



Record of Decisions 2009

**Fire Brigades Union
84th Annual Conference
Scarborough 13th-15th May 2009**

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2009
Annual
Conference
Decisions
Scarborough**

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Motions Carried ...

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE EMBEDDING UNION LEARNING IN THE FBU'S FUTURE

Following the unanimous passing of Composite Resolution A at Annual Conference 2007 and recognising Resolution 65 of Annual Conference 2004, the Executive Council (EC) set up a working group to discuss and make proposals regarding the embedding of Lifelong Learning within the FBU.

The composition of the FBU's Embedding Lifelong Learning Group (ELLG) is:

Chair - Vice President
National Officer with Education and ULF remit
Two EC Members
Two Regional Education Officers
Two ULF Regional Co-ordinators
ULF Manager
ULF Finance Manager
FBU Education Advisor

The ELLG discussed the issues and recommendations contained within the EC report of embedding learning and have sought information from a number of sources including other trade unions. ELLG members spoke with a number of officials at all levels of the FBU and have taken on board a wide range of views as to how the union should embed lifelong learning and considered the current role and status of Regional Education Officers and explored any financial implications for the union. The work of the ELLG was considered at the meeting of the Executive Council at its meeting in February 2009 where it was agreed that an EC Statement would be put to the FBU's Annual Conference.

The Executive Council recognises the importance of mainstream trade union education and the vital role it plays in ensuring union officials have the skills and opportunity to access quality education. The Executive Council have been mindful of the importance of ensuring that embedding lifelong learning would not have a detrimental effect in the delivery of trade union education and to ensure that it would enhance the delivery of trade union education; it would also help increase the skills base of officials, giving them the opportunity to improve their skills.

Union Learning Reps and the position of Brigade Lifelong Learning Co-ordinator were adopted into the union's rule book in 2006. Due to gaining further funding (ULF) across the UK the original decision not to incorporate a regional position within the rule book has not been altered. However, the funding situation is due to change in

2010 and the FBU needs to have a policy which takes into account this changed background. Having considered all of the options the Executive Council recommends that the role of the Regional Education Officer is widened to include lifelong learning and that the post is renamed the 'Regional Education and Learning Organiser' (RELO).

The proposal would add further strength to the union's current organisation structure in relation to education and learning. The RELO would have responsibility on behalf of the Regional Committee to organise learning and FBU education within Regions.

This would help to ensure that ULRs who may be new union officials are encouraged to take up a more active role within the union. The position of the branch and brigade ULRs will be considered further prior to Annual Conference 2010.

The Executive Council acknowledges that to achieve this and for the eventual regional postholders to gain the understanding that current regional ULF Co-ordinators have, there will need to be a handing over period. The Executive Council proposes that the new RELO post be created as soon as possible after Conference 2009 and that the postholder 'shadows' the ULF co-ordinator until Annual Conference 2010 where the EC proposes the appropriate rule changes.

The Executive Council considers that by carrying out the above changes the role and status of Education Officers will be enhanced and enable the delivery of a quality overall education and learning package to officials and FBU members whilst at the same time ensuring that our education and learning provision takes place; this at the same time ensures a robust future for the Fire Brigades Union.

The Executive Council has reviewed the number and method of employment of ULF project staff. The FBU learning centre staff continue to be employed through the Fire and Rescue Service (FRS) they work in and moves are ongoing to secure their future through 100% management support. The ULF manager is now employed on a fixed term contract by the FBU thereby ensuring he is answerable to the General Secretary and EC. Four regional co-ordinators are employed on a consultancy basis with the others seconded from their own FRS. At present there is no indication from the Government of further ULF funding past 2010.

The Executive Council has considered the impact of lifelong learning and the various issues associated with Workforce Development. The ULF manager is now invited to attend the Workforce Development Group under the National Officer. There is a close relationship between Scottish/National Vocational Qualifications (S/NVQs), FRS qualifications and Lifelong Learning - especially in relation to Key Skills/Skills for Life. The group recommends that the EC continue to support the role that the current ULF project plays in supporting members in Workforce Development under the guidance and instruction of the National Officer.

Financial costs to the union in embedding learning are negligible. ULRs are already recognised within the rule book and apart from the costs of training and attending events, work within their branch.

The proposed 'Regional Education and Learning Organiser' is not an additional official but the extended remit of the proposed RELO position may require the post holder to increase travel/attend additional meetings. There is, therefore, the possibility of a small increase in travel and subsistence expenditure within the regions. There would be no correlating increase for attending the current national education officers meetings.

