

Firefighter

The magazine of the Fire Brigades Union

OUR SERVICE OUR FUTURE

Funding. Standards. A fair say

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SAFETY WATCHDOG
FAILS FIREFIGHTERS

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FIRE SERVICE
WHITE PAPER

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UNIONS PREPARE TO
RESIST ANTI-STRIKE LAW

See p4

December 2023/
January 2024



www.fbu.org.uk

THE FIGHT FOR OUR FUTURE

Two days before this magazine went to print, after a wait of more than one year, the Westminster government finally published its plans for the fire and rescue service in England.

Because of the FBU's campaigning work, the government has retreated on many of its most damaging proposals, but dangers remain (see page 6).

Since 2010, one in five firefighter jobs has been cut and response times are worse than ever. These proposals will not put a penny back into our service. As we report on page 4, they come alongside an authoritarian attempt to ban firefighters from taking strike action.

Cuts are still being made. In Scotland, the FBU is consulting on strike action over brutal cuts imposed by the Scottish government. In Avon, 40 jobs are under threat. Just before going to print, we learned that Hereford and Worcester planned to axe 45 jobs and eight appliances.

Between now and March, budgets for local government and fire authorities will be set, and fire authorities will meet to decide what to do with them. Our message to all politicians is clear: neither we nor the public will sit back and accept further cuts.

The Firefighters' Manifesto is a vision for a modern, resilient fire and rescue service with the resources it needs. We have a strategy to get there: to fend off the last attacks of this dying Tory government, to win what funding we can in the next few months, and to make sure that the next government has a very different plan for our service.

Now is the time to make your voice heard, to your MP, your local councillors and your prospective candidates. Read how on page 10.



Matt Wrack

Now is the time to make
your voice heard

CONTROL STRIKE

The FBU has called eight consecutive days of strike action in the Merseyside control room from 27 December over a duty system which was introduced without

negotiation, as well as cuts to night-time cover. Control staff voted 100% for strike on a 92% turnout in August.

Since then, we negotiated with Merseyside employers via the NJC, but they failed to come forward with a credible

offer. The whole national union will lend its weight and support to the strike. We urge the employers to put a decent offer on the table.

FAILED BY THE HSE

Since 2020, the National Fire Chiefs Council has been advocating a dangerous new policy of sending firefighters above the bridgehead in high rise fires without activated breathing apparatus (BA). The Health and Safety Executive (HSE) failed to investigate it for more than a year, and has now produced a flawed and contradictory report which sides with the employers.

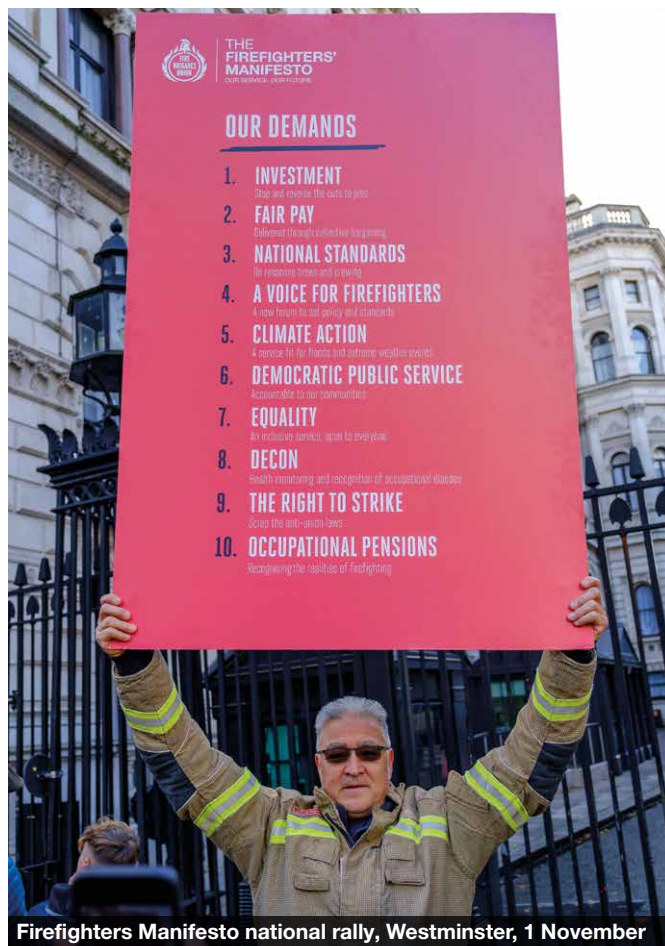
The HSE's action, and lack of action, has been nothing short of disgraceful. We have no confidence in the investigation, which has undermined the HSE's status as an independent regulator. The FBU cannot accept a policy which trades the safety of firefighters for the needs of profiteering developers.

Our advice remains unchanged: as a professional firefighter and BA wearer you should not put yourself in a position of danger above the bridgehead with non-activated breathing apparatus. Read more on page 12.

Did you know ...?



... that, on average, three Christmas trees are planted to replace each one harvested



Firefighters Manifesto national rally, Westminster, 1 November



JESS HURD

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JESS HURD

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NEWS

GOVERNANCE

Some of worst white paper ideas dropped ... FBU vows to continue fight for democracy **p6**



CHAOS, NEGLIGENCE

Covid inquiry exposes government failings and impact of cuts **p7**



Unions prepare to resist anti-strike laws

On Saturday 9 December, the Trades Union Congress held its first special congress since 1982. Hundreds of delegates representing TUC-affiliated unions gathered in central London to debate the movement's response to government attacks on the right to strike.

The special congress, which was chaired by FBU general secretary Matt Wrack in his capacity as this year's TUC president, backed a statement which set out a strategy to resist the new legislation, up to and including non-compliance.

The Strike (Minimum Service Levels) Act became law in July. It is an attempt to severely curtail the right to strike in six key sectors: health, education services, fire and rescue, border security, transport, and nuclear decommissioning. It allows the government to set "minimum service levels" which employers can use to issue "work notices" to named workers who could face the sack if they strike.

In other words, some workers could be required to work on a strike day, despite having a democratic mandate for industrial action. Even worse, unions will be expected to tell their members to abide by "work notices".

At the time of writing, the government had yet to announce minimum service levels for the fire and rescue service. However, the picture is becoming slightly clearer because it has published plans for other sectors, including rail and the ambulance service.

The UK already has some of the most restrictive anti-union laws in the world. In the fire and rescue service, minimum service levels could be set at such a high level that they amount to an effective ban on strike action.

It seems that services which are run by devolved administrations – for instance the fire and rescue services in Scotland and Wales – may not be covered. This will not be known for certain until the exact regulations are published in 2024.

'This is an attack on our basic democratic rights. We cannot rely on judges and politicians to protect us. Workers must defend themselves'



Matt Wrack and delegates at the TUC special congress

MARK THOMAS

The FBU has opposed this law ever since it was proposed. In the past, mass non-compliance has worked as a means of rendering anti-union laws inoperable. For that to work, unions must coordinate with each other and act to protect workers who are subject to work notices.

This strategy was adopted by the whole of the TUC in September and was reaffirmed at the special congress on 9 December.

Crucially, the conference agreed that unions would "refuse to tell our members to cross picket lines", which would amount to defying the Act.

Speaking after the conference, Matt Wrack said: "This new law is an attempt to ban strikes in many sectors of the economy, including the fire and rescue service. The trade union movement cannot passively accept that outcome, and it won't.

"Rather than negotiate with frontline workers during a cost of living crisis, the Tories are threatening them with the sack.

"This is an attack on our basic democratic rights. We cannot rely on judges and politicians to protect us. Workers must defend themselves."

Strike consultation over cuts 'firestorm'

The FBU in Scotland is consulting members on the possibility of strike action over devastating cuts as publication of the Scottish government's budget on 19 December was awaited.

