

Firefighter

The magazine of the Fire Brigades Union

30% CENTRAL GOVERNMENT FUNDING CUT

1 IN 5 FIREFIGHTER JOBS CUT

Fire service in crisis.

**VOTE THE
TORIES OUT.**



JULY 4

Vote for change
See p10

FBU CONFERENCE
REPORT
See p12

GRENFELL INQUIRY
REPORT
See p14

MEMBERS VOTE TO
ACCEPT PAY DEAL
See p4

June/July 2024



www.fbu.org.uk

Since the last issue of *Firefighter*, the FBU has held our annual conference and firefighters have voted to accept a pay settlement.

Before the next issue is published, the UK will have a new government. Since 2010, the fire service has lost one in five firefighter jobs and 30% of its central government funding. Our pay and pensions have been attacked as never before. On 4 July, we have an opportunity to kick the Tories from office.

In England and Wales, the FBU is affiliated to the Labour party. We have many criticisms of Keir Starmer: on fire policy, on strikes, public spending, public ownership, Gaza, refugee rights and more. But as an affiliated union, we can push and challenge Labour through its democratic structures.

As I set out on pages 10/11, the FBU has pushed hard for the Labour manifesto to contain pledges on the anti-union laws, national standards for the fire service, and on collective bargaining for workers. We must hold Labour's feet to the fire to see these promises delivered.

No poll matters other than the election itself. If you want to get rid of the Tories, you must vote.

CONFERENCE

FBU annual conference brought together delegates from every brigade in the UK for three days of discussion and debate about our strategy and policy. It was also an honour to host guest speakers from as far afield as Colombia, and to present this year's Solidarity Medals. On pages 12/13, you can read all about this year's proceedings in Blackpool.

PAY

On 17 May, the week before our conference opened, FBU members voted to accept a pay settlement.

From July, all firefighters and control staff will



Matt Wrack

If you want change,
you must vote

Did you know ...?



People used to throw dead cats at speakers during political rallies.

Giving pre-election speeches in the 18th and 19th centuries was a seriously tough gig!



Matt Wrack and FBU London region chair Gareth Beeton laid wreaths in June this year at the memorial event for the seventh anniversary of the Grenfell Tower disaster

receive a 4% boost to their pay. There will also be a new UK-wide minimum of 26 weeks' full-pay maternity leave. And from the beginning of 2025, RDS firefighters will see a substantial increase in their

retaining fee, the first such increase in decades.

These are big achievements and are possible only because of the hard work and collective strength of FBU members. Read page 4 for full details.

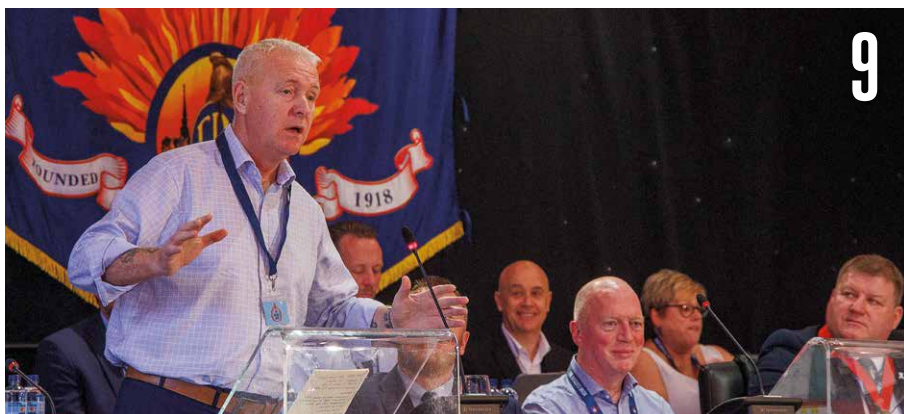
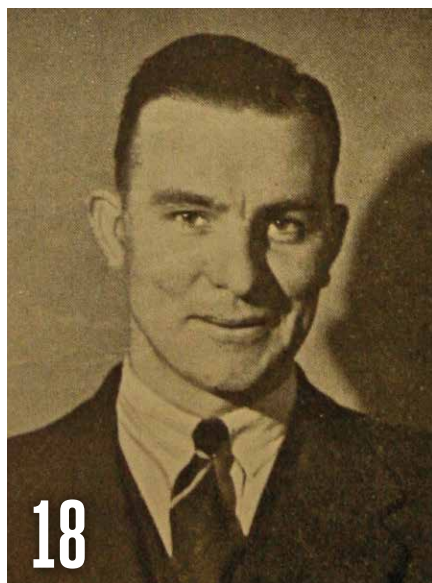
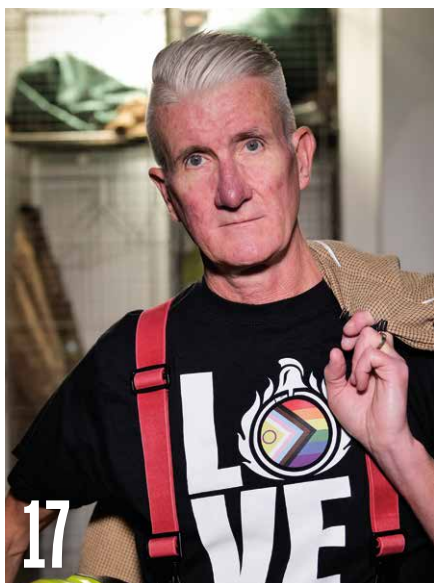
HEAD OFFICE

The FBU's head office has been based in Kingston upon Thames since the 1980s. I'm pleased to report that, in the coming months, we will be moving to new premises in Vauxhall in central London. Being closer to transport links, other unions and organisations, and to Westminster will make us more effective in fighting for members and will make it easier for members and officials to travel to head office from outside London.

FAREWELLS

Several key individuals are leaving the FBU this summer. Les Skarratts and Cerith Griffiths, the executive council members for the North West and Wales, are retiring. Four valued and long-serving members of staff – Jo Huggins, Anna Zych, Jan Ross and Birute Samsanaviciene – will also be departing. And so is Pat Carberry, who has been leading the fight for LGBT+ liberation in the fire and rescue service since the 1980s (see pages 16/17).

On behalf of the union, I would like to thank all of them and wish them the best of luck with whatever comes next.



In this issue

JUNE/JULY 2024

NEWS

- 4 Members vote to accept pay deal
- 5 BBC exposes impact of cuts
Scottish TUC equality award for members
Leaders 'letting down' Wales firefighters
- 6 FBU seeks to challenge pensions cash grab
Union advice on protest policing requests

FEATURES

- 10 **General election**
An opportunity to fight for change
- 12 **FBU annual conference 2024**
Report and pictures from Blackpool
- 14 **Grenfell Tower inquiry**
Failings and omissions analysed
- 16 **Pat Carberry**
'I succeed because management fails'
- 18 **John Horner**
The man who won a voice for firefighters

REGULARS

- 5 **Sounding off**
Gaza and Israel must have peace
- 7 **News focus**
Health and Safety Executive to inspect
fire services' response to carcinogens
- 8 **The Big Picture**
Images from the 2024 FBU annual conference
- 20 **Equalities**
TUC black workers' conference
- 21 **Meet the rep**
Dave Turner, regional education organiser,
treasurer, brigade organiser and branch secretary
- 21 **What's new?**
New technology in London control
- 22 **Noticeboard**
FBU subs
- 23 **Station cat**
Sunak's barmy army
- 24 **Long service badges**

Firefighter

Published by the Fire Brigades Union
Bradley House, 68 Coombe Road
Kingston upon Thames KT2 7AE
www.fbu.org.uk

Firefighter production team:
Michael Chessum, Anna Zych,
Lisa Irving and Alan Slingsby

Cover image: Evgen Prozhyrko/iStock

Print: Walstead Roche, Victoria Business
Park, Roche, Victoria, Saint Austell PL26 8LX

Firefighter is mailed in a 100% compostable wrapper. Please do not
recycle the wrapper but dispose of it in your home compost heap,
your garden waste or food waste bin.