Conference is therefore asked to agree:

1. to extend the remit of the Regional Education Officer to include Lifelong Learning and that this position becomes 'Regional Education & Learning Organiser' (RELO). The position to be filled in line with current union rules - appointed by Regional Committee;
2. to have these posts in place following Annual Conference 2009 and the appointed person 'shadow' the Regional ULF Co-ordinator;
3. that the EC will bring the necessary rule changes required to fully embed the above position and other appropriate changes to Annual Conference 2010;
4. that continued funding from central government and/or FRSs be further explored;
5. during the transition, that the ULF project staff continue to help and advise the union on lifelong learning matters linked to Workforce Development under the appropriate National Officer. The position to be reviewed by the Executive Council.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE FBU ELECTIONS

Annual Conference 2008 agreed to run all non-statutory elections for National Sectional Officials by postal ballot for a 12 month trial period. During this period, only one such election took place.

Between Conference 2009 and Conference 2011 there are a further five non-statutory elections for National Sectional Officials scheduled to take place. The Executive Council recommends that the trial period be extended until Rule Change Conference 2011. During this time, the Executive Council will monitor all aspects of these elections so as to provide the basis for a report to Annual Conference 2011, with any proposals that may be appropriate for Conference to consider.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE A SERVICE FOR THE 21ST CENTURY

2009 will mark the fifth anniversary of the new legislative framework for the Fire and Rescue Service in the UK. During this period, rushed and ill-thought out changes have adversely affected the functioning and efficiency of our Service. The abolition of the Central Fire Brigades Advisory Council (CFBAC) and of the Scottish CFBAC eliminated a key element in the development of professional standards within the Fire and Rescue Service.

Professional standards are crucial to the ability of firefighters to perform their job efficiently, effectively and safely. Standards should provide an objective measure of quality by which both firefighters and the public can measure the effectiveness and efficiency of each Fire and Rescue Service. They are integral to a coherent risk reduction and risk management strategy. Professional standards should apply to all key areas of the work of the Fire and Rescue Service including:

- Training;
- Equipment;
- Operational Procedures;
- Standards of emergency response;
- Appointment and promotion systems;
- Planning systems at local, regional and national levels.

Regrettably, since 2004 there has been no robust system for the development of such standards. This has led to the increasing fragmentation of the Service across the UK. While Government calls for greater resilience, the systems which developed this in the past have been abolished and not replaced.

The Fire Brigades Union is the largest professional body within the Service, representing the overwhelming majority of firefighters. The FBU has a central role to play in developing the professional standards to which our members are required to work.

In the past two years the FBU has highlighted a vacuum in the development of policy within our Service. This has been done in FBU reports on; Attacks on Firefighters; FRS response to floods; Firefighter fatalities. The same issues have been highlighted by FBU Officials at a local and national level. Our 2008 report on fatalities (In the Line of Duty) drew attention to the crucial nature of this debate and its potential impact on the safety of members.

It is therefore welcome that as a result of campaigning by the Union, new arrangements are being developed to address the issue of the development of operational guidance and that research is to be undertaken on issues around operational training. These developments are welcome **but are not sufficient** to resolve the whole range of concerns of firefighters about the future of their profession.

Therefore the Union will continue to pursue the genuine modernisation of our Service and our profession and will address the issues which have been missed or deliberately ignored by Government. In particular we will highlight the need for:

Professional Standards

Professional standards are key to a modern and efficient service. In recent debates about the NHS, there has been widespread public hostility to the idea of a 'postcode lottery' in relation to levels of service. Likewise, the public has a right to know that firefighters attending an emergency incident have received training to the highest possible standards and that this does not vary according to locality. The same principle should apply to the provision of equipment and to planning for emergency response.

Firefighters have the right to know that they have the best possible equipment, training and procedures. To achieve these aims requires the creation of structures and committees where such issues can be thoroughly and professionally addressed. Most importantly, firefighters must have confidence in such structures. That means that their professional views must play a central part in the development of standards. The Fire Brigades Union must play a central role in all such processes if such processes are to have any credibility within the profession.

Preparation

Fire and Rescue Services are primarily organised around three key areas of activity; Protection, Prevention and Intervention. To ensure that each of these is properly integrated requires adequate preparation. It is the view of the Fire Brigades Union that this aspect has been lacking in recent years as the Service has attempted to cope with an ever wider range of incident type and with new roles and responsibilities placed on the Service by Central Government. Adequate preparation requires an integrated approach including:

- The assessment of risk within communities;
- Planning for the response to risk at the local level;
- Training;
- Communication between different strands of the Service;
- Planning at a regional and national level.

