, receives his 25-year badge from H&S rep Derek Skhane, with watch colleagues looking on



Graham Hodgkinson (l), RDS, Chapel-en-le-Frith, Derbyshire, receives his 25-year badge from national retained committee chair Paul Revill with colleagues looking on



Craig Shawcroft (r), blue watch, Alfreton, Derbyshire, receives his 25-year badge from brigade organiser Neil Sheppard



Robert Hancock (l) RDS, Chapel-en-le-Frith, Derbyshire, receives his 25-year badge from national retained committee chair Paul Revill



Darren Wood (l) green watch, Staveley, Derbyshire, receives his 25-year badge from national retained committee chair and branch rep Paul Revill



Mark Dunnott (l), green watch, Paignton, Devon & Somerset, receives his 25-year badge from branch rep Chris Balcombe with watch colleagues (l-r), Mark Rollings, Gary Martin, Nadine Watson and Elliott Plant



Michael Merrick (l), RDS, Chapel-en-le-Frith, Derbyshire, receives his 25-year badge from national retained committee chair Paul Revill with colleagues looking on



Andy Simister (l), Manchester Central, receives his 25-year badge from GMC women's committee chair Micky Turner with colleagues looking on



Mark Hudson (l), Derbyshire H&S Rep, receives his 25-year badge from region 6 executive council member Ben Selby



Paul Burton (r), green watch, Lambeth, London, receives his 25-year badge from (since retired), executive council member Ian Leahair



Dave Coss (l), regional fire investigation dog handler (with fire investigation dog, Dexter), Derbyshire, receives his 25-year badge from women's rep Julia Smith



Kevin O'Neill (l), Avon, receives his 25-year badge from membership secretary John Cowley



Alan Duffy (r), Pollok, Glasgow, receives his 25-year badge from branch secretary Scott McKellar



Simon Wilson (r), white watch, Chesterfield, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp with colleagues looking on



Gary Edwards (l), Wythenshawe, Greater Manchester, receives his 25-year badge from branch chair Paul Hardman



Anna Cartwright (r), green watch, Alfreton, Derbyshire, receives her 25-year badge from brigade secretary Chris Tapp



Graham Danbury (l), green watch, Paddington, London, receives his 25-year badge from regional secretary David Shek



John Bramley (l), RDS, Bolsover Derbyshire, receives his 25-year badge from national retained committee chair Paul Revill



Russ True (l), Dorset & Wiltshire, receives his 25-year badge from brigade secretary Karen Adams with colleagues Simon Dennett, Anne Newell, Sean Blizzard, Graham Kewley and Martin Charles



Lee Hawkins (r), RDS, Alfreton, Derbyshire, receives his 25-year badge from brigade chair Tony Dempsey

25-YEAR BADGES



Graham Hyde (l), RDS, New Mills, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp with colleagues looking on



Phil Randall (r), East of Scotland officers' rep, receives his 25-year badge from Kirkcaldy branch secretary Niall Miller



Collin Eady (l), Bury St. Edmunds, Suffolk, receives his 25-year badge from branch chair Julian Loader



Rich Butcher (r), red watch, Chesterfield, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp, with colleagues looking on



Crawford Logan (r), Pollok, Glasgow, receives his 25-year badge from branch secretary Scott McKellar



Jamie Hammond (r), blue watch, Chesterfield, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp with colleagues looking on



Graham Mitchell (l), Surrey officers' branch, receives his 25-year badge from brigade secretary Lee Belsten at Guildford station with colleagues looking on



Pat Sheridan (l), Surrey officers' branch, receives his 25-year badge from brigade secretary Lee Belsten at Guildford station with colleagues looking on



Phil Burrige (r), RDS, Swanage, Dorset & Wiltshire, receives his 25-year badge from branch rep Mark Watson with colleagues looking on



Graeme Callan (l), Pembroke Dock, Mid and West Wales, receives his 25-year badge from brigade secretary Simon Jones



Mark Wilkinson (r), green watch, Poole, Dorset & Wiltshire receives his 25-year badge from membership organiser South, Scott Blandford with watch colleagues (l-r), Mark Ware, Andy Holt, Pete Stone, Richard Roff, Andy Gorrige, Stu Topp, Mark Greenham, Allen Smith, Simon Jeanes, Simon Ballam and Jon Pattison