MIX
Paper from
responsible sources
FSC® C010219

NEWS

POLICING PROTESTS

FBU advises firefighters not to become involved

p6



CARCINOGENS

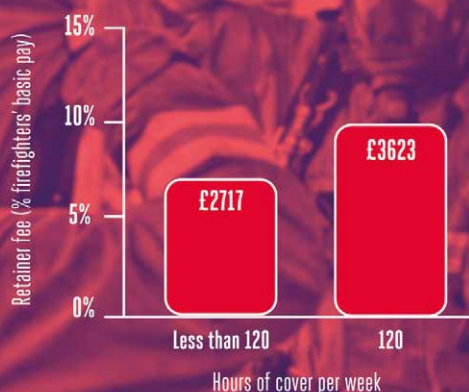
Health and Safety Executive to inspect fire services' response

p7



PAY 2024

PREVIOUS RDS RETAINER



Previous RDS rates



NEW RDS RETAINER



RDS rates from January 2025



MEMBERS VOTE TO ACCEPT PAY DEAL

Firefighters and control room staff have voted to accept a pay offer from fire service employers; 73% accepted on a turnout of 60%. The national ballot closed on 17 May.

The offer is for:

- A 4% pay rise across the board
- A UK-wide minimum of 26 weeks full-pay maternity leave
- A significant increase in the retaining fee for RDS firefighters

The deal was the product of months of negotiations after the FBU wrote to employers in December.

4% rise

From 1 July 2024, all firefighters and control room staff will receive a 4% rise in their basic salary and CPD rates. The most recent measure of consumer prices index (CPI) inflation, in April, was 2.3%, meaning that this year's pay offer will be a real-terms increase.

The 4% rise – on top of the 7% in July 2022 and 5% in July 2023 – means that firefighters will have experienced a 16% pay rise over the course of the past three years, taking the basic salary of a competent firefighter from £32,244 in July 2021 to £37,675 from July 2024.

Maternity pay

Firefighters across the UK will now be entitled to a minimum of 26 weeks' full-pay maternity leave. Until this pay deal, the minimum was 90% pay for six weeks followed by half-pay for 12 weeks.

The increase follows the launch of the FBU's Fight for 52 campaign, which has made the case for a full year of maternity leave on full pay.

A number of services, such as Manchester and the West Midlands, already offer 52 weeks on full pay, while London offers 39 weeks. These will be unaffected by the deal, and the FBU will

continue its fight for 52 weeks across the board.

Retaining fee

Rather than getting 10% of a basic salary, an RDS firefighter will now get 15% for offering 120 hours of cover per week – an increase of 50%. Just as importantly, the retaining fee will now taper, providing a substantial increase for those providing less than 120 hours' cover. The graphic provides details.

Matt Wrack, FBU general secretary, said: "For the first time in decades, we have won a substantial increase to the retainer paid to RDS firefighters.

"Ultimately, employers know that firefighters are prepared to stand together and enter dispute. The offer also demonstrates the value of collective bargaining. Unlike sectors with so-called 'independent' pay review bodies, we sit down with our employers and negotiate."

BBC probe exposes impact of cuts and heavy reliance on overtime

Freedom of information requests by the BBC have revealed the devastating impact of understaffing on Essex fire and rescue service. Crews are frequently moved around the region in an attempt to plug dangerous gaps in fire cover.

The service was found to have moved firefighters from their usual bases to other stations in the county on 2,570 occasions in 2023. There were 304 fire engines moved in August, with 301 in October and 278 in December.

The inspectorate rated the service as “heavily reliant” on firefighter overtime in its latest report. Meanwhile, an increase in extreme weather events has piled pressure on the service, which

reported its busiest 24 hours in its history due to the heatwave of 2022.

With one in five firefighter jobs cut since 2010, this picture is replicated across the UK.

Riccardo la Torre, FBU national officer, said: “Fire and rescue services shouldn’t have to move fire engines and firefighters around vast distances while scrambling to provide adequate protection for the public.

“Instead of spending on trying to plug the gaps in a failing model, fire and rescue services should be investing in their workforces and calling for a reversal of the 30% cut to central government funding.”



Three FBU members (l-r), Kerry McCrone, Rachel Rogers and Seona Hart, received the Scottish TUC Equality Reps of the Year award from first minister Humza Yousaf, in recognition of their outstanding commitment to promoting equality, tackling discrimination and improving conditions for women in the Scottish Fire and Rescue Service.

WALES

Leaders 'letting down' firefighters

Firefighters in Wales have been let down by failings of senior leadership, *Sound the Alarm*, a report by the Senedd’s equality and social justice committee has concluded.

It outlines serious concerns about fire and rescue service governance. The Welsh government appointed four commissioners to lead a “wholesale change in processes, values and culture”.

The report followed

the appointment of Stuart Millington as interim chief officer for South Wales, who was himself facing allegations of bullying when appointed.

Jenny Rathbone, chair of the committee, said: “We were disturbed by how many people at the top of the current governance system didn’t seem to be aware of how serious the problem is.”

The committee recommends that the Welsh government make clear that fire service

staff coming forward with complaints will be adequately supported and treated fairly, alongside urgently exploring options for “radical reform” in the long term.

Cerith Griffiths, FBU executive council member for Wales, said: “Firefighters across Wales feel ignored and silenced by those at the top. The Fire Brigades Union will hold the Welsh government to account and fight to transform our service.”

Sounding off



The only way is peace

Uri Weltmann, national field organiser of the Standing Together movement

More than eight months after the 7 October Hamas attacks and Israel’s reaction, our country continues to be engulfed in pain and misery. The death toll in Gaza approaches 40,000 people – including around 15,000 children – and a humanitarian catastrophe is unfolding.

Inside Israel, hundreds of thousands of civilians continue to be evacuated from their towns near the southern and northern border, due to constant rocket and drone attacks by Hizbullah and Hamas.

There has been growing discontent with Netanyahu’s government, with public opinion polls showing there is now a majority that supports a ceasefire agreement that would free the Israeli hostages, in exchange for releasing Palestinian prisoners and ending the war.

Standing Together – as the leading grassroots movement that organises and mobilises Jewish and Palestinian citizens of Israel, to campaign for peace, equality and social justice – intervenes regularly in the anti-Netanyahu protests in the streets.

Every weekend, tens of thousands demonstrate in major cities, demanding a hostage exchange deal. We stress that this can be achieved only through ending the war and stopping the killing of innocents in Gaza. In the long term, the only way to secure the rights of both peoples to live in freedom, safety and independence, is through an Israeli-Palestinian peace, that would end the occupation.

PENSIONS

Union goes to court over 'shameful' government pensions cash grab

The FBU is seeking permission to appeal to the Supreme Court in relation to the costs control mechanism imposed on public sector pension schemes by the treasury.

The FBU was successful in challenging the government's public sector pension reforms introduced in 2015 as age discriminatory, leading to the government having to reinstate previous pension arrangements and pay compensation to affected public sector workers.

The public sector pension attacks included a costs control mechanism which means that certain specific member-related costs could be paid for out of lowering benefits or increasing contributions for workers.

The Treasury used that costs control mechanism to pass on the costs of remedying its own unlawful age discrimination to

members of the new public sector pension schemes. The FBU argues that the costs control mechanism cannot be used for a purpose for which it was never intended, and that its use in this way discriminates against younger members of the scheme.

The FBU's challenge has been rejected by the Court of Appeal but with the support of the unions PCS, POA, RCN and Unite, the FBU is now seeking permission to appeal to the Supreme Court.