Earlier, an FBU report laid bare the "firestorm" faced by the Scottish fire and rescue service (SFRS) over the past decade. This crisis has been created by a combination of cuts, lack of recruitment, declining training standards and the climate emergency.

Since its creation just over a decade ago the SFRS has cut more than 1,200 jobs, with hundreds more now at risk. This year alone has seen the withdrawal of 10 fire appliances, several high-reach vehicles and the Clyde rescue boat,

leaving communities with reduced emergency cover.

The "firestorm" report highlights insufficient staffing levels, inadequate and out of date equipment, crumbling infrastructure, an aggressive management culture, falling training standards, and a lack of action to tackle exposure to contaminants.

"There are over 50 recommendations that have come from those who know the service best, the firefighters who work on the frontline," said FBU Scotland regional secretary John McKenzie. "Over the last decade we have been failed by political leaders who have tried to ignore this crisis. They cannot ignore us now."



ORAL MACLEAN

MERSEYSIDE

Control staff to strike for eight days

Fire control staff in Merseyside are to take eight consecutive days of strike action from 27 December in a dispute centred on an imposed reduction in night-time staffing numbers from the agreed level of six to five, and the introduction of a duty shift system that was never subject to negotiation with the FBU.

Following the ballot result, negotiations between the union and Merseyside fire employers were continuing at the

National Joint Council (NJC). But the employers failed to address some of the issues relating to the proposed duty shift system, and refused to even discuss the imposed reduction in night-time staffing numbers.

Control staff delivered an overwhelming mandate for strike action in August, with 100% voting Yes on a turnout of 92%. FBU general secretary Matt Wrack said that "the intransigence of employers gives

us no choice but to use that mandate. Imposing contracts on firefighters and downgrading working conditions is a threat to public safety."

Ian Hibbert, Fire Brigades Union brigade secretary for Merseyside, said: "Firefighters and control staff do not take industrial action lightly, but we have been left with no other choice. The time has come for Merseyside Fire and Rescue Service to listen to members in fire control."

Sounding off



Forever chemicals in our PPE

Alex Forrest, Canadian trustee of the International Association of Firefighters, on the next battle in the war of firefighters everywhere against carcinogens at work

In June 2022 the International Agency for Research on Cancer (IARC) concluded that firefighting is a Class 1 carcinogen – the same danger level as asbestos and tobacco.

This decision validated more than 30 years of work by the International Association of Firefighters and its branches in North America.

Firefighters have increased risk for cancers ranging as high as two to three times the rates of the general population due to exposure to carcinogens at every fire they attend. The technologies have yet to be invented that would block these chemicals from us through absorption, inhalation and ingestion.

Evidence suggests that our cancer risks may be underestimated.

This is only the beginning. We know that other factors probably contribute to our cancer rates. One is the chemical group per- and polyfluoroalkyl substances (PFAS) "forever" chemicals that stay in our bodies for extreme long periods and can cause cellular manipulation leading to cancer.

These chemicals are in firefighting foams as well as our PPE.

The IAFF is putting the political weight of its 350,000 members into stopping the use of PFAS in PPE and to find a solution to get this cancer-causing agent out of our gear.

The IAFF will be working with the fire union leaderships from around the world and the UK will be pivotal to this battle in Europe.

FIRE SERVICE WHITE PAPER

'Listen to firefighters' FBU tells government

More than a year after initial consultation on its white paper for the fire and rescue service in England, the Westminster government has published its plans.

Many of the most damaging proposals have been dropped including scrapping collective bargaining and firefighters taking an "oath". Also gone is the forced merger of police and fire service governance, though it will be encouraged. Chief fire officers will not get "corporation sole" status, which would have made them (rather than fire authorities) the formal employers of firefighters.

However, a number of controversial proposals remain. The government will legislate for "operational independence" of CFOs. The recruitment of managers

from outside the service will continue. The National Fire Chiefs Council (NFCC), an unaccountable bosses' network, will keep the ear of government. Ministers plan to create a National College of Fire. How it will work and who will run it remain to be seen.

Matt Wrack, FBU general secretary, said the proposals would "not put a penny back into the fire service or deliver national standards on response times and crewing, adding that many of them were "dangerous and ill-conceived".

He added: "The government should be listening to firefighters. Instead, it seems content to leave the same people who have presided over an era of decline in charge. We will bitterly oppose further cuts to our service and any attempt to sideline the voice of firefighters."

FIRE SERVICE GOVERNANCE



Buckinghamshire firefighters rally in Milton Keynes

FBU members raise alarm over police bosses

Northamptonshire FBU members travelled to Westminster to meet shadow fire minister Alex Norris and explain their concerns about the county's police, fire and crime commissioner, Stephen Mold.

They have been campaigning for democracy and accountability in their service, calling for Mold's resignation after he appointed an interim chief fire officer with no firefighting experience. In November, he again announced a preferred CFO candidate with no firefighting experience – a retired police officer.

In the same month, Buckinghamshire

fire and rescue service appointed a CFO from the police. FBU members held a rally outside a meeting of the fire authority, urging it to prioritise investment as the way to improve the service. It currently has some of the lowest levels of funding in England and has been declared "overly reliant on neighbouring services" by the inspectorate.

FBU general secretary Matt Wrack called for police and fire governance to remain separate. "Firefighting is a humanitarian profession, entirely different to policing" he said. Appointing police to lead the fire and rescue service undermines public trust."

In brief

FBU fights back as 'inadequate' service plans to cut 40 posts

FBU members in Avon are fighting fire authority plans to cut 40 wholetime firefighter posts and reduce fire engine crews from five to four. The service has since been condemned as "inadequate at responding to fires" by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services in a report noting management failings, including a lack of a service response strategy, despite lack of data collection on risk being raised as a cause for concern in August. "To bring our service back from the brink, we need urgent investment and leadership," said Dave Roberts, FBU South West regional secretary. Avon members are organising a rally calling for the cuts to be reversed.

Protest over three per crew cuts

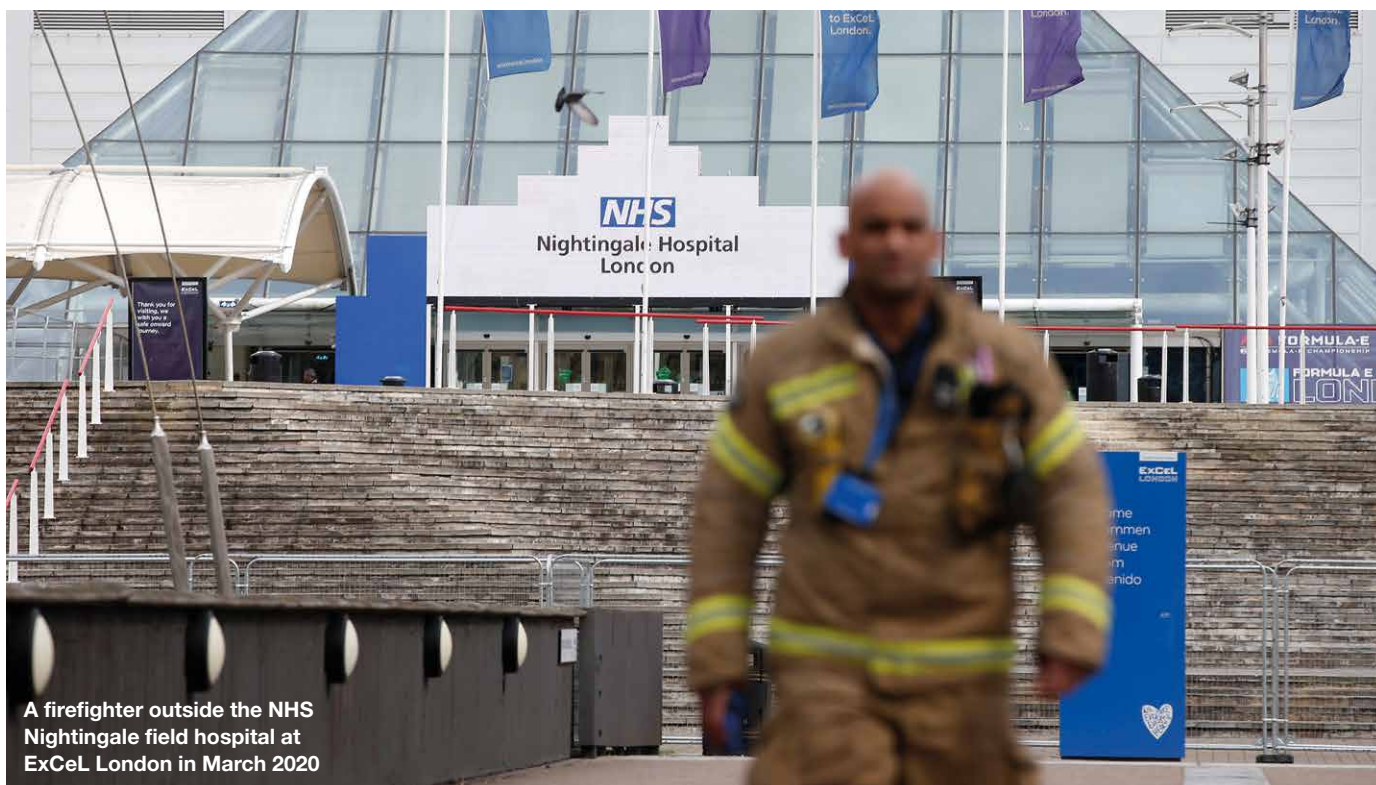
Firefighters in Cambridgeshire rallied in November to protest against a "dangerous" reduction to fire crews. Cambridgeshire fire and rescue service has cut the number of on-call firefighters attending incidents to three per crew. Firefighters and FBU officials, including union general secretary Matt Wrack and president Ian Murray, gathered outside the new Huntingdon fire station and service training centre which was being opened by Princess Anne.