John Birtley (l), Cupar, Scotland, receives his 25-year badge from East Scotland RDS rep Gordon Nimmo



Alan Buxton (l), RDS, Melbourne, Derbyshire, receives his 25-year badge from brigade secretary Chris Tapp



Simon Dennett (l), officers' rep, (since retired), Dorset & Wiltshire, receives his 25-year badge from brigade secretary Karen Adams with colleagues (l-r), Russ True, Anne Newell, Sean Blizzard, Graham Kewley and Martin Charles



Richie Morris (r), Swansea Central, receives his 25-year badge from Mid and West Wales brigade secretary Simon Jones

40-YEAR BADGES



Thomas Finney (l), Port Glasgow, Scotland, receives his 40-year badge from West area secretary Seona Hart with colleagues looking on



Carole Glendinning (l) receives her 40-year badge from East Scotland operations control secretary Jamie Wardlaw



Peter Snell (r), Gorseinon, Mid and West Wales, receives his 40 year badge from his son Mark Snell



Roy Higgins (r), Yeovil group support, Devon & Somerset, receives his 40-year badge from brigade organiser Dave Lock with colleagues from the support team and Yeovil green watch



Mick Housden (l), St Neots, Cambridgeshire, receives his 40-year badge from brigade organiser James Pearce



David Elliot (r), Middlesbrough, Cleveland, receives his 40-year badge from brigade secretary David Howe with red watch colleagues looking on

Please send good quality, high resolution digital files or prints to:

firefighter@fbu.org.uk or

Firefighter, FBU, 68 Coombe Road, Kingston upon Thames, KT2 7AE.

For your image to look its best, we need the original, full-resolution image. One lifted from a website may not do justice to a unique occasion. We do our best with images that are low resolution, taken directly into a bright light or suffer from camera-shake, or have other

problems, but cannot perform miracles. Please include details for each image – full names of everyone who is in it; their station/brigade/watch etc; where they are in the picture (eg: left to right); their union posts/branch if relevant; and where/when it was taken.

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Change of address or next of kin

Advise your brigade organiser of any
change of address and head office of
changes to next of kin or nominations
for benefits.

FBU FREEPHONE LEGAL ADVICE LINE

0808 100 6061

ENGLAND, WALES AND N IRELAND

0800 089 1331

SCOTLAND

The line provides advice for personal
injury, family law, wills, conveyancing,
personal finance and consumer issues.
For disciplinary and employment-
related queries contact your local FBU
representative.

**T THOMPSONS
SOLICITORS**

Firefighters stand for a minute's silence at the unveiling of a Red Plaque in honour of John Humphries

#WeRemember

A Red Plaque was unveiled in memory of firefighter John Humphries, who died in the line of duty, on the 30th anniversary of his death. 22 March 2019.

On 22 March 1989, John was killed and 107 others injured in a huge explosion as he tackled a commercial vehicle blaze in Fengate, Peterborough.

Cameron Matthews, regional chair of the FBU, Eastern Region, said:

"For 30 years, John's death has remained a deeply traumatic and heartbreaking tragedy for our firefighters in Cambridgeshire. The Red Plaque scheme is a fitting tribute to John's bravery and sacrifice.

The FBU has ensured John is honoured for all time, by providing this memorial of reflection and remembrance in the heart of the city. Our thoughts remain with his family, friends and colleagues."

The red plaque scheme is run by the Fire Brigades Union (FBU) and aims to honour firefighters killed in the line of duty. It is funded solely from proceeds of the Firefighters 100 Lottery.



**FIREFIGHTERS 100
LOTTERY**

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

HELP US REMEMBER OUR FALLEN COMRADES.

To buy a ticket go to: www.firefighters100lottery.co.uk

Always play responsibly, if you need to talk to someone about your gambling please contact www.gambleaware.co.uk.
Firefighters 100 Lottery is promoted by the Fire Brigades Union and is a Society Lottery licensed by the Gambling Commission.
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