The FBU has criticised current standards of planning within the Fire and Rescue Service. All too often IRMPs are about cost-cutting rather than risk management. The public have the right to know that their Service is planning professionally for the various risks faced by the community. Firefighters have the right to know that the Service is planning adequately for incidents rather than deliberately under-resourcing them. Likewise, when firefighters are sent to attend major incidents in other parts of the country, they have the right to know that a robust plan has been developed and tested so as to ensure the safety and welfare of those concerned.

Public Engagement

The Fire Brigades Union is the voice of the firefighters of the UK. In campaign after campaign we have also become the voice of the community in seeking to defend the

best provision of services to the community. In many cases, local communities have complained about bogus 'consultation' processes which subsequently ignore the views of the very people they seek to consult. The Fire Brigades Union seeks genuine public engagement. We are confident that when Fire and Rescue Service issues are properly explained the public can and will understand the need to defend and improve their Service rather than see it cut back further and further. To this end, we will seek engagement across the UK and within each locality with tenants and resident groups, community groups, local businesses and local trade unions so as to build an alliance to defend and improve our Service for the benefit of all.

Conference instructs the Executive Council to develop the work already undertaken around these issues and outlined above so as to develop further a strategy for a Service fit for the challenges of the 21st Century. This campaign should build on the success of our rally and lobby of November 2008 with further lobbying and campaigning events designed to draw the attention of politicians, the press and the public to the concerns of the Union outlined above and elsewhere.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE AS AMENDED BY STRATHCLYDE THE FBU AND CLIMATE CHANGE

1) Background science

Climate change is probably the greatest environmental threat facing humanity at present. The United Nations' Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (2007) concluded that increases in temperature are "very likely" due to increased greenhouse gas concentrations resulting from human activity. Global atmospheric concentrations of carbon dioxide, methane and nitrous oxide have increased markedly as a result of human activities since 1750. Between 1906 and 2005 global average temperature may have risen by as much as 0.92°C. The IPCC also predicted that if greenhouse gas emissions continue at current rates, temperatures will rise by at least 1.1°C but may rise by as much as 6.4°C by 2100.

In 2002, the UK Climate Impacts Programme (UKCIP) produced climate change scenarios, which estimated that temperatures in the UK will increase by up to 3°C by the 2050s. They expect greater warming in the summer and autumn, and more summer warming in the South East than the North West. There are also likely to be changes in rainfall, with winters being up to 25% wetter and summers possibly being up to 40% drier by the 2050s, though snowfall will significantly decrease. Sea level is expected to rise, especially in southern Britain. UKCIP predicted that the number and intensity of extreme events will increase, including heatwaves, downpours and storm surges.

The *Pitt Review* into the 2007 floods across the UK also made the connection with climate change. Pitt concluded: "The scale of the problem is, as we know, likely to get worse. We are not sure whether last summer's events were a direct result of

climate change, but we do know that events of this kind are expected to become more frequent.” The Pitt Review update of the Foresight: Future Flooding Study concluded that, “the effects of climate change may be more extreme than had previously been estimated.” In particular the potential increases in rainfall volume and intensity and temperature, are greater; and there is a greater risk of extreme sea level rise. It found that the risk of flooding, including urban flooding, will increase.

2) UK politics and climate change

In the UK, climate change has become a central debate within mainstream politics over the last decade. In 2008, the Climate Change Act committed the UK to a cut of at least 26% by 2020 and 80% by 2050; created a carbon budgeting system to cap emissions over five year periods; and established an expert body, the Committee on Climate Change. The UK government created its own Emissions Trading Scheme (ETS) in 2002 and since 2007 UK energy companies have participated in the European Union ETS. In 2008 the Carbon Reduction Commitment (CRC) introduced mandatory emissions trading for large non-energy intensive commercial and public organisations. The aim of these schemes is to create a market for carbon. However market mechanisms such as permit trading schemes and price rises have not reduced emissions, have provided windfall profits for energy firms and increased costs to workers’ energy bills.

The *Stern Review* (2006) described climate change as “the greatest and widest-ranging market failure ever seen.” The report warned that the UK was vulnerable to both drought and flooding. It warned that the costs of not acting to reduce emissions could reduce income per head by “between 5 and 20%” and that “the poorest countries and people will suffer earliest and most.” It mentioned the Philadelphia heat health warning system, which included increased staffing for the emergency services, as an example of good adaptation practice.