Terror attacks agreement

The FBU is aware that some fire and rescue services have begun to implement joint operating procedures on marauding terrorist attacks (MTAs) without consultation. Until an agreement is made, FBU members cannot be expected or required to undertake MTA training. The union has previously reached agreements on extending the firefighter role to cover MTA with the London Fire Brigade and Greater Manchester FRS. These provide a pay uplift; conditions for training; a concept of operations; and other protections.

FBU London women meet

The FBU London's Women's Action Committee held its largest ever AGM in November. More than 45 women discussed issues including the London Fire Brigade independent culture review, shared and single sex spaces, training and operational needs for women. Guest speakers included FBU assistant general secretary Ben Selby, who spoke on the union's Equality Matters campaign, including the Fight for 52 maternity campaign.



A firefighter outside the NHS Nightingale field hospital at ExCeL London in March 2020

HOLE ADAMS/GETTY

The inquiry into the government's handling of the Covid-19 pandemic has exposed a series of failings that led to the UK being inadequately prepared to deal with the scale of the crisis. While key workers including firefighters continued to keep their communities safe, the inquiry has heard that those responsible for keeping workers safe were preoccupied with infighting and dodging expert advice.

The inquiry has confirmed what many in the public sector have been saying for years: austerity seriously undermined the UK's resilience. Witnesses testified that job cuts and underfunding across the public sector presented additional challenges in rising to the challenge of the pandemic.

As well as underfunding crucial public services, the inquiry heard how those at the top of government ignored warnings about the severity of the crisis and delayed lifesaving measures in order to protect the interests of business.

A former government

advisor confirmed that Boris Johnson said "let bodies pile high". The government's chief scientific advisor, Sir Patrick Vallance, also recalled: "Rishi thinks just let people die."

Sir Jonathan Van-Tan, the chief medical officer first heard of the controversial 'eat out to help out' scheme when Rishi Sunak announced it on TV. Patrick Vallance recalls Boris Johnson referring to the idea of consulting with unions as "bollocks".

At a time when cooperation and unity should have been at the heart of government it seems the voices of experts were

routinely silenced.

The inquiry's findings could prove crucial in generating cultural change within government. To adequately meet the challenges of a future pandemic the government cannot continue to shut out trade union voices or, as

'We demand that those responsible are held accountable – and that our service gets the resources it needs'

Patrick Vallance claimed, prioritise "handling the scientists not the virus".

The actions of government both in the decade of stripping back public services, and a refusal to listen to experts' advice, undeniably made the impact of the outbreak worse and a new approach will be crucial in handling another pandemic.

"The government's response to the pandemic was chaotic, callous and negligent," said FBU general secretary Matt Wrack. "They wasted billions on unusable PPE, handed out lucrative contracts to their mates, and repeatedly failed to take effective measures.

"It was left to the Fire Brigades Union and fire service employers to enter into a national agreement to respond to the pandemic.

"Firefighters went above and beyond. They delivered PPE and medicine, drove ambulances and helped move the bodies of the deceased.

"Now, we demand that those responsible are held accountable – and that our service gets the resources it needs."



News Focus

Chaotic, callous and negligent

TELL IT TO



THE
FIREFIGHTERS'
MANIFESTO
OUR SERVICE. OUR FUTURE.

OUR DEMANDS

YOUR IMP

FBU general secretary Matt Wrack outlines why now is the time for firefighters to lobby politicians for decent funding, and how they can do it >>



**Firefighters Manifesto
national rally at
Westminster on
1 November**
JESS HURD

The next few weeks will be pivotal for the immediate future of our service, especially on funding, and every member has a role to play.

On 1 November, we used our national rally to launch the Firefighters' Manifesto. That document sets out a clear stall for the fire and rescue service: resilient and joined-up, with the resources it needs and a seat at the table for firefighters. The aim of the manifesto – and the campaign around it – is to set the tone for what the next UK government does.

But our demands – on pay, firefighter numbers and more – are only possible to win if the fire service is funded properly. There are two important processes that we can intervene in immediately:

- In late January or early February, the government will set the funding available to local councils. We need to lobby MPs and central government as much as possible before then.
- In February, running up to early March, fire authorities will meet to decide how to spend the money they have been allocated. We must be present around and at those meetings to make the case for funding our service.

INVESTMENT NOT CUTS

In the autumn statement – a mini-budget which is held each year – the government gave us an indication of what it might do next. Millionaire chancellor Jeremy Hunt prioritised tax cuts for the wealthiest over the needs of workers struggling with the cost of living crisis.

Since 2010, the fire and rescue service has lost one in five firefighter jobs and 30% of its central government funding. It's not a coincidence that, at the same time, local government has faced a roughly 40% cut to its central government funding.

The Tories may now seek to cut public services even further – but cuts are not inevitable if we fight them. During our pay campaign last year, we proved that by standing together and showing up, we can shift our employers.

We can do the same with this weak government if we can demonstrate that we have support and determination. Lobbying your politicians is a crucial part of that task.

Whatever Rishi Sunak does in the next few months, the chances are they are running out of time. In a year's

time, we will almost certainly have had a general election, and it is unlikely the Tories will win.

The crucial question for us is about what the next government does with the fire service. Will it put in the money we need to restore jobs and improve pay?

Will it give firefighters a voice in the structures of the fire service via a statutory advisory body?

Will it take climate change seriously, address inequality and take exposure to fire contaminants seriously?

The Firefighters' Manifesto is our

Now is the time for firefighters to pressure politicians to back a viable future for our service

answer to those questions, and it is rooted in decades of struggle. We are demanding:

- Investment: stop and reverse the cuts to jobs
- Fair pay: delivered through collective bargaining
- National standards: on response times and crewing
- A voice for firefighters: a new forum to set policy and standards
- Climate action: a service fit for floods and extreme weather events
- Democratic public service: accountable to our communities
- Equality: an inclusive service, open to everyone
- Decon: health monitoring and recognition of occupational disease
- The right to strike: scrap the anti-union laws
- Occupational pensions: recognising the realities of firefighting

Winning these demands is about strength and determination, and it is also about making our voices heard at the right moment. That moment is now.