Matt Wrack, FBU general secretary, said: "It is shameful that the government is trying to force firefighters and other public sector workers to shoulder the costs of this botched attack on their hard-earned pensions.

"Working people shouldn't have to pay the price for the government's mistakes. The FBU will pursue all avenues to win justice for our members."

LAW ENFORCEMENT



MILIO CHANDLER/AMITY LAW NEWS

Protesters on the roof of Elbit Systems in May this year

FBU advice on police protest aid requests

The Fire Brigades Union has advised members not to be involved in law enforcement activities, following protests at a drone factory in Leicestershire this May.

Activists identified the site as linked to Elbit Systems, an arms company supplying the Israeli military with weapons, and occupied the factory

with a call to end UK arms deals with Israel. During previous demonstrations at the same factory, the police force requested support from the fire and rescue service to assist in the removal of protestors.

Local FBU rep Kasey LeGall expressed solidarity with "all those currently

protesting for ceasefire and an end to the supplying of arms to Israel", as firefighters refused to engage in policing activities.

The FBU has made it clear that the role of firefighters is a humanitarian one, and that there is "no justification" for firefighters to be asked to assist.

In brief

Employment law

This year will see changes to existing employment law and the introduction of new employee rights, such as carers' leave.

From 6 April the right to request flexible working become a "day one" right with the removal of the requirement for employees to have at least 26 weeks' service to make a flexible working request.

Employees will no longer have to explain what effect their requested change may have on the employer and how any such effect might be dealt with.

They will be entitled to make two requests (instead of one) in any 12-month period and employers will have to respond to a request within two months (reduced from three months).

Wales TUC

FBU delegates to this year's Wales TUC were Terry Ledden, Duncan Stewart-Ball, Joanne Trafford and Beth Samuel.

Joanne Trafford moved a motion on the FBU maternity campaign Fight for 52 which, with an amendment from the PCS union that also seconded the motion, was passed unanimously.

Beth Samuel moved a motion on the Firefighters Manifesto, which, seconded by UCU, was also passed unanimously.

Wildland fire project

The Firefighters 100 Lottery will fund a project, led by Professor Anna Stec, to assess the impact of wildland fires on the health of firefighters, other responders and affected communities.

The Lottery Fund Distribution Panel agreed to support this project over three years with funding of £20,000 per year.



ADAM TALEB

The Health and Safety Executive (HSE) has set out plans to start inspecting fire and rescue services to regulate measures taken to protect firefighters from carcinogens.

These inspections would cover a range of procedures and practices, from precautions at the scene of a fire, to how PPE and contaminated workwear are cleaned.

The full HSE plan is scheduled to be published in April 2025.

HSE officials made fact-finding visits to inform draft inspection standards, which will use research on contaminants commissioned by the FBU and carried out by Professor Anna Stec with the University of Central Lancashire (UCLan).

The new initiative came after the World Health Organisation's International Agency for Research on Cancer categorised the occupation of firefighting as carcinogenic to humans.

The FBU has long

called for action to protect firefighters from contaminants and prevent occupational cancers.

The union's DECON campaign also demands regular health monitoring to catch diseases early, and legislation to compensate and support firefighters who receive a cancer diagnosis.

Reducing and eliminating exposures is crucial for protecting firefighters. The FBU has welcomed the HSE's inspection plans as a significant step forward in the union's campaign



News Focus

HSE plans inspections over fire contaminants

for the health and safety of firefighters.

FBU national officer Riccardo la Torre said: "We will be monitoring the development of this initiative closely and await further details from the HSE.

"The FBU will continue to fight for the urgent action needed to prevent firefighter cancers, as well as health monitoring to catch diseases early and compensation for those who fall ill, to bring us in line with other parts of the world."

The Fire Brigades

Union continues to work with UCLan, having commissioned multiple ground-breaking research projects into firefighters' exposure to contaminants. Contributions raised through the Firefighters 100 lottery has made much of this work possible.

Since a keystone research paper on cancer incidence among UK firefighters was published in January 2023, the FBU has worked with UCLan to test over 1,000 firefighters across the UK and gather crucial data about the presence of contaminants in firefighters' blood.

New research into firefighters' exposure to contaminants at the Grenfell Tower fire is also expected to be published this year.

Should Labour win the next election, the FBU will call for the new government to take urgent action for the prevention, health monitoring, legislation and compensation needed to protect firefighters at work.



General secretary
Matt Wrack



Eastern region secretary Rebecca Lewington
and EC member Jamie Newell



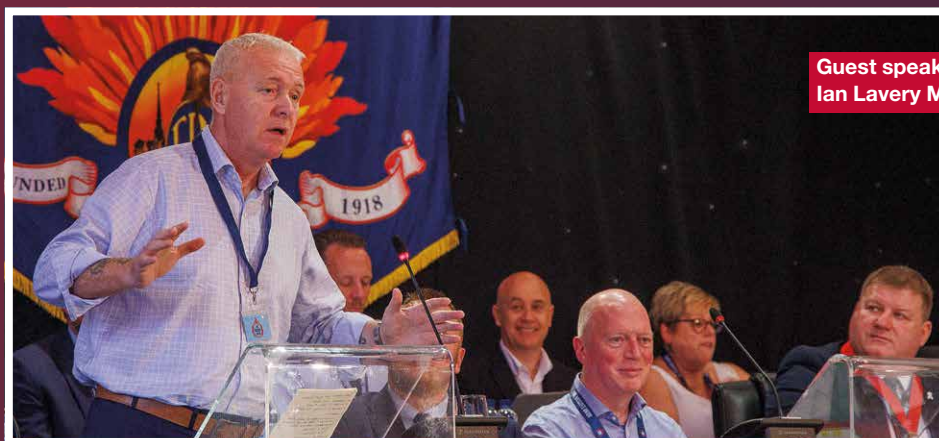
Trade union educator and
campaigner against
blacklisting, Dave Smith



Northamptonshire delegate
wearing campaign t-shirt
against PFCC Stephen Mold



FBU black and ethnic minority members
section national secretary Amit Malde
with Stand Up To Racism national officer
Nahella Ashraf at a fringe meeting



Guest speaker
Ian Lavery MP



Delegates
from Scotland



A piper plays a lament for all FBU
members who died in the
past year



North Wales brigade secretary
Rebekah Uden, first time
conference delegate
and first time speaker

Scenes from the FBU's
annual conference in
Blackpool in May

Report: Page 12

Pictures: Mark Thomas



An opportunity to fight for change

FBU general secretary **Matt Wrack** sets out what is at stake on 4 July

Fourteen years of Conservative rule have brought the UK to its knees. Our public services have been left in crisis by over a decade of austerity. The fire service is in a state of emergency, cut to the bone. Your pay, pensions, and right to fight back have been attacked year on year.

Acting in the interest of an out-of-control billionaire class, the Conservatives have protected profits at

all costs – with the price paid by working people. All the while, more and more families struggle to put food on the table.

This general election is our opportunity to kick them from power and fight for an alternative.

IMPORTANT COMMITMENTS

The Labour Party was founded by the trade union movement as the political voice of workers. As an affiliate in England and Wales, the FBU fights

within the party's structures for policies that represent your interests. We work with other trade unions to hold Labour's feet to the fire.

The FBU is not affiliated to the Scottish Labour Party in Scotland, nor to a political party in Northern Ireland.

Through Labour's democratic channels, the FBU has played a key role in advocating for the New Deal for Working People. This plan commits a new Labour government to

RESPONSE TIMES WORSE THAN EVER

ACROSS THE UK, 82 FIRE STATIONS AND 17 FIRE



JULY 4

Make sure
you vote

strengthening workers' rights, making work more secure.

The Conservative's Minimum Service Levels Act is the latest attempt to prevent public sector workers from standing up for their pay and conditions. In the fire and rescue service, these draconian regulations amount to an attempt to effectively ban strikes. We must do everything in our power to defend this fundamental democratic right.