There are a number of contentious political issues relating to climate change. In 2006 the government signalled the go ahead for new nuclear power stations to be built by the private sector. The government has supported the expansion of Heathrow airport, including a third runway and sixth terminal. It is also considering permission for new coal fired power stations, beginning with Kingsnorth in Kent.

3) The Fire Service and climate change

In 2006, the CLG published a report, *Effects of Climate Change on Fire and Rescue Services in the UK*. It suggested significant impacts for fires, floods, drought and storms. On fires, the report accepted that there is “a clear and demonstrable link between hot dry summers and the number of fires”, particularly secondary and forest fires. The CLG estimated an extra workload of up to 50% more incidents would, “stretch the resources of the Fire and Rescue Services.” It acknowledged that, “Fire crews will be tired from attending more incidents, sickness and injury levels may rise due to fatigue, and equipment will be under more strain due to increased usage.” The report estimated that the increase in workload will have “the largest impact on rural Fire and Rescue Services” and “on firefighters working on the retained duty system.”

On floods, the CLG report pointed to flooding in Cumbria in 2005, when heavy rain fell for 36 hours, flooded nearly 2,000 properties in Carlisle and affected some 6,000 people. It argued that the role of the Fire and Rescue Services during flooding fell into three main areas: emergency response and rescue; damage mitigation; and (when the floodwaters are subsiding) making flooded areas safe before residents are permitted to return to them. The report said that if flooding becomes more frequent, "Fire and Rescue Services may have to consider adapting their capabilities to allow for a greater flood rescue response capability." It listed possible changes to: appliances, equipment, training, health implications, additional pumping capability and greater Emergency Fire Control capacity.

On drought, UKCIP estimated that summer rainfall would decrease by between 20% and 50% by 2080. The CLG report argued that water shortages would affect brigades' training and demonstrative capabilities. Water companies are expected to reduce the pressure in their mains supplies to minimise leakage, so firefighters may have to relay water across longer distances from alternative water sources and could expect changes in training, tactics, procedures and equipment. On wind and storms, the report cited the 1987 storms as examples of what to expect. Firefighters would be expected to rescue people during these events, as well as to removing fallen trees, which will require specialist equipment and training.

The report concluded that as a result of climate change, "for Fire and Rescue Services in the UK there is potential for increased workloads all year round." It recommended that the UK Fire and Rescue Services "begin to plan for climate change and to have an awareness of climate change when decisions are being made."

4) The trade union movement and climate change

Since 1989 the TUC Congress has recognised the importance of global warming and called for steep cuts in emissions from greenhouse gases as well as legal rights for environmental workplace representatives. In 1998 the Trade Union Sustainable Development Advisory Committee (TUSDAC) was established by the Department for Environment, Food and Rural Affairs (Defra) as the main forum for consultation between government and trade unions on environmental issues. The TUC supported the Climate Change Act and has been represented at international conferences on the issue.

The TUC is in favour of a balanced energy policy. This includes support for renewables, carbon capture and storage (CCS) technology and nuclear power. There are significant disagreements between unions over the issue of nuclear power.

The TUC supports an integrated transport policy and public ownership and control of the national railway system. Unions have also supported green travel plans such as car sharing, more cycling, travel pass loans and other methods of encouraging the use of public transport. However, there are differences between unions over airport expansion, particularly at Heathrow.

The TUC has proposed the idea of a "just transition" to low carbon economy, to

ensure that workers do not pay for the effects of climate change or the costs of government policies to deal with it. This would include investment in green technologies and the creation of decent, green jobs connected with energy efficiency, renewables, recycling and other tasks. It would also include a package of retraining, compensation and other benefits for workers adversely affected by climate change and the policies that are implemented to combat it.

5) FBU policy and campaigning

Conference agrees to make climate change an integral part of the FBU's political and industrial strategy in the coming period and instructs the Executive Council to pursue the following:

Nationally:

- To campaign for the legal rights for trade union environmental reps, with similar powers to safety reps.
- To campaign for the public ownership of major energy sectors, a shorter working week and longer holidays with no loss of pay, as well as low cost public transport and increased cycling facilities, as part of the transition to a low carbon economy.
- To ensure that demands for a “just transition” involve a substantial element of control by workers in relation to changes to jobs and to the development of alternative production.
- To oppose market mechanisms such as permit trading, higher prices of fossil fuels and regressive taxes, as ineffective means of tackling climate change. These measures merely force working people to bear the costs of change while making huge profits for energy firms.
- To oppose building new runways and terminals at Heathrow and Stansted.
- To oppose the building of new nuclear power stations.
- To campaign for any new coal-fired power stations to be designed ready for carbon capture and storage (CCS) and with a commitment to retrofitting.
- To affiliate to the Campaign Against Climate Change Trade Union Group and encourage members to take part in its events, conferences, demonstrations etc.