The first step is to find your local politicians and demand they back us.

- Use the QR code below to send an email to your MP in just a few clicks.
- Arrange to visit your MP's local surgery to make the case for funding.
- Get in touch with your regional secretary to get involved in lobbies of Westminster and fire authorities.





Firefighters Manifesto
national rally at
Westminster on
1 November
JESS HURD





FAILED

Riccardo la Torre outlines the latest with breathing apparatus policy, and how the Health and Safety Executive is letting firefighters down

Firefighters face one of the biggest threats to health and safety in decades. Under proposals from the National Fire Chiefs Council (NFCC), now imposed by some local CFOs, firefighters could be instructed to proceed beyond the point of safety at a high-rise building fire without their breathing apparatus or going under air.

We are still battling this life-threatening policy in the face of negligence and inaction.

The supposedly independent safety regulator, the Health and Safety Executive, has utterly failed in its role to protect firefighters. Its latest report, published in November, is a mess and sides with management; we reject it utterly.

A number of large brigades – namely London, the West Midlands and Manchester – have previously said that they will not implement the NFCC’s proposed breathing apparatus policy. But firefighters all over the UK should now be prepared for a brigade-by-brigade battle over breathing apparatus procedures.

The new policy is being used as a cheap sticking plaster to address failings of regulation and enforcement that have led to the building safety crisis. But firefighters refuse to be treated like cannon fodder.

The FBU’s advice on this policy has remained consistent, and is still unchanged: as a professional firefighter and BA wearer you should not put yourself in a position of danger above the bridgehead with non-activated breathing apparatus.

THE HISTORY

In 2020, the NFCC issued a dangerous new policy which would permit employers to send firefighters beyond the bridgehead without breathing apparatus or under air at a high-rise fire.

Under this policy, firefighters in distress would be left out of reach of rescue. In the long term, exposure to carcinogenic toxic fire contaminants increases risk of cancers, heart disease and stroke.

This is a deadly threat to firefighter and public safety. Dead or injured firefighters cannot save anyone.

Modern breathing apparatus was hard won following the deaths of two firefighters at the 1958 Smithfield fire. Ever since, FBU health and safety reps have worked tirelessly to ensure that BA procedures develop and improve to save lives. BA has proven to be a matter of life and death.

The Grenfell Tower fire and cladding scandal tragically exposed a crisis in building

safety, caused by the prioritisation of profit over safety and human life. Removing BA will not make living and working in high rise buildings safer. We need to solve this situation with regulation and enforcement, not by sacrificing the health, safety and lives of firefighters.

HSE FAILINGS

This latest attack is an unlawful attempt to roll back these rights, and the union immediately launched into action. We began legal proceedings, and prepared to defeat the policy on the ground.

In February 2022, a judge ruled that the policy was a matter for the Health and Safety Executive, and not yet the courts. So in May 2022 the FBU submitted a detailed complaint to the regulator. The HSE failed to act on this complaint for more than a year, a fact for which it later apologised.

Seventeen months later, the HSE concluded its investigation. In a flawed and contradictory letter published in November this year, it has shamefully sided with the NFCC policy. The regulator has completely misunderstood the safe donning practice and how firefighters are trained to follow it.

It goes as far as suggesting that it is acceptable to lower the safety of firefighters and expose firefighters to contaminants for “brief” periods. This is scandalous.

Firefighters were cut out of the HSE’s investigation at every stage, while the opinion of fire service employers was taken as fact. The investigation relied on assumptions and assertions rather than competent assessment and field testing. The FBU has no confidence in the HSE’s investigation or its outcome. It is an insult to the firefighting profession, and has undermined the status of the HSE as an independent regulator. This dangerous decision must be withdrawn and reviewed with urgency.

WHAT IS AT STAKE

Removing BA tears up half a century of health and safety law, best practice guidance, manufacturers’ instructions and firefighter training. Employers are seeking to cut corners, even if it means putting lives in danger. And now, the Health and Safety Executive is failing firefighters.

Firefighters keep each other safe in the face of danger – it’s a key part of our job. Now, we must ensure that no firefighter has their breathing apparatus taken away when they need it most. The FBU will lead that fight, but it’s down to firefighters everywhere to take it on.

■ See FBU circular at: bit.ly/FBU-BA-HSE

**The FBU has no confidence
in the HSE's investigation.
It is an insult to the
firefighting profession**



UNION STANDS UP FOR FURNITURE SAFETY

Assistant general secretary **Ben Selby** explains why the union is pushing back against ministers' plans to deregulate furniture safety

The FBU is sounding the alarm over ministers' proposals to deregulate the furniture regulations, revoking longstanding mandatory tests to be replaced by so far unseen voluntary guidance. The Department for Business and Trade (DBT), has recently consulted on proposals to scrap the Furniture and Furnishings (Fire) (Safety) Regulations 1988 and replace them with a far looser regime. The FBU opposes this watering down of legislation, which puts lives of the public and firefighter safety at risk.

The existing domestic furniture safety regulations include mandatory cigarette, match and crib tests. These have been in place since 1988. They were introduced after serious fires involving furniture, including the 1979 Woolworths fire in Manchester where 10 people died and six firefighters were injured.

The FBU campaigned for these regulations for decades.

The benefits of the Furniture and Furnishings Regulations have been

evaluated by central government on several occasions. A University of Surrey evaluation concluded that around 70 lives a year were saved – about half of the fall in UK dwelling fire deaths over the same period. Another study by Greenstreet Berman found that the furniture regulations saved 54 lives a year, 700 fewer casualties a year and a thousand fewer fires a year.

300 DEATHS OVER 10 YEARS

The government's own evidence suggests that the risks from upholstered furniture remain. It admits that "over the last 10 years there have been around 300 deaths relating to fire from domestic upholstered furniture".

Ministers say there are new risks, such as lithium-ion batteries used in laptops, mobile phones, e-cigarettes, electric bicycles and similar devices, which are

not covered by these tests.

The simplest answer would be to retain existing tests and to develop new tests capable of assessing newly emerging risks before products are placed on the market and sold to consumers.

Yet ministers make no proposals for such tests. Instead, they simply denounce the old cigarette and match tests as "outdated" and then propose to scrap them in favour of voluntary guidance.

The government wants to "revoke and replace" the Furniture and Furnishings Regulations. It proposes repeal of the existing regulations and their mandatory requirements for testing and other provisions. It admits it plans to "replace mandatory standards with voluntary standards".

The proposals replace safety tests mandated by law with "essential safety requirements". Although these would be set in statute, the testing arrangements are not laid down in law. Instead, tests would be voluntary under non-statutory British Standards Institution guidance, at the whim of manufacturers.

Although the consultation document talks about standards, it makes plain that these are not yet in place and, in any

PRATHISLUTTERSTOCK

Ten people died in a fire in Woolworth's store opposite Piccadilly Gardens in the centre of Manchester on 8 May, 1979. Firefighters rescued 27 people and brought the fire under control after several hours; 47 of them receiving hospital treatment.

The fire was blamed on a damaged electrical cable igniting a piece of furniture containing polyurethane which ignited and burned rapidly at temperatures up to 700°C

MIRRORPIX / ALAMY

case, would be merely voluntary.

This would mean a weaker fire safety regime than the status quo. To “anticipate” BSI standards means that they have not yet been approved. No draft BSI standards relating to this change in regulations have been shared with the FBU. There are no guarantees that ministers will designate in the future. This leaves fire safety in a far more precarious position.

FLAME RETARDANTS

Ministers claim they are introducing the new regime to reduce the use of chemical flame retardants in furniture. There is longstanding evidence that flame retardants give off toxic fumes when burned, which can harm or kill residents and firefighters.

The Furniture and Furnishings Regulations do not stipulate the use of flame retardants. Rather, flame retardants were used by furniture manufacturers as the most cost-effective means (for them) to meet the requirements of the regulations.