Labour has committed to reverse this law, along with restrictions placed on trade union organising in 2016. Under a new Labour government, it will be our role to ensure this happens within the first 100 days.

Firefighters know from bitter experience that no political party can be relied upon to deliver for us or for working people in general. But that does not mean that all politicians are the same – they aren't.

In the coming years, we must be willing to fight for progress, but with the Tories out of power we will have a much better chance of winning on pay, conditions and funding. Every member of the FBU has a role to play in that struggle.

THE FIRE SERVICE

This must be the turning point for our fire and rescue service.

Since 2010, one in five firefighter jobs has been axed. 30% of central government funding has been cut. Fewer firefighters with fewer resources means rising response times. Firefighter and public safety are being put on the line. Meanwhile, living standards have fallen after years of attacks on pay.

And, for too long, governments and employers have failed to act on health and safety. The UK is now dangerously behind other countries when it comes to protecting firefighters from exposure to toxic contaminants in fires. We need preventative measures to reduce exposure; health monitoring to catch cancer and other diseases early; and compensation for those affected.

Those in charge have not just been asleep at the wheel. These crises have been created by political decisions, with the National Fire Chiefs Council telling ministers what they want to hear.

Firefighters know a disastrous policy when they see one, but we're currently locked out of the room.

We will fight for a Labour government to set up a statutory advisory body which gives the FBU a voice at every level. This would open the door, giving firefighters a fair say in decisions that impact our work, our safety, and our service.

STRUGGLE AHEAD

The fire and rescue service is governed by politicians, and our working lives are shaped by politics.

Keir Starmer is likely to win the election, and a new Labour government will present opportunities as well as challenges. The New Deal for Working People has the potential to improve the lives of millions. It is the role of trade unions to ensure these commitments are delivered.

But we will be prepared to fight for our demands. The Fire Brigades Union has been standing up and holding governments of all stripes to account over the last century, including the Labour Party.

To win a future for our fire and rescue service, we must first kick the Tories out.

Make sure to bring your ID to your local polling station and cast your vote on 4 July.

1 IN 5 FIREFIGHTER JOBS CUT

CONTROL ROOMS HAVE CLOSED SINCE 2010

FBU annual conference 2024 took place between 22 and 24 May in Blackpool, with hundreds of delegates, observers and guests in attendance. Since the previous year's gathering, much had happened. Global temperatures hit a record high. Scotland and Wales both got a new first minister. The authoritarian Minimum Service Levels Act became law. The public inquiry into Covid revealed widespread government failings. Gaza has faced an appalling onslaught and loss of life.

By annual conference 2025, much more will have changed. Near the end of the final session on 23 May, the second day of conference, a cheer went up as FBU general secretary Matt Wrack announced that Rishi Sunak had called a general election for July. With a new government on the horizon, the need for FBU members to debate, and democratically decide upon, the union's direction has never seemed so important.

Conference opened, as it always does, with delegates standing in silence to remember comrades who had passed away in the previous year.

PAY

Soon afterwards, there followed a discussion of the fire service pay settlement for 2024-25. From 1 July, all firefighters and fire control staff will receive a 4% uplift in pay, a rise which is above the current rate of inflation, and women will now get a minimum of 26 weeks of full-pay maternity leave. From 1 January 2025, the RDS retaining fee will rise (as a proportion of the relevant whole-time salary) for the first time in decades, with the maximum rate rising by 50%.

The deal is a result of months of negotiations, which national officials reported on from the conference platform. FBU members accepted the

The union will use the general election to make the case for funding, pay, jobs and the future of the fire and rescue service – as it has already set out in the Firefighters' Manifesto

package the week before conference opened, with 73% voting in favour on a 60% turnout.

THE COMING ELECTION

Workers' rights, especially in the context of an election, were at the centre of the debate at conference. Two executive council policy statements adopted by delegates set out the union's position.

The union will use the general election to make the case for funding, pay, jobs and the future of the fire and rescue service – as it has already set out in the Firefighters' Manifesto. As well as pumping money into the sector, it is essential that the next government roll back the fragmentation of the fire service, by creating a statutory advisory body (SAB) through which firefighters can have a say on setting national standards on matters such as crewing numbers and response times.

WORKERS' RIGHTS

Central to the FBU's priorities for an incoming Labour government will be the delivery of the New Deal for Working People. The policies it contains would represent a significant step forward for the living standards of millions of people. Labour is now committed to ending zero hours contracts and to support collective bargaining. Crucially

FBU Annual Conference 2024

The announcement of a general election while this year's FBU annual conference was in session emphasised its crucial role



Above: Speaker from the Columbia Solidarity Campaign, peace activist Francisco Toloza.

Right: Presentation of FBU solidarity medals to Pat Carberry and Dave Smith (l-r) AGS Ben Selby, Pat, Dave and FBU president Ian Murray

Far right: Guest speaker Louise Reagan from the Palestine Solidarity Campaign





PICTURES: MARK THOMAS

for firefighters, it will scrap the latest anti-union laws, including the Minimum Service Levels Act, which equates to a de facto strike ban for firefighters in England.

Guest speaker Ian Lavery MP addressed conference on the subject of workers' rights and the general election. FBU officials have fought hard to get these policies into the Labour party manifesto, but the union understands that in government Labour will have to be pushed and cajoled to begin delivering these policies within 100 days of taking office.

GAZA

The brutal assault on Gaza was a significant topic at annual conference. Around 40,000 civilians have so far been killed, many of them children, and a humanitarian crisis is under way.

Conference restated its solidarity with the Palestinian people in both Gaza and the West Bank, and condemned the Hamas atrocities of 7 October 2023. The FBU demanded an immediate ceasefire, Israeli withdrawal and an arms embargo, and sends its solidarity to the Israeli anti-war movement, among other resolutions. Louise Reagan from the Palestine Solidarity Campaign addressed conference.

Conference also heard from Francisco "Pacho" Toloza from the Colombia Solidarity Campaign.

EQUALITIES

During a long discussion on the final day of conference, delegates reaffirmed the FBU's commitment to leading the fight against bullying, discrimination and harassment in the fire service. An executive council policy statement on sexual harassment set out the union's own issues: according to an independent report, 30% of women members have experience sexual harassment in an FBU context. Sexual harassment is not a "women's issue", but a trade union issue that goes to the heart of the union's aims on justice and fairness at work.

MEDALS AND GOODBYES

Annual conference was witness to the awarding of the FBU Solidarity Medal to two exceptional individuals. Pat Carberry has been a pioneer of LGBT+ rights in the FBU since the 1980s (see page 16). Dave Smith is a tireless campaigner against blacklisting and a prolific trade union educator.

Conference also gave a vote of thanks to a number of long-serving staff who will not be coming with the union when it moves offices this summer – Anna Zych, Jan Ross, Jo Huggins and Birute Samsanaviciene.



Delegates to conference from the North West region with EC member Les Skarratts



Don't let them off the hook

The Grenfell Tower public inquiry is set to publish its final report on 4 September, more than seven years after the disaster. FBU national officer **Mark Rowe**, sets out the union's perspective

Never again. That was the sentiment after the Grenfell Tower fire on 14 June 2017, which cost the lives of 72 people, and injured nearly 900 residents and more than 100 firefighters. As the Grenfell community and its allies commemorate the seventh anniversary of the fire, the FBU continues to demand justice for Grenfell.

The Grenfell Tower inquiry (GTI) was announced by prime minister Theresa May within days of the fire. The terms of reference were set by central government. The inquiry divided its proceedings into phase 1, the events on the night of the fire, and phase 2, dealing with events leading up to it.

More than 600 people and organisations – including the FBU – were accredited as core participants. Phase 1 started in September 2017 and held 88 days of hearings. The GTI's

phase 1 report was published on 30 October 2019. Phase 2 involved 312 days of hearings, from January 2020 until November 2022. More than 300,000 documents were disclosed.