Fire Service:

- To demand an up to date assessment of the risk and uncertainty associated with climate change in the UK and its implications for the Fire Service from CLG, the Scottish Government, Welsh Assembly and Northern Ireland Assembly.
- To campaign for a UK Fire and Rescue Service climate change adaptation strategy with guarantees on staffing, IRMPs, training, equipment and health and safety (e.g. PPE, temperature and heat stress).
To campaign for a fully funded national capability for flood rescue with Fire and Rescue Authorities playing a leading role, underpinned by a statutory duty (as suggested in Recommendation 39 of the Pitt Review).

- To campaign within brigades to reduce the carbon footprint of the Fire Service.
- To support union environment reps in carrying out green audits and negotiating environmental agreements, in order to improve energy efficiency at work.

Within the FBU:

- To appoint an officer responsible for climate change policy.
- To participate in TUSDAC.
- To provide training for all Union reps on climate change.
- To elect environment reps at Brigade and Regional level.
- To consider how to integrate environmental campaigning within the existing Union structures.
- To carry out an environmental audit of FBU premises.
- To ensure that FBU travel arrangements have as minimal carbon footprint impact as possible.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE AS AMENDED BY STRATHCLYDE WORKFORCE DEVELOPMENT AND VOCATIONAL QUALIFICATIONS

The FBU's position on workforce development, assessment, vocational qualifications and related matters has developed continually since this debate emerged in 1994. It evolved further with the 2003 Pay and Conditions Agreement, the introduction of the Scheme of Conditions of Service Sixth Edition 2004 and, most recently, when various concerns were raised by delegates at Annual Conference 2008. These concerns resulted in resolutions being either carried or remitted for the FBU Workforce Development Group (WDG) to consider in more detail.

The WDG has continued with this work throughout the past year and was assisted by the production and distribution of an Integrated Personal Development System (IPDS) Code of Practice document. This Code of Practice, developed by the now disbanded IPDS working group (on which the FBU was represented) outlined a best practice guide for Fire and Rescue Authorities (FRAs) in relation to areas including Assessment Development Centers', vocational qualifications and the Initial Test of Potential process.

To assist the WDG a Head Office Circular (2007HOC0693SS) which asked officials to give some information on available vocational qualifications within their respective FRA was issued. Initial reports showed that out of the **fifty** responses only **eleven** FRAs were not using Scottish/National Vocational Qualifications (S/NVQs) in some guise.

It also showed that in all but three of those FRAs using S/NVQs, they were being used to measure competency in role. Many indicated that they were mandatory for new entrants to the service. The information received also highlighted that many FRAs using vocational qualifications were not applying them consistently. For example many did not offer vocational qualifications to the entire workforce but ignored members working the retained duty system (RDS) completely and were only offering them to new employees on the wholetime duty system (WDS). This apparent misuse was taking place without FBU approval or involvement. This information and the concerns raised at conference indicated that a structured FBU involvement in the processes around workforce development and vocational qualifications was necessary. To highlight this, conference should be aware that there are at least thirty eight FRAs currently using vocational qualifications. In some instances this is in FRAs where other sections of the workforce are being discriminated against because of their role, length of service and/or duty system in which they are currently employed.

Elsewhere officials have reported concerns with how competence in role is achieved, either by using the NJC rolemap or the vocational qualification '*Operations in the Community*'. These issues include the perceived lack of technical input individuals receive. The Executive Council has considered all these concerns and has acted to assist officials. This action includes authorising an education course 'Understanding Qualifications and Workforce Development in the UKFRS' which will be available to officials during 2009. This course is designed to refresh officials' knowledge of areas such as IPDS and vocational qualifications, using all the resources available. This will include an FBU guidance document based on the IPDS Code of Practice. This resource and the related course will also enable officials to challenge management on all areas of workforce development whether it is related to competence, vocational qualifications, IPDS or the way in which promotions are assessed and managed.

To enable officials to be confident that within their FRA there is a consistent approach to competence they must be confident that there is an agreed level for all to work towards. They must also be confident that when this level is achieved the individual is both confident and competent to carry out their role safely. This level is nationally accepted as the relevant NJC agreed rolemap but information has shown that in practice the '*Operations in the Community*' level 3 vocational qualification is often being used to measure firefighter competence. Although this raises other issues that will need addressing such as ensuring that a robust assessment and verification is in place, it may assist in other areas where disputes of competencies are ongoing, such as when transferring from RDS to WDS is being discussed.