This point was made in previous consultations in 2014 and 2016. It was also acknowledged in the House

of Commons Environmental Audit Committee's report, *Toxic Chemicals in Everyday Life* (2019).

The FBU works closely with the University of Central Lancashire (UCLan) and accepts the strong evidence of smoke toxicity from certain flame retardants. The union's DECON

THE GOVERNMENT ADMITS IT PLANS TO REPLACE MANDATORY WITH VOLUNTARY STANDARDS

campaign demands measures to tackle hazardous substances. However, the Westminster proposals do not guarantee the elimination of toxic flame retardants. They do not lay down a new toxicity test, which could determine whether the substances used in furniture pass or fail. In fact, the draft regulations actually licence the use of flame retardants, if the manufacturer deems it is not “practicable” to remove them.

If the Westminster government wanted to tackle flame retardants, it would prohibit their use. There are already precedents. Deca-BDE was widely used as a flame retardant in UK furniture. It was banned in March 2019.

The FBU has made a submission to the consultation, strongly rejecting ministers' proposals. Instead of learning from the failure of deregulation, ministers seem set on continuing with the same mistakes. Their proposals would revoke successful regulation and replace it with a regime of voluntary guidance. Ministers must stop and think again.

■ The FBU submission can be viewed at bit.ly/FBU-furniture-regs





'It's a major disaster waiting to happen'

FBU members were at the sharp end of things as deadly floods hit the UK once again. **Barrie Clement** reports

Firefighters were seriously overstretched during devastating storms which hit large parts of the UK in October.

The weather caused misery to thousands and highlighted the urgent need for far more resources for fire and rescue services in England in particular.

A new report from the National Audit Office (NAO) echoed a point continually made by the FBU – that brigades in England should have a statutory duty to respond to floods and the resources to match – a system already in place in Wales, Northern Ireland and Scotland.

Cuts to firefighter jobs and station closures, has made the situation considerably worse.

Referring to Storm Babet which laid waste to large areas of the UK between 18 and 21 October, Matt Wrack, FBU general secretary, said firefighters and

control staff were working round the clock to respond.

“The climate crisis means that extreme weather events are on the rise, but the Westminster government still refuses to adequately fund the fire service for flood response.”

At the sharp end yet again were FBU members. Joe Cornell, a 25-year-old retained firefighter in Derbyshire, found himself and his three colleagues having to deal with a swift water rescue in the dark on 20 October.

NO TRAINING FOR INCIDENT

Because England is unfunded for such emergencies, Joe and his colleagues were dealing with an incident for which they had not been trained.

It should have been dealt with by a boat crew, but none was available. It meant that Joe's crew, who had been “incredibly busy” that day, had to wade

out to rescue three people who had been swept off their feet by the torrent. He said it was one of the most dangerous incidents he had been involved in since he joined the service seven years ago.

Two major incidents were declared in neighbouring Nottinghamshire. The fire service mobilised additional resources, but on 20 October, the height of the flooding, at least 72 incidents were deferred calls and went unanswered within normal attendance times, either due to a lack of resources or because the fire service was already committed to other incidents.

“Management will tell you that we coped during the storms, but the reality was, that we were really stretched,” said Stephen Tucker, 33-year-old FBU Nottinghamshire brigade secretary.

“Some of my colleagues spent six or seven hours waist-deep in flood water, trying to evacuate houses. What should

A firefighter at work in Retford, Nottinghamshire, after Storm Babet battered the UK

PA IMAGES/ALAMY



have been 12-hour shifts, sometimes ended up being 15 hours or more.”

Stephen, who has been a firefighter for 14 years, was in Nottingham at an FBU meeting when the storm struck on the Friday. One colleague had to leave the meeting early because her child’s nursery had been flooded.

ONLY GOING TO GET WORSE

“We had a major storm in 2007 and it’s only going to get worse because of climate change. We’ll need more resources and more training.”

Stephen said it was “ridiculous” that there was no statutory duty to cope with storms in England, pointing out that England “has got as many flood plains as any other part of the UK”.

Given firefighters in Scotland have a responsibility to deal with the impact of storms, brigades on the east coast of the country were seriously overstretched

during Storm Babet, according to Shaun McGowan, a 28-year-old FBU rep at Kingsway East fire station in Dundee.

The storm brought exceptional rainfall to parts of eastern Scotland with 150 to 200mm falling in the wettest areas.

A member of a five-person water rescue team, Shaun said that the worst-hit town was Brechin more than 26 miles north east of his base. At one stage at least three such teams, which

'Some of my colleagues spent six or seven hours waist-deep in flood water, trying to evacuate houses'

cover around 100 miles of the east coast, were hard at work in the town, rescuing people from their homes and cars. One man ended up in a torrent of water in Marykirk, about 11 miles north east of Brechin. His body was discovered three or four days later.

At one stage Shaun and colleagues were wading through horse faeces to rescue people.

His team went back to Dundee, snatched four hours sleep between shifts and drove back to Brechin where, to make matters worse, a fire had broken out in the west end of the town.

The situation deteriorated to the point where water crews from Motherwell, more than 80 miles away, were sent to standby in one of the Dundee fire stations and were used to carry out rescues, said Shaun who has been a firefighter for five years. “It’s a major disaster waiting to happen.”



DOMINIC SALTER



DOMINIC SALTER

SAVING TODAY'S LIVES HONOURING YESTERDAY'S DEAD

The Firefighters 100 Lottery makes possible the FBU's red plaques commemorating firefighters who have died in the line of duty and its DECON campaign to save lives in the future

Dundee firefighters celebrated the lives of two of their own – when red plaques were unveiled in April for the firefighters who died in the line of duty more than 60 years ago.

On 13 April, 1962, well respected divisional commander John Jamieson Buist lost his life when tackling a huge blaze at a jute factory.

He became trapped under two tonnes of jute – an ultra-strong plant fibre and traditional Dundee industry – when a massive tier of bales collapsed.

Two months later, firefighter William Carnegie fell 30 feet when a roof ledge in a burning tenement block gave way. He died of head injuries within a month.

Two red plaques honouring the men were unveiled with great dignity in the city on the sixty-first anniversary of John Jamieson Buist's death.

Since the union's centenary, 57 distinctive FBU red plaques have been unveiled at fire stations and other

locations across England, Scotland, Wales and Northern Ireland, honouring firefighters who lost their lives in the line of duty.

And since 2020, the union's DECON campaign, backed up by rigorous research, has been working to help save the lives of today's firefighters through reducing exposure to cancer-causing toxins.

GROUND-BREAKING

Both the red plaque project and the DECON campaign are ground-breaking initiatives for the union. And neither would be possible without support from the Firefighters 100 Lottery fund. Nearly £955,000 has been raised since the lottery started – close on £133,000 of it this year.

The bulk of the money goes to fund red plaques and DECON, but other worthy causes also benefit. This year, £15,000 was donated to Medical Aid for Palestinians, £10,000 to the Turkey-Syria Earthquake Appeal and £10,000 to War on Want. And the fund continues to support research on Grenfell.

Riccardo la Torre, FBU national officer, champions the crucial role the lottery is playing in improving firefighter safety.

"Thanks to the Firefighters 100 Lottery fund," he said, "we have made huge steps forward in the FBU DECON campaign to protect firefighters from occupational cancers."