On 23 May, while the FBU was holding its annual conference in Blackpool, the inquiry announced that it would publish its long-awaited report on 4 September.

The rules of a public inquiry require that anyone subject to criticism is given an opportunity to respond before the report is published. This process has involved about 250 people. It has been a significantly larger and more complex process than the GTI expected.

GENERAL ELECTION

One day before the publication date was announced, Rishi Sunak called a July general election. If the polls are reliable, the report will be released under a Labour government.

The FBU participated in the GTI

Six people died in the Lakanal House fire in Southwark, South London, in 2009. Calls for a public inquiry, backed by the FBU, fell on deaf ears. The FBU subsequently raised concerns about whether the lessons from Lakanal had been learned and whether recommendations made by the coroner had been implemented



MARK THOMAS/IMAGES

TOM LEIGHTON/ALAMY

as a core participant from beginning to end. The union made around 30 lengthy, written submissions, including formal responses in both phases and recommendations. The FBU's objectives in the inquiry were to defend firefighters, hold politicians to account and get justice for the Grenfell community. FBU officials represented hundreds of firefighters, control staff and officers.

The FBU identified deregulation as the primary long term cause of the Grenfell Tower fire. Ministers deliberately weakened building regulations and fire safety over decades, which allowed construction firms to refurbish the tower block, downgrading



One man died in the Garnock Court fire on 11 June 1999 in Irvine, Scotland. The fire spread via external cladding, reaching the 12th floor within 10 minutes, destroying flats on nine floors

Aftermath of the Grenfell Tower fire

PA IMAGES/ALAMY

safety measures. The walls, fire doors, smoke control, lifts and other failures were licensed by poor regulation and weak enforcement.

The FBU set the historical record straight. As early as 1999, the union warned ministers and MPs about the dangers of external cladding on high rise residential buildings, after the Garnock Court fire in Irvine, Scotland. In 2007, the FBU warned about the risks of the “stay put” building

As early as 1999, the union warned ministers and MPs about the dangers of cladding after the Garnock Court fire

safety procedure and asked that it be examined after the Harrow Court fire in Stevenage, Hertfordshire.

The FBU opposed the Fire and Rescue Services Act 2004, which took away national standards, the advisory body and the inspectorate.

The union criticised the Regulatory Reform (Fire Safety) Order 2005, which removed fire certificates and weakened enforcement.

The FBU also opposed austerity cuts and privatisation imposed by central governments over decades.

CRITICISM

The FBU hopes the GTI report will be hard-hitting and identify blame on the part of those at the top. But we are not counting on it.

The GTI started with the wrong terms of reference – letting politicians and chief fire officers off the hook. Starting with the night of the fire and then tackling the causes was the wrong way round. It meant the GTI hearings started and finished with criticism of firefighters,

not the politicians and business people who were ultimately responsible.

The GTI failed to call leading politicians to give evidence. The three most culpable prime ministers – May, Cameron and Johnson – were never questioned, unlike in other public inquiries. The National Fire Chiefs Council was never called to account for its failures. The GTI appointed the wrong “expert” on firefighting – Steve McGuirk – who contributed next to nothing. And the inquiry should have called Matt Wrack to put the firefighters’ case.

The FBU hopes that the GTI’s report will identify the firms (and the directors) responsible. It would then be for the courts to decide on what to do with them. But the FBU also wants Westminster politicians and their advisors held to account for their role in creating the framework for the disaster.

If we are finally to get justice for Grenfell, it is ultimately ministers and their friends who must be held responsible.

It's about power

Pat Carberry, the FBU national secretary for LGBT+ members, has a 100% success rate defending firefighters at tribunals. He told **Francis Beckett** why he succeeds and why he remained a frontline firefighter despite his union role

Pat Carberry is best known in the FBU as national secretary for LGBT+ members, and at home in Leighton Linlade, Bedfordshire, as the first gay councillor and the leader of the local Labour group.

But ask him what he's most proud of, and he says in his quiet, undramatic way: "I have a 100 per cent success rate in defending firefighters at tribunals".

Pat, who retires this year, says he succeeds because management fails.

"The people who work for the fire service are mostly despised by those who lead the organisation," he says. "So, in tribunals you have to listen to false evidence, and it's very satisfying when they are forced to answer a question directly."

ACCUSED OF FRAUD

I ask for an example, and he tells me about a watch manager whose pager did not work, which caused him to arrive after the 10-minute deadline beyond which he was not entitled to payment. The watch manager signed in, and phoned control to tell them about the faulty pager. "But the brigade tried to say that his action in signing in was fraud, and they knew he was claiming fraudulently because there was overwriting in the book," says Pat.

Pat found that the firefighter responsible for the overwriting was a colleague whose handwriting made 4 look like 9, and habitually overwrote to make his meaning clear. Pat told the official doing the internal enquiry: "You can't ignore this evidence." The official said: "I'll decide what I can and cannot ignore."

"It's about power, about saying I am the person who controls this room," Pat told me.

The watch manager was demoted by two ranks, so Pat had to go to the employment

tribunal to get justice for him.

Pat, 56, joined the fire service in 1986, and joined the LGBT+ national committee when it was set up in 1998 as the gay and lesbian committee, shortly before he came out as gay. A couple of weeks before he came out, he asked his colleagues how they would feel if a gay guy joined.

Replies ranged from "he wouldn't want a dirty job like this, he'd want to be in the theatre" to "I wouldn't use the showers, he'd want to come in and look at me." When he told them he was gay, they asked why he waited so long, and he reminded them of this conversation.

In 2002, "I found my lifelong partner," David, a prescription clerk for a big doctor's surgery, whom he married 12 years ago.

When he became the LGBT+ national secretary he decided not to make it a full-time job, but remain a firefighter. "I thought I'd do a better job if I stayed in the workplace," he says, though he is quick to add that this does not apply to all national officials – many have too

great a workload to be firefighters as well. So, "whenever something comes up I apply for leave – it's normally granted."

He quickly found that his colleague's view, that firefighting is not for gays, was shared by some of the top brass. When he started attending the firefighters' contingent on the gay pride marches, they were told not to wear their uniforms and not to take fire appliances.

BUILD TRUST

To Pat, it was stupid. We need firefighters – why not show gay people that it's a profession for them? And why not build trust with the gay community – we have to be welcomed into their homes to fit smoke alarms?

That's all changed. Now, "brigades outdo each other about who will bring the newest and best appliance." But he's not complacent. "We are to some extent going backwards. It's the Brexit effect. All at once racism and discrimination became acceptable, and we have had a prime minister – Boris Johnson – who had written about 'tank top bum boys'."

(Yes, Johnson wrote that, in the *Daily Telegraph* in 1998.)

When his branch secretary had a motorcycle accident, local officials asked Pat to take that job on as well, which gave him the task of defending members at tribunal which he found so satisfying. And in 2021 he stood for the local council and became only its second Labour member in what was then an overwhelmingly Tory authority.

As Pat told *Firefighter* at the time, with typical understatement: "to stand as a Labour candidate who has been outspoken in opposition to Brexit, who is gay and Irish, did present some challenges."

Two years later the Conservatives were swept out. Pat came first in his once Conservative ward. The Liberal Democrats are now dominant, with a strong Labour group which Pat leads.