In order to monitor and influence the way that competence is achieved and assessed, FBU officials must firstly understand the workforce development processes. It is only then that improvements in their delivery and consistency can be achieved.

Robust systems of workforce development are essential to the genuine modernisation of the UK Fire and Rescue Service and, if members can achieve a

vocational qualification whilst performing their role, we should not oppose this. Our concern is to ensure that the systems around any qualifications within the service are robust, respected and understood.

The Executive Council is acutely aware that the task of influencing the implementation of vocational qualifications across the UK Fire Service is not going to be a straightforward process. There is currently considerable variation between FRAs around these issues. There is no suggestion that vocational qualifications (especially as currently established) will be the 'cure all' remedy for competence within the UK Fire Service. Nevertheless the debate around these issues can allow the FBU to argue for a benchmark to be laid down and can give us an opportunity to address the inconsistencies that remain within and between FRAs. For this reason officials should be encouraged to attend the 'Understanding Qualifications and Workforce Development in the UKFRS'.

Considering the details in this statement Conference is asked to agree:

- That Brigade Officials commit to attending the course 'Understanding Qualifications and Workforce Development in the UKFRS'. This will be organised through Head Office and delivered to Regions;
- That Conference does not oppose vocational qualifications which have been subject to agreement with the FBU through the national processes available;
- That local Officials will challenge areas of inconsistency in the ways in which workforce development and the arrangements for achievement of competence is implemented within each FRA;
- That the FBU should continue to focus on the need for Fire & Rescue Services to provide high quality training for Firefighters to carry out their duties safely and in the professional manner we have come to expect;
- That the Workforce Development Group will continue to monitor progress around these issues so as to assist the Executive Council in providing further advice to officials.

NATIONAL JOINT COUNCIL AND NEGOTIATIONS

Resolution 1 – PAY PERCENTAGE 2008

Conference notes the 2008 pay offer of 2.45% accepted by the Executive Council on behalf of the membership.

However, we demand to see evidence that the calculation and figure was that which the National Pay Formula agreed in the 2003 Pay Agreement would have produced.

We further call that the information used to calculate the annual rise be sent to the membership as soon as it is available.

LOTHIAN & BORDERS

Resolution 5 – PAY

This conference believes that the “A” pay scale introduced as part of the 2003 agreement is unnecessary and has been used by employers as a divisive tool to unsettle our members.

This conference also notes that the guidance issued to determine “A” and “B” pay scales was wholly inadequate and has been applied differently in each service.

This conference therefore instructs the Executive Council to negotiate with the employers to seek the removal of the “A” pay scale and ensure that all applicable pay points revert to the agreed “B” scale pay rate.

SHROPSHIRE AS AMENDED BY STRATHCLYDE

Resolution 6 – LOSS OF PAY

Conference deplores the actions of Fire and Rescue Authorities who remove members from their place of work as a result of the employer unilaterally deciding that the member has breached their contract of employment, this without any disciplinary investigation, hearing or appeal.

Conference reaffirms that the discipline procedures as contained within Section 6 of the National Joint Council for Local Authority Fire and Rescue Services Scheme of Conditions of Service Sixth Edition 2004 are the only agreed procedures that have a process that includes possible loss of pay which can only be enacted after full investigation, hearing and appeal.

Conference therefore calls on the Executive Council to enter into discussion with the employers’ side of the National Joint Council with immediate effect with a view to reaching agreement which will be circulated to Fire and Rescue Authorities instructing those Authorities that the only punitive procedures to be used regarding employees covered by the Grey Book are the agreed discipline procedures, or agreed procedures that carry equivalent rules, protections and provisions for natural justice as in the discipline procedures. Progress on this issue is to be reported back to Annual Conference 2010.

MERSEYSIDE AS AMENDED BY DEVON & SOMERSET

Resolution 7 – WORKING HOURS

Conference instructs the Executive Council to explore options for achieving a reduction in the working week. In exploring this issue the Executive Council should also give consideration to the need to support those members engaged in campaigns to defend the current shift duty system as outlined in Section 4 of the Grey Book. Nothing should be done to undermine the campaigns of these members. The Executive Council will need to consider in full the implications which a claim for a reduction in hours might have on the current Grey Book shift duty system. A Sub Committee of the Executive Council should be established and a report with any recommendations circulated to all brigade/sectional committees before Annual Conference 2010.