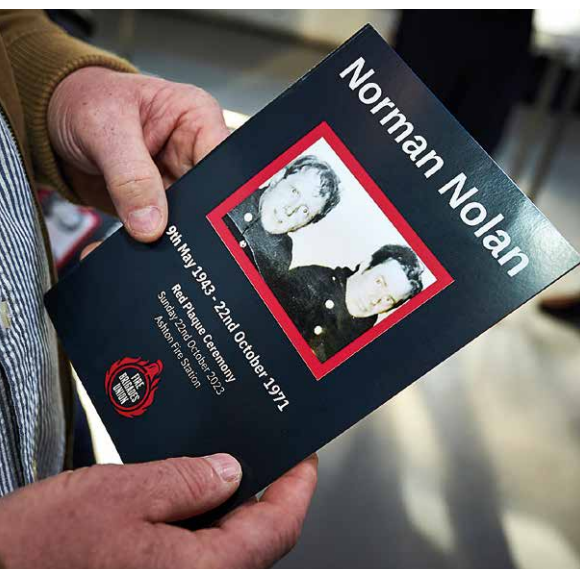
But there is no room for complacency. "We still have lots to do as we find ourselves decades behind other parts of the global fire sector on this."

"None of the advances we have made already would have been possible without the Firefighters 100 Lottery and its supporters."

"To continue this lifesaving work we all need to get behind the lottery and help it continue to grow".

In 2023, 18 red plaques were unveiled – each celebrating a life cut short too soon. Auxiliary firefighter Cyril Dutton is among them – one of many FBU members to die on the home front during the Second World War.

On 29 November, 1940, he was off



DOMINIC SALTER



JESS HURD

From left: Unveiling the red plaque for John Jamieson Buist and William Carnegie at Blackness fire station in Dundee

Irene Davies and Noel Dutton the niece and nephew of Cyril Dutton who met for the first time at the remembrance service for him at Chester Town Hall

Order of service for the ceremony unveiling a plaque for Norman Nolan at Ashton-under-Lyne, greater Manchester

Members of Neville Stocker's family unveil a red plaque at Ashford fire station in Kent

duty in Chester, strolling in a park with his wife, when he heard colleagues race past in a fire engine on their way to a bombing raid, he grabbed his kit and shot off to help.

Tragically, he was hit by falling masonry, trapped in a burning building. Cyril died aged just 25. His coffin was borne on a fire engine and 150 colleagues from seven brigades formed a guard of honour.

Kent firefighter Neville Stocker was months away from retirement when he lost his life in August 1990 as huge flames ripped through a ten-acre cornfield in scorching weather.

A SEA OF FIRE

It became a "sea of fire within seconds", according to the owner of a house perilously close by. A sudden gust of wind brought tragedy – cutting off the Ashford fire pump, whose crew members were trying to battle the spreading blaze amid intense heat and smoke.

Neville became disorientated. He fell behind the vehicle, dying from his injuries and the effects of smoke inhalation.

Norman Nolan was just 28 when he lost his life on October 22, 1971, helping to tackle a huge blaze at Texas Mill in Ashton-under-Lyne.

Norman was standing on a fire escape when a part of the building collapsed. He was buried under rubble.

Conditions were so treacherous that

his body could not be recovered for two days.

Red plaques are helping to ensure that those who lost their lives protecting fellow citizens are not forgotten. By buying Firefighters 100 Lottery tickets, members honour their memory – and help bankroll, amongst other good causes, the work around DECON. The campaign is already starting to make working life safer for today's firefighters, by publicising safety procedures and encouraging those exposed to potentially toxic fumes to get tested.

The name of the lottery says it all. For regardless of who wins Firefighters 100 lottery prizes, it is surely frontline firefighters who stand to gain most if their health is better protected every time they go "out on a shout" – never knowing what is in store.

■ redplaque.org.uk
■ firefighters100lottery.co.uk



FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

RED PLAQUES UNVEILED THIS YEAR

JANUARY

Joseph Calderwood and Stanley McIntosh, Scotland

FEBRUARY

Brian Henry Douglas, N Ireland

APRIL

John Jamieson Buist and William Carnegie (different incidents but unveiled at the same fire station in Dundee)

MAY

Michael Hill, London
David Morris and John Davies, lead plaque unveiling at Hereford Cathedral

JUNE

Tommy John Black N Ireland

JULY

Terry Hunt and David Stokoe, London

AUGUST

Neville Stocker, Kent (LFB)
John Wesley Hughes, North Wales

SEPTEMBER

Alan Bannon and James Shears, Southampton

OCTOBER

Norman Nolan, Manchester

NOVEMBER

Cyril Dutton, Chester
Alec Elwell, Staffordshire

DECEMBER

Brian Dean, Bloxwich fire station
Walsall West Mids



JESS HARD

A momentous and significant move

The country's second largest fire service has approved maternity leave of 52 weeks on full pay.
West Midlands brigade secretary **Sasha Hitchins** reports

West Midlands Fire Service, the second largest in the country, announced on 3 October that its strategic enabling team had approved 52 weeks full pay for employees on maternity and adoption leave.

Paternity leave was increased from one to two weeks with full pay.

This was a momentous and significant move and our members are, quite rightly, very happy with the proposal.

While conversations around the issue had been taking place for a number of years, the assistance of the FBU Fight for 52 campaign, helped refocus our own efforts in bringing it to the table.

Coupled with grievances relating to maternity issues, that had been successful, it ensured that the topic was raised almost on a monthly basis.

Following the brigade announcement, formal consultation has now begun. There are a number of queries that are still to be decided, including the switching over from an old policy payment system, to a new one. We are working with the brigade to ensure that this is done as fairly as possible.

We are aware that two individuals on maternity or adoption leave at the

same time cannot receive differing amounts based purely on their due date. We remain hopeful that this can be addressed.

We are also seeking an increase to the paternity provision from two to four weeks' full pay.

One of the significant outcomes of a study conducted by childcare provider Koru Kids and the Fatherhood Institute research and consultancy organisation, was that eight in 10 parents feel that unequal maternity and paternity policies reinforce traditional gender stereotypes, encouraging the mother to take on a homemaking role, while the father returns to work.

Enhanced maternity support (paternity) pay is crucial to ensure that this limited leave opportunity is taken up by partners of mothers or partners of the "primary" adopters.

The original intention behind paternity leave was to provide support for the mother immediately after the

birth but society is changing. There is more emphasis on shared parental responsibility and there is also evidence (in Sweden and the US) that children thrive better with the early involvement of both parents.

However, in the UK, mothers continue to shoulder the majority of the caring responsibilities, including for a new-born baby.

While the West Midlands news is very exciting and will make a huge difference financially to members, we will still be striving for absolute excellence.

"This is a fantastic result for members in the West Midlands, for which we applaud the efforts of the brigade representatives and the local women's committee," said FBU assistant general secretary Ben Selby.

"We are seeing other services move significantly too, which again is positive – but our fight will not cease until we achieve 52 weeks' maternity pay for all, in all fire and rescue services".

'Our fight will not cease until we achieve 52 weeks' maternity pay for all, in all fire and rescue services'



Meet the rep

Rob Martin

Southern region's acting fairness at work rep

1. What made you want to become a rep?

Becoming a Dad changed a lot for me. Amongst the obvious joys and challenges, was an overwhelming desire to leave the world in a better place than I found it, to protect my son's future. This provoked some interesting conversations at work and, thanks to a couple of colleagues in particular, I chose to become active in the FBU. The more I learned, the more interested I became, and a passion for activism followed almost immediately.

2. What is your proudest moment as a rep?

Being approached by the vice president about a regional role was a really proud moment for me. Being recognised for the work you are doing means a lot, and on a personal level it's a nod that I must be doing a good job. Since then I have been acting fairness at work rep, for Southern region, a role that I hope to take on fully in 2024.

3. Who are your ultimate heroes?

My sporting hero is Mark Cavendish. My TV hero is Bandit from *Bluey*. My movie hero is John McClane. My musical hero is David Bowie. My ultimate heroes though are everyday people who work hard and enjoy life.

4. Describe yourself in three words.

Festive, passionate, outgoing.

5. What was the last conversation you had that made you think differently about something?

I had the privilege of attending national school this year, where I had the opportunity to speak to so many great people and activists, which empowered me to drive the changes I hope to see in the world which, beforehand, I felt were beyond me.