MARK THOMAS



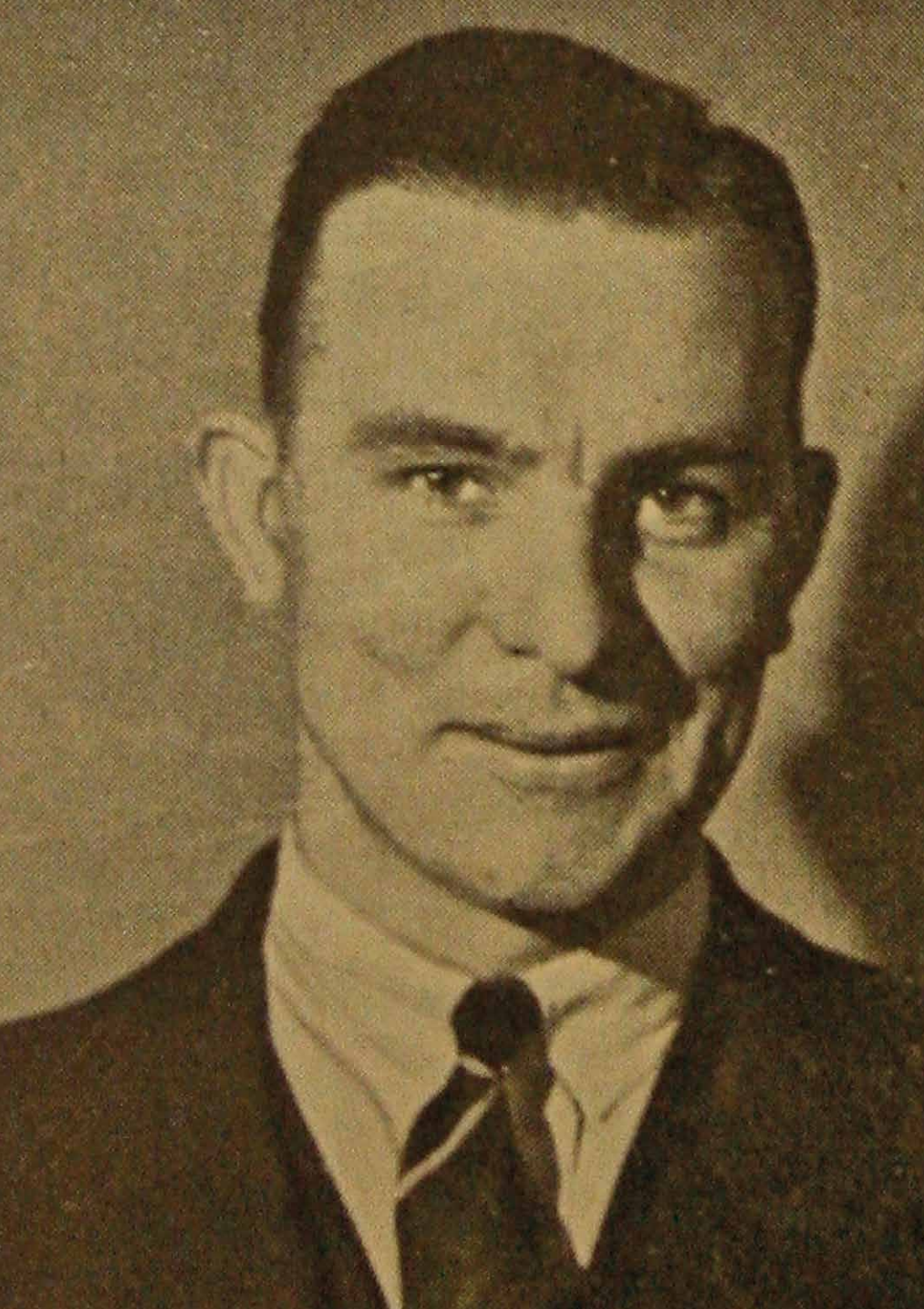
ABOVE: On the FBU fire appliance at London Pride in 2023

LEFT: Campaigning for Labour in Bedfordshire

Pat Carberry: 'I
thought I'd do a
better job if I stayed
in the workplace'

PICTURE: MARK PINDER





Can you set out who John Horner, your father, was? What was his background before becoming a political figure, and what memories do you have of him?

John Horner was born in Walthamstow in North East London in 1911. My grandmother had left school aged 11 to scrub doorsteps. She wanted a proper education for John and was immensely proud when he won a scholarship to grammar school.

His father was a shy, semi-literate building worker, not paid when it rained. He went on strike when told to by the labourers' union but neither he nor John's mother were interested in politics.

Teenage John became a socialist after the general strike when the fee-paying pupils at his school had jeered at workers like his dad.

John joined the merchant navy at 17 and during the depression in the 1930s was appalled by the sight of unemployed men on the wharves of Buenos Aires, starving while the silos were stuffed with unsold wheat. If this was capitalism, John would have no part in it.

I remember him as a loving father, a broad-shouldered, approachable man, deeply curious about people and their worlds. He read art, philosophy, poetry and travel, but history was his passion.

When a young firefighter, he believed history was on his side – in the ultimate class struggle the workers would win, as they had already in the Soviet Union.

My book is also about my mother Pat, housewife, activist and peace campaigner. She had met John at a Quaker evening school. He was to write: "She watched much of her life become submerged in the affairs of

He secured a voice for the FBU

Firefighter talks to **Rosalind Eyben**, daughter of the wartime FBU general secretary John Horner and his wife Pat, about her new book on their lives



Firefighter report on a wartime FBU delegation to senior home office civil servant Sir Arthur Dixon. John Horner is fifth from left

the Fire Brigades Union until at times it was impossible to disentangle our lives together from the vicissitudes of that organisation”.

How did Horner build the FBU into a serious force?

John was unemployed when he became a London firefighter in 1934 and soon made his name in the FBU for his gift of the gab.

He was only 27 when elected FBU general secretary in 1939. With no management experience, he asked his father-in-law, a failed businessman, how to read a balance sheet.

John's election pledge had been to strengthen the FBU's links with the new Auxiliary Fire Service (AFS) but the Second World War started before he could develop a proposal.

Auxiliary firefighters were flooding into fire stations with employment terms that threatened to dilute the pay and conditions of regular firefighters. The solution was to recruit the auxiliaries into the FBU and campaign to improve their lot.

The TUC general secretary, Walter Citrine, was against it, as were many FBU members. But John went ahead, creating a separate AFS section in the union.

FBU membership had increased 15-fold when, in May 1940, FBU conference retrospectively approved his decision.

When regulars and auxiliaries had to work together in the Blitz, the value of firefighters' solidarity as members of a single union became apparent

The FBU now had the numbers to be taken seriously and when regulars and auxiliaries had to work together in the Blitz, the value of firefighters' solidarity as members of a single union became apparent.

In 1943, the regular and AFS sections merged and by the end of the war the FBU was not only fully recognised by the home office in negotiating employment conditions, but had also secured a voice in fire service policy.

What role did he have in the wider world and workers' movement?

My parents were passionate about world peace and under John's leadership the FBU supported a communist-front organisation, the British Peace Committee.

On leaving the Communist Party (CP), John became a prominent speaker for the Campaign for Nuclear Disarmament. The FBU also helped found the

Movement for Colonial Freedom, but during the Suez crisis in 1956 John antagonised many members when, without consulting them, he called for a general strike.

Your book is called *John Horner and the Communist Party*. Can you explain a bit about the role of the CP in Horner's life and in British politics at the time, and how he eventually broke with it?

John had been a “fellow traveller” until joining the party secretly during the war when many leading positions in the FBU were held by communists.

He publicly joined in 1945 and sat on the party's executive committee. During the early years of the Cold War he was instructed by the party to speak at the TUC against German re-armament and for colonial liberation.

Despite his undisputed qualities as general secretary, letters to the *Firefighter* show members divided as to the wisdom of having a communist leader.

My book's subtitle is “Uncomfortable Encounters with Truth”. In 1955 John resigned from the Communist Party's executive committee after having obeyed a party instruction to do something wrong that he knew he should not have agreed to. Soon afterwards Khrushchev's revelations about Stalin's terror regime triggered a breakdown. Feeling “both betrayer and betrayed”, he left the party during the Soviet invasion of Hungary in 1956.