NOTTINGHAMSHIRE AS AMENDED BY HUMBERSIDE AND WEST MIDLANDS

Resolution 10 – STUDY INTO THE EFFECTS OF PRE-ARRANGED OVERTIME ON ESTABLISHMENT LEVELS

This conference calls upon the Executive Council to carry out a study into what effect the introduction of pre-arranged overtime has had on establishment levels and also the effectiveness of current monitoring arrangements within UK Fire and Rescue Services. The findings of this study to be reported to Annual Conference 2010.

CLEVELAND AS AMENDED BY STRATHCLYDE AND WEST MIDLANDS

Resolution 12 – SICK PAY

This conference notes the continuing problems our members are facing since the introduction of finite sick leave payments.

The present Grey Book [section 5 part B – Occupational Health – Paragraphs 10 & 11] allows an authority to pay full sick pay for 12 months if the illness or infirmity is Due to Service [DTS] and 6 months if Not Due to Service [NDS].

This then reduces to half pay after either 12 months DTS or 6 months NDS. After another period of six months our members' pay is then reduced to nil even with the caveat that fire authorities can extend sick pay [Section 5 Part B Para 12].

Unfortunately experience shows us that most, if not all fire authorities, only allow this discretion extremely rarely.

Members who are off with long term sickness often drift into the half/nil pay arena due to the slow service of the authorities' medical advisors and then with a lengthy treatment process that takes many months.

This conference calls upon the Executive Council to meet with the employers to discuss and come to an agreement to increase the time scales for sick leave payments to 18 months full pay for DTS injury/illness and 12 months NDS injury/illness.

By increasing the sick pay time scales it allows our members a proper period of treatment, rest and recuperation thus allowing a return to work without the added burden of financial penalties.

LONDON

Resolution 13 – CPD REMOVAL AND PAY

This conference calls on the Executive Council to negotiate the end to the perverse practice of removing CPD payments from our members whilst they are undertaking temporary promotion, acting up, under development or following a disciplinary award.

BERKSHIRE

Resolution 16 – CONTINUAL PROFESSIONAL DEVELOPMENT

This Conference demands that the Executive Council starts negotiations with the employers to ensure that Continual Professional Development payment is not lost on temporary or substantive promotion.

WEST MIDLANDS

Resolution 17 – REDUCED RETAINING FEES

Following the success of the FBU in securing the 120 hour measurement for full retaining fees, many brigades have been adjusting the availability of new recruits so it falls just below 120 hours. This revised figure then allows them to pay a reduced retaining fee. This is resulting in many of our RDS members being in receipt of retaining fees that are below what was paid prior to the settlement of the 2002 pay dispute, often for providing a mere handful of hours less cover.

Therefore, this Conference demands that the Executive Council meet with the NJC and negotiate the removal from the Grey Book of the facility for fire and rescue authorities to reduce the retaining fee by up to 25%.

NORTH WALES

Resolution 18 – RETAINING FEE

Conference demands that the Executive Council use all necessary resources to negotiate and agree a substantial increase to the Annual Retaining Fee paid to Retained Duty System (RDS) employees.

The current and inadequate Annual Retaining Fee can no longer be deemed acceptable as it fails to recognise the commitment of RDS firefighters, the disruption to their family life and the adverse effect on their primary employment, together with the increasingly high expectations from Fire & Rescue employers.

NATIONAL RETAINED COMMITTEE

Resolution 20 – DISCIPLINE PROCEDURE

Conference demands that the Executive Council address the ever growing problem of the application and use of discipline within Brigades.

Since the introduction of the new procedures more of our members have been disciplined and dismissed than under the old Fire Services Discipline Regulations. Conference is particularly concerned that in many cases of dismissal an appeal to an independent body outside of the Fire Service is not allowed.

Conference demands that the Executive Council report back, with recommendations, no later than Conference 2010 with a detailed report of the application of the Discipline Regulations across Brigades.

DERBYSHIRE

Resolution 22 – NJC DISPUTE PROCEDURES

This Conference is concerned with the practical implementation of the disputes procedures by Fire and Rescue Authorities/Boards, as contained within the Sixth Edition of the NJC Conditions of Service (Grey Book).

These procedures, rather than affording robust and effective processes for resolving differences, have merely served to prolong issues and fail to resolve them.

Consequently, Conference instructs the Executive Council to raise this matter at the next meeting of the National Joint Council, with a view to negotiating new, fairer and more robust dispute procedures.