6. Which TV show could you not live without?

If you were to visit the Martin house you would almost definitely find *Friends* on the TV. My two-year-old knows exactly when to clap during the starting credits. That, or *Mr Tumble*...

7. If you weren't a firefighter, what would you be?

Unfulfilled to be honest. Prior to joining the service my "career" consisted of applying for jobs that paid more than I was currently on whilst continually checking the recruitment pages of my local brigades.

8. If you could travel back or forward in time, where and when would you travel to and why?

25 June 2000, to see David Bowie's Glastonbury headline show, live!



Legal Beagle

What does the Strikes (Minimum Service Levels) Act mean for members?

Neil Todd, partner, trade union law group, Thompsons Solicitors, explains

The Strikes (Minimum Service Levels) Act allows employers to serve "work notices" on trade unions calling strike action in "relevant services". Work notices identify which workers are required to work during the period industrial action is due to take place and what work they must undertake.

If a union does not take "all reasonable steps" to ensure members identified in the work notice comply, it will lose its legal immunity in respect of the industrial action, meaning an employer can apply for an injunction to stop the strike and can make a claim in damages from the union; non-complying workers will lose automatic protection from dismissal.

The only requirement on the government when making "minimum service regulations" is that it consults persons it considers "appropriate" before deciding on what the level should be. Therefore there is no limitation on what minimum service is required. What this means is that the government is giving itself sweeping powers to curtail the activities of unions in relevant services and restrict a vital right of working people.

At the time of writing the government had laid minimum service regulations in passenger rail transport, ambulance and border security services. It had not yet laid any regulations in fire and rescue, but the Act enables it to do so. This pernicious legislation undermines the right to take effective strike action in areas the regulations cover.

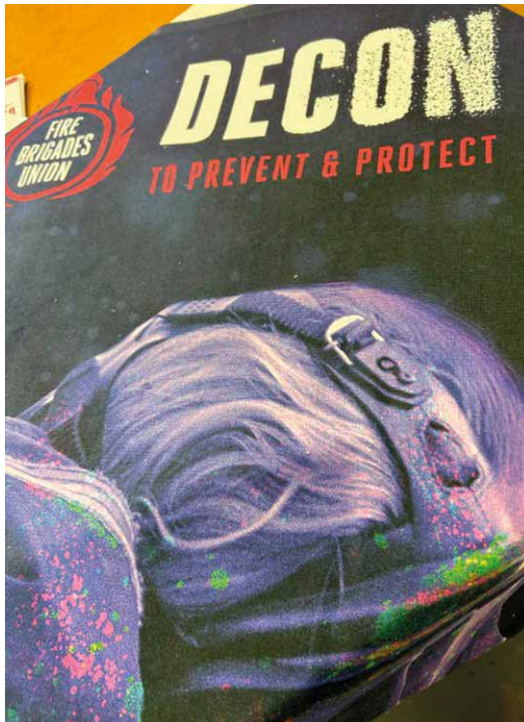
Contact

FBU Freephone legal advice:

0808 100 6061

In Scotland: 0800 089 1331

thompsonstradeunion.law/trade-unions/fbu



FBU SHOP

FBU DECON BATH TOWEL

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■ shop.fbu.org.uk



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Wrack on the Road



■ 1 November – Firefighters Manifesto lobby of parliament

■ 11 November – March for Palestine. Speaking with RMT transport union general secretary Mick Lynch



■ 21–24 November – FBU national school



■ 29 November – With Cambridgeshire firefighters at the opening of new Huntingdon fire station protesting against a dangerous reduction to fire crews

■ 29 November – BBC interview – Northamptonshire police, fire and crime commissioner and flooding

■ 9 December – TUC special congress on minimum service levels legislation

COMING UP:

■ 27 December – Merseyside fire control strike

An expensive question

Station Cat sniffs around the Cameron family fortune

Have you (said the Downing Street Cat to the Station Cat) heard the one about Samantha and David Cameron on a railway station?

“How do we know which train is ours?” asked Samantha, and David replied: “It’ll have ‘Gravy’ written on the side.”

The family of Britain’s latest foreign secretary has been ripping off the nation for hundreds of years, ever since his great great great great grandfather King William IV paid off his mistress, Cameron’s great great great great great grandmother, with an allowance from public funds of the equivalent of £339,000 a year.

Cameron’s late father, Ian Cameron, ran an offshore fund that avoided UK taxes for 30 years, through Mossack Fonseca, a law firm based in Panama, and the world’s fourth-largest provider of offshore financial services.

Eventually, leaked documents known as The Panama Papers implicated at least 140 politicians from more than 50 countries in its tax evasion and multi-billion-dollar money laundering schemes.

David Cameron owned shares in Ian Cameron’s company, but apparently sold

them before becoming Prime Minister, and the company moved to Ireland.

The Conservative journalist Simon Heffer wrote that Cameron has “never exhibited the slightest scintilla of principle at any time in his political career”.

In 2014, prime minister Cameron said 100 standards and building regulations were facing the bonfire. The purge would improve the profit margins of property developers.

Three years later Grenfell Tower burned down with the loss of 72 lives, because contractors had been allowed to fit a cheap cladding which they knew was highly flammable.

An internal memo in the company that made the cladding noted that it could still sell it “in countries whose regulations are not so restrictive” –

like Britain.

Cameron, whose personal wealth is estimated at over £50m, lives in a safe home. Cutting corners on safety is not an option for the homes of the super-rich.

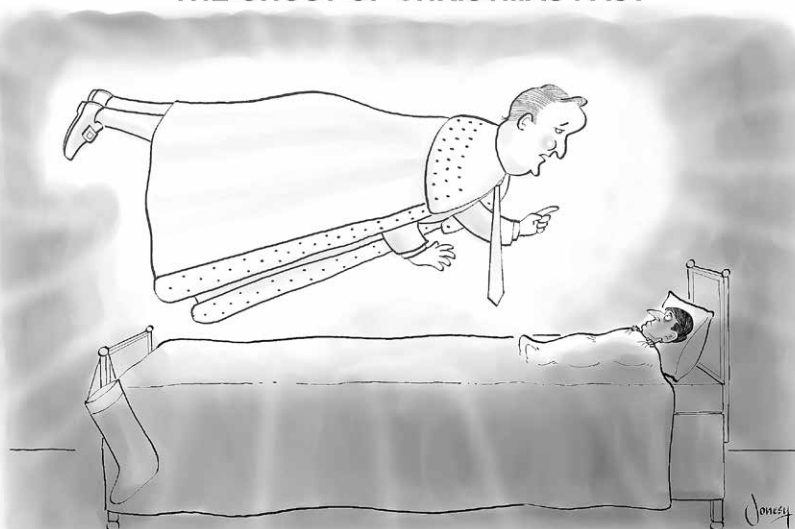
This is the man whom prime minister Rishi Sunak has brought in to restore the reputation of his government.

As my feline friend from Downing Street put it: “If Cameron is the answer, it was a very expensive question.”



DAVID CAMERON

THE GHOST OF CHRISTMAS PAST



Trust me, you really don't want to know what the future brings ...