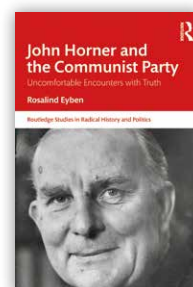
Afterwards he hated being asked about his time as a communist. Shortly before he died he confessed to me how he had hidden from himself the truth about Stalinism.

How do you think we should remember him? What was his legacy for the fire and rescue service?

John Horner had the courage to confront truths he had tried to ignore when supporting what he had believed to be a great cause. As for his fire service legacy, according to his obituary in *The Times*, he was a “relentless opponent of cost-cutting and carelessness” that saved innumerable lives.

John Horner and the Communist Party: Uncomfortable encounters with truth

By Rosalind Eyben
Published 2 April, 2024
by Routledge
ISBN 9781032670775
Paperback £25.99





East Midlands BEMM rep Kasey LeGall, inset Amit Malde and Corneil Power

All different, all equal policy

National secretary Amit Malde, London secretary Corneil Power and national vice-chair Kasey LeGall of the FBU's black and ethnic minority members (BEMM) section attended the TUC black workers' conference in London. Amit Malde reports

Each union's equalities section could submit one motion for debate and vote, with one from the conference going forward to the TUC congress in September.

In addition to the 20 motions, guest speakers included FBU general secretary Matt Wrack, who spoke in his capacity as TUC president.

Workshops and fringe meetings covered subjects including mobilising the black vote and fighting the far right. Palestine solidarity was a strong theme throughout the weekend.

Last year, the FBU put forward an uncontroversial resolution on health and safety in the fire service. This year we opted for a resolution with wider relevance. The FBU's All Different All Equal (ADAE) policy provides a process for the union to withdraw representation from members who engage in bullying and discriminatory behaviour.

The policy is evolving constantly, subject to analysis and suggestions, especially at our own conference. It has proven to be a vital tool for dealing with accusations of bullying, discrimination and harassment, and we thought it would have a positive effect in the wider trade union movement.

The motion asked the TUC to research the feasibility of rolling out a similar policy for other unions. The motion was debated towards the end of the conference and was proposed by Sister LeGall.

Until this point in the conference, all resolutions had been passed unanimously. This motion, however, provoked heated debates, with 12 out of the 21 assembled unions speaking on it, with a range of viewpoints.

Some delegates said they feared the policy would be imposed on their union, or that it would expose them to legal

challenges and vexatious complaints.

BEMM is grateful to delegates from the Prison Officers' Association who researched the policy and its implications in advance, and rebutted many of the concerns.

Despite these clarifications, reinforced during the right to reply by Brother Malde, the motion fell, with 37 in support, 20 abstaining, and 97 against. A large bloc had voted for the motion originally, but switched position when it came to the manual recount.

BEMM noted the rationale of those who are opposed to the motion, and is determined to bring it back to next year's TUC black workers' conference.

We still feel strongly that such a policy is of great value, and that any union introducing a policy based on it would be making an important statement on its commitment to reducing bullying and discrimination.



Meet the rep

Dave Turner, regional education and learning organiser and treasurer for the South East region, brigade organiser for Kent, and branch secretary for Herne Bay

1. What made you want to become a rep?

I attended my first FBU rally in 2013 in London on the pensions dispute which inspired me to do more as a trade unionist. Then, after joining the wholetime in 2014, our station rep retired so I became the branch rep on station and after doing this for two years I became brigade organiser which has now led me to become a regional official which is, to this day, one of the best moments in my career.

2. What is your proudest achievement as a rep?

My proudest moment as a rep has got to be the pensions victory, and all the work that went in from the brigade officials in my service keeping all of our members safe during the Covid 19 pandemic.

3. Who is your ultimate hero?

My hero is former footballer Ian Wright and obviously the legend that is national officer Tam McFarlane! (Safer, Stronger, Together). Get well soon Tam!

4. Describe yourself in three words.

Caring. Loyal. Hardworking.

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

I had a conversation with someone on the recent FBU neurodiversity course who felt that they had let their child down because of not knowing a lot about neurodiverse people. It made me think the same and I questioned myself. The education I received on that course has made me think differently about how I can support others in a positive way.

6. Which TV show could you not live without – and/or – What's your favourite band/musician?

Match of the Day and Gogglebox. Favourite band is Queen, favourite song *Don't Stop Me Now*.

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

Kit man at my beloved Arsenal football club.

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

I would go back in time to all those people I've lost out of my life to have one last conversation with them, especially my grandparents, so they could meet their great granddaughters Evie and Lois.



What's New?

New technology in London control

In March, London Fire Brigade introduced new equipment which allows members of the public to use their phone cameras to beam footage directly into the control room.

Other features allow control room staff to request the caller's live location, and to instigate instant messaging with live translation into over 100 languages. Many calls can now be resolved without referring to Language Line interpreters, which can take precious minutes to get set up.

For the first few months of the roll-out, control room officers were sending footage to any attending command unit or officer's mobile device. From mid-June, command units now have direct access to the app, meaning they can see what control can see.

The technology is already used by the London Ambulance Service, the Metropolitan Police and the British Transport Police.



FBU PHOTO COMPETITION 2024

FBU photo competition 2024

We are looking, once again, for well composed images that show one or more aspects of a firefighter's working life whether striking, dramatic, creative, personal or humorous, with an emphasis, where appropriate, of firefighters in the correct PPE.

With kind sponsorship from College Hill printers, there will be one first prize of £500 and two runners up prizes of £100.

This year's contest closes on 26 July 2024. By submitting an entry, each entrant agrees to the official rules.

Follow the link below or scan the code to see the rules and how to enter. The competition is only open to current FBU members.

Entries, which must be high resolution images, can only be accepted directly from the member who took them.

■ Email your entries to firefighter@fbu.org.uk.

■ bit.ly/FBU-photocomp-2024



FBU SUBSCRIPTIONS

SUBS TO INCREASE IN LINE WITH 2024 PAY AWARD

In line with the 2024 pay award of 4%, and in accordance with the rules of the union (which link membership contributions to pay), FBU membership contributions will be increased to reflect this new pay increase and payments will be adjusted accordingly. As the award is due from

1 July 2024, members will see the first increase in contributions in the July Direct Debit run (or in pay packets if that is the applicable method).

The FBU relies on members' contributions to support and deliver for them in all that we do.

FBU POLITICAL FUND

Notification of right to give withdrawal notice

To all members who joined the FBU on or after 1 March 2018 and to those members who opted-in to the political fund on or after 1 March 2018.

Dear Brother/Sister,
The Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by the 2016 Act) Section 84A (1) and (2) requires the Fire Brigades Union to notify you of your

right to give a withdrawal notice, and hence opt-out from the political fund that you opted-in to join on or after 1 March 2018.

The withdrawal notice will take effect at the end of the period of one month beginning with the day on which it is given.

If you wish to opt out of the political fund then you can do this by the

following measures:

(a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
(b) by sending it by e-mail to the following email: MembershipServices@fbu.org.uk

If you have any queries, please contact the email detailed above.



A presentation at head office to executive council members Cerith Griffith (Wales) and Les Skarratts (North West), at their last full EC meeting. (l-r) FBU president Ian Murray, Cerith, Les and assistant general secretary Ben Selby.

FBU SHOP



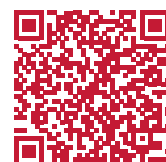
SOME LIKE IT HOT

Make sure it stays that way with the fully recyclable FBU **Americano®** navy blue travel mug

The double-wall insulated tumbler can hold up to 350 ml – more than half a pint – has a screw cap, and is easy to clean

£9.50 FREE second class postage

bit.ly/FBU-Americano





Wrack on the Road



■ 1 May – London May Day rally



■ 22-24 May – FBU annual conference Blackpool

■ 8 June – Derby Silk Mill festival



■ 9 June – Interview, *Sunday* with Laura Kuenssberg

■ 14 June – Wreath laying at the Grenfell memorial and the Silent Walk

COMING UP

■ 29 June – Mansfield, main speaker at 40th anniversary commemoration of the 1984/5 miners' strike

■ 13 July – Durham Miners' Gala, speaking at anniversary event 1984/5 miners' strike



■ 19-21 July – Tolpuddle Martyrs festival, Dorset

Sunak's barmy army

Station Cat has a Downing Street source

Your cat has friends in high places. Larry, the Downing Street cat, tells her that Rishi Sunak's own ministers thought his idea of forcing all young people to do a form of national service when they reach the age of 18 was idiotic. His armed forces minister James Heapey turned the idea down, just a few days before Sunak made it an election promise.

First, they told Sunak it would look pretty stupid from the party that sneers at the "nanny state".

Second, they wonder what the young people will do. The army, says Sunak, will get the "brightest and best". The fire service will get some of the rest.

Well, your cat was able to tell Larry just what firefighters think of that bright idea. It hardly makes up for the loss, since 2010, of one in five firefighter jobs. And they wonder what use untrained people would be in fire stations.

So your cat emailed Rishi on his bright, welcoming contact form.

"Experienced firefighters have commented that young people with no training, attached for 25 days only, will ... only get in the way and take up resources. What the fire service needs, they say, is more fully trained firefighters."

Rishi has not replied.

In return, your cat had to confess to Larry that Labour leader Keir Starmer's welcome into his party for former Tory MP Natalie Elphicke was causing

mutterings. Labour folk reminded her that three months ago she told MPs: "Three elderly people were reported to have died in the first national firefighters' strike ... and indeed, more recently, the failure to respond to a call-out in the middle of a strike led to a serious incident that very nearly led to loss of life in Essex."

Your cat has also seen another statement about firefighters from another MP: "Our firefighters do an amazing job, but they are fighting emergencies with one hand tied behind their backs. The Tories have completely undermined the fire service with thousands of job cuts and by closing fire stations."

"As the effects of climate change worsen we need more firefighters and resources. It will be a complete dereliction of duty if ministers don't make good their own cuts to the fire service."

Naturally, if Ms Elphicke was welcome to the Labour whip, the MP who said this would be too, wouldn't she? Well, just about. That's the view of Diane Abbott, who was almost removed as a candidate by Sir Keir.

Nonetheless, he has made promises to firefighters about workers' rights and national standards in the fire service.

Station Cat looks forward to more regular correspondence with Larry when Downing Street has a Labour prime minister. We will both keep a beady eye on him.



Sunak's general election launch speech: what really happened

25-year badges



Paul Stephens (r), fire safety, West Midlands, receives his 25-year badge from borough rep Rich Field



Steve Errington (l), Tyne and Wear, receives his 25-year badge from brigade organiser Keenan McMahon



Colin Cartwright (r), Babcock training, London, receives his 25-year badge from London North West area organiser Brian Flanagan



Steve McDermott (r), white watch, Ilford, London, receives his 25-year badge from branch secretary Owen Gunn with colleagues looking on



Sean Turner (l), white watch, Marionville, Livingston, Scotland, receives his 25-year badge from branch vice chair Davey Strachan



Stephen Reed (l), Harlow, Essex, receives his 25-year badge from officers' national committee rep Richie Green (far right) with colleagues looking on



Neil Jordan (c), Southgate, London, receives his 25-year badge from London North West area organiser Brian Flanagan (l) and regional organiser Gareth Cook



Richard Hall (l), white watch, Altens, Aberdeen, Scotland, receives his 25-year badge from branch rep Lee Silker



Mark Bateman (r), blue watch, Hainault, London, receives his 25-year badge from North Redbridge borough secretary Owen Gunn with colleagues looking on



Kieron Ogden (r), red watch, Burnley, Lancashire, receives his 25-year badge from union rep John Rivett with red and blue watch colleagues looking on



Mick Price (r), formerly of Euston, London, receives his 25-year badge from London North West area organiser Brian Flanagan



Steve Duffy (r), Euston, London, receives his 25-year badge from London North West area organiser Brian Flanagan with colleagues looking on



David Grieve (l), Coatbridge, Scotland, receives his 25-year badge from Easterhouse branch chair Tam Hanlon, with colleagues looking on



Mark Railton (l), Basingstoke, Hampshire, receives his 25-year badge from branch chair Matt Davis, surrounded by red watch colleagues



David Wray (r), white watch, Ashton, Greater Manchester, receives his 25-year badge from branch secretary Dane Smith with (l-r) Phil Howard, Paddy Boyle, Mark Grainger, Stacey Holt, Robert Follard and Tom Cumming



Richard Coventry (l), green watch, Altens, Aberdeen, Scotland, receives his 25-year badge from branch rep Lee Silker



Dennis Martin (l), red watch, Lee Green, London, receives his 25-year badge from Lewisham borough H&S rep Toby Walsh, with colleagues looking on



Chris Manion (r), white watch, Agecroft, Greater Manchester, receives his 25-year badge from branch secretary Lee McNab, with (l-r) Ian Hamby, Rob Delves, Brad Curtis, Adam Lee, Dean Martin, Jamie Weston and Steve Howlett



Rob Hazzard (r), London, receives his 25-year badge from London regional organiser Gareth Cook



Chris Kemp (l), brigade secretary, Northamptonshire, receives his 25-year badge from FBU general secretary Matt Wrack at union head office



John Percy (l), Tyne and Wear, receives his 25-year badge from brigade organiser Keenan McMahon



Michael Haplin (l), Milngavie, Glasgow, receives his 25-year badge from branch secretary Aidan Montague



Julian Cleaver (r), blue watch, Edmonton, London, receives his 25-year badge from borough secretary Gregg O'Brien, with colleagues looking on



Ashley Dunsford (l), blue watch, Broughton, Greater Manchester, receives his 25-year badge from branch chair Ryan Galbraith, with colleagues (l-r), Simon Ryder, Andy Lee and Gareth Ball



Dave Badillo (r), North Kensington, London, branch rep, receives his 25-year badge from South West London area secretary Dave Young



Adrian Gibson (r), business fire safety, Wales, receives his 25-year badge from Maesteg branch chair Ciaran Gibbons



Colin Gibbs (r), Kent, receives his 25-year badge from Maidstone branch secretary Carl Harris with Maidstone branch members looking on



Jason Wilkins (r), Kent, receives his 25-year badge from Maidstone branch chair Ian Payne with Maidstone branch members looking on



Graham Knight (r), Royal Borough of Tunbridge Wells, Kent, receives his 25-year badge from branch rep James Boyd with colleagues looking on



Dylan Tuck (r), Herne Bay, Kent, receives his 25-year badge from FBU general secretary Matt Wrack, outside Downing Street, at the launch of the Firefighters Manifesto, with Dylan's son, new recruit and new FBU member Robbie Tuck



Andy Garrett (r), Kent, receives his 25-year badge from Maidstone branch chair Ian Payne with Maidstone members looking on



Jonny Williams (r), Tyne and Wear, receives his 25-year badge from brigade vice-chair John Percy



Gavin Astley (l), Tyne and Wear, receives his 25-year badge from brigade organiser Keenan McMahon



Rob Farrant (r), red watch, Orpington, London, receives his 25-year badge from London South East area health and safety rep Barry Jackson

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

England, Wales and N Ireland

0800 100 6061

Scotland 0800 089 1331

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.



THOMPSONS
SOLICITORS

FIREFIGHTERS NEED TO REFLECT THE COMMUNITY THEY SERVE



LEADING THE FIGHT FOR
A FAIRER FIRE SERVICE

EQUALITY
MATTERS

ALL DIFFERENT ALL EQUAL
FAIRNESS AT WORK POLICY