25-year badges



Sean Dearden (centre), red watch, Doncaster, South Yorkshire, receives his 25-year badge from Matt Briggs (l), and brigade health and safety rep Tom Cook



Philip Price (l), Coventry, West Midlands, receives his 25-year badge from branch rep Mark Boileau



Mark Gay (r), training and development centre, South Yorkshire, receives his 25-year badge from branch rep Andy Hinchley



Ian Manning (r), green watch, McDonald Road, Edinburgh, receives his 25-year badge from branch secretary Neil Bertram



Chris Wilcox (r), white watch, Bolton Central, Manchester, receives his 25-year badge from branch secretary Liberato Manta



Sam Davies (l), service training centre, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie



Joe Pressney (r), blue watch, Orpington, London, receives his 25-year badge from branch rep Kayvan Karimi



Steve Hamer (l), St Annes, Lancashire, receives his 25-year badge from brigade secretary Kev Wilkie



Wayne Lynn (r), blue watch Reigate, Surrey, receives his 25-year badge from Wayne Barrett with colleagues (l-r), John Barker, Jack Adam, Andy Manship and John Stoner



Neil Henderson (l), red watch, Lowestoft, Suffolk, receives his 25-year badge from brigade chair Phil Johnston, with, Chris Randall (r) and Gareth Hadridge



Gary Crawford (l), Cleveland, receives his 25-year badge from brigade secretary Davy Howe, with comrades from red watch looking on



Anthony Richmond (l), and **Graham Foscett** (r), receive their 25-year badges from London EC member David Shek



Martin Hooper (r), red watch, Croydon, London, receives his 25-year badge from station rep Ivan King with watch colleagues looking on



James Ramage (r), red watch, McDonald Road, Edinburgh, receives his 25-year badge from Allan Day



Karl Mullins (r), Birkenhead, Merseyside, receives his 25-year badge from branch rep Chris Rogers



Ian Clarke (r), HQ, Merseyside, receives his 25-year badge from brigade secretary Ian Hibbert



Marc Sambrook (r), red watch, Birley, South Yorkshire, receives his 25-year badge from branch secretary Pat Renshaw, with branch members looking on



Jarrod Radford (r), white watch, Birley, South Yorkshire, receives his 25-year badge from branch secretary Pat Renshaw, with branch members looking on



Paul 'Merv' Hughes (r), red watch, Bridlington, Yorkshire, receives his 25-year badge from branch rep Stew Ball, with watch colleagues looking on



Lee McNeil (l), blue watch, Billingham, Cleveland, receives his 25-year badge from brigade secretary Davy Howe with station colleagues looking on



Chris Irvine (l), Crosby, Merseyside, receives his 25-year badge from brigade secretary Ian Hibbert



Shona McKellican (r), white watch, Blackness Fire Station, Dundee, receives her 25-year badge from branch secretary Barrie McCourt



Mark Sutton (r), Isle of Man, receives his 25-year badge from brigade secretary Nick Hays



Rob Gater (r), red watch, Croydon, London, receives his 25-year badge from London SE area organiser Martin Thompson



Kris Bailey (r), Ramsbottom, Greater Manchester, receives his 25-year badge from brigade organiser Matt Fryer



Kristian Mullins (l), red watch, Shrewsbury, receives his 25-year badge from brigade organiser Louise Fletcher



Craig Millar (r), amber watch, Blackness, Dundee, receives his 25-year badge from branch secretary Barrie McCourt



Jan Morris (l), Shropshire HQ, receives her 25-year badge from brigade organiser Louise Fletcher



Phil Dransfield (centre), Stocksbridge, South Yorkshire, receives his 25-year badge from women's rep Kirsty Wright with colleagues looking on



Michael Lenihan (centre) Southall, London, receives his 25-year badge from EC member David Shek (l), and Southall branch rep Ken Donald



Jason Fray (r), green watch, Scunthorpe, Humberside, receives his 25-year badge from branch rep Lloyd Ackers with colleagues looking on



Lee Blackburn (l), Devon & Somerset, receives his 25-year badge from fire control branch rep Cat Fairhurst

40-year badge



Lawrence "Larry" Stokes (l), Leamington, Warwickshire, receives his 40-year badge – the first in the brigade – from brigade chair Neil Stuart



Davy Howe (centre), Cleveland brigade secretary, receives his 25-year badge from brigade chair Karl Wager (r) and brigade organiser Paul Reames



Suzy Milburn (r), blue watch, McDonald Road, Edinburgh, receives her 25-year badge from branch secretary Neil Bertram



Gareth Beeton (centre), London regional chair, receives his 25-year badge at annual conference from FBU president Ian Murray (l) and London EC member David Shek

Please send 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.

FBU REGIONAL OFFICES

REGION 1 Scotland

52 St Enoch Square, Glasgow,
Scotland G1 4AA
0141 221 2309, 01rs@fbu.org.uk

REGION 2 N Ireland

14 Bachelors Walk, Lisburn,
Co Antrim, BT28 1XJ
02892 664622, 02rs@fbu.org

REGION 3 Cleveland, Durham, Northumberland, Tyne & Wear

1 Carlton Court, 5th Avenue, Team
Valley, Gateshead, NE11 0AZ
0191 487 4142, 03rs@fbu.org.uk

REGION 4 Humberside, North Yorkshire, South Yorkshire and West Yorkshire

9 Marsh Street, Rothwell,
Leeds, LS26 0AG
0113 288 7000, 04rs@fbu.org.uk

REGION 5 Greater Manchester, Lancs, Isle of Man, Cumbria, Merseyside, Cheshire

The Lighthouse, Lower Mersey St,
Ellesmere Port, Cheshire, CH65 2AL
0151 357 4400, 05rs@fbu.org.uk

REGION 6 Derbyshire, Notts, Lincs, Leics, Northants

The Waterside Offices, Pavilion Road, West
Bridford, Nottingham, NG2 5FA
Region06@fbu.org.uk

REGION 7 West Mids, Staffs, Warks, Hereford & Worcester, Shropshire

195/7 Halesowen Rd, Old Hill,
West Midlands, B64 6HE
01384 413633, 07rs@fbu.org.uk

REGION 8 Mid and West Wales, North Wales, South Wales

2nd floor, Hastings House, Fitzalan
Court, Cardiff, CF24 0BL
029 2049 6474

REGION 9 Herts, Beds, Cambs, Essex, Norfolk, Suffolk

28 Atlantic Square, Station Road,
Witham, Essex, CM8 2TL
01376 521521, 09rs@fbu.org.uk

REGION 10 London

Alpha House, 100 Borough High Street.,
London SE1 1LB
020 7359 3638, london@fbu.org.uk

REGION 11 East Sussex, Kent, Surrey, West Sussex

Unit 11, Hunns Mere Way,
Woodingdean, Brighton, BN2 6AH
11rs@fbu.org.uk

REGION 12 Bucks, Berks, Hampshire and Isle of Wight, Oxfordshire

Eleanor Marx House,
Unit 2, 12 Richfield Place,
Reading, RG1 8EQ

REGION 13 Avon, Cornwall, Devon & Somerset, Dorset & Wiltshire, Gloucestershire

158 Muller Road, Horfield,
Bristol, BS7 9RE
0117 235 7605, 13rs@fbu.org.uk

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

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0800 100 6061

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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.



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FIREFIGHTERS 100 LOTTERY

FIRE BRIGADES UNION | SERVING FIREFIGHTERS SINCE 1918

The Firefighters 100 Lottery was born out of plans to mark the centenary of the Fire Brigades Union in 2018

It was set up to help commemorate the bravery and sacrifice of firefighters killed and injured in the line of duty and to establish a fund for the future benefit of firefighters, their bereaved families and the firefighting profession

**A ticket for the Firefighters 100 Lottery costs £1 per week
and at least 50p will go to good causes**

Players can buy multiple tickets to support every week and can choose their own numbers or select a lucky dip

TO BUY TICKETS GO TO WWW.FIREFIGHTERS100LOTTERY.CO.UK

The Firefighters 100 Lottery is a weekly, online lottery licensed by the Gambling Commission. It is open to the wider fire and rescue community and the public to play. The sale of tickets, the weekly draws and the paying-out of prizes are all undertaken independently of the Fire Brigades Union by an external lottery management company, also licensed by the Gambling Commission.

PLAY THE FIREFIGHTERS 100 LOTTERY AND YOU'LL BE HELPING TO:

Support the families of firefighters killed or seriously injured in the line of duty

Honour the bravery and sacrifice of those firefighters killed in the line of duty

Promote the lessons to be learnt from firefighter deaths and serious injuries

Support research into the physical and mental health and wellbeing of firefighters and the 'all hazards' nature of the modern fire and rescue service

Support humanitarian assistance for those affected by fire or disaster