STRATHCLYDE

Resolution 23 – COLLECTIVISM VERSUS INDIVIDUALISM

Conference is appalled by some local employers, notably Merseyside Fire and Rescue Authority, who are intent on acting in a manner which is fundamentally in breach of the guiding principles and conditions of the Grey Book, such as breaching the agreed conditions in relation to pre-arranged overtime (Section 4, Part B, Para 25), by requesting individuals to bypass this element of the Grey Book by voluntarily varying their contract; this despite those Authorities being a part of the constitutional membership of the National Joint Council along with the Fire Brigades Union.

The Grey Book places the Council as the supervisory body, from a national point of view, of all questions affecting Conditions of Service. Conference notes that those Fire and Rescue Authorities in breach, or intending to breach the Grey Book Conditions of Service, fall within the scope of Paragraph 2 of the Preface of the Grey Book and as such Conference demands that action is taken by the Council to bring those rogue Authorities back in line with the national agreement as a matter of urgency (or in any case at the next NJC meeting or relevant sub committee), progress to be reported back to regional committees on a quarterly basis.

MERSEYSIDE

Resolution 24 – LOSS OF GREY BOOK POSTS

This Conference is concerned with the increasing number of Grey Book posts being re-aligned to other contractual conditions of employment. This Conference instructs Brigade Committees to resist all attempts for such realignments and to ensure the Executive Council is kept informed of such attempts.

OFFICERS NATIONAL COMMITTEE

Resolution 26 – FIRE SERVICE DRIVERS AFFORDED LEGAL REPRESENTATION FUNDED BY EMPLOYERS

This conference demands, that as a consequence of the inclusion of element FF9 in the agreed NJC rolemaps and Fire Authorities increasingly requiring firefighters to 'drive, manoeuvre & redeploy' emergency vehicles on the basis they claim this is now contractual, the Executive Council immediately seek the employers agreement via the National Joint Council that should any driver be involved in any road traffic accident and subsequently require legal representation, the respective Fire and Rescue Service will be responsible for the provision and associated costs of any such legal representation.

Conference believes that driving emergency vehicles to incidents places additional responsibilities, stress and an increased risk of involvement in road traffic accidents on the driver, therefore the 'requirement to drive' which is being increasingly expected and utilised by Fire and Rescue Services now places the moral duty firmly with them to provide legal representation and support for their employees. At the same time the Fire Brigades Union will provide full support and advice/guidance to any driver member involved in any road traffic accident.

SOUTH YORKSHIRE

Resolution 27 – MOTORING ALLOWANCES

This Conference instructs the Executive Council to undertake research into improving the mechanisms to enhance the reimbursements for all vehicle user schemes and to report the findings to Conference 2010.

OFFICERS NATIONAL COMMITTEE

HEALTH, SAFETY & WELFARE

Resolution 28 – PERSONAL PROTECTIVE EQUIPMENT

This Annual Conference is appalled that many Fire & Rescue Services (FRS) have adopted a “one size fits all policy” in regard to the provision of some items of personal protective equipment (PPE). Women members are often excluded from specific workplace activity such as water rescue and chemical incidents due to the PPE provided being too big for them to wear safely. This situation is unacceptable and therefore Conference demands that the Executive Council:

- Urgently seek to rectify this negative situation affecting our women members by raising this issue at the National Joint Council as well as any other relevant national forums.
- Mount a campaign in Firefighter and any other written form, to highlight and encourage our members to report ill fitting PPE as a near miss.
- Set up a data base to monitor and assess the situation within each Fire and Rescue Service.

Conference further instructs the Executive Council to report back any progress made to the National Women's Committee within 6 months of Annual Conference 2009.

NATIONAL WOMEN'S COMMITTEE

Resolution 30 – HEALTH & SAFETY TRAINING – TIME OFF

Conference recognises the vital role played by FBU Health & Safety Representatives in making our workplaces safer and reducing accidents and injuries. Conference further recognises the increasing workloads being placed on Health & Safety Representatives at Regional, Brigade and Branch level, together with the importance of training for those Representatives to keep their skills up to date.

Consequently, all the necessary training that is required can significantly add to the workload and already high level of commitment of each Health & Safety Representative. Conference therefore calls on the Executive Council to seek an agreement with the NJC which reinforces a Health & Safety Representative's right to paid time off to attend training courses by recognising that any time spent on a training course during a day off from work, shall then be classed as part of that Representative's normal working hours.

Conference also calls on the union to campaign at all levels for the Government to amend the Safety Representatives and Safety Committees' Regulations 1977 (as amended) to ensure that safety representatives' functions undertaken outside their working hours are legally recognised as work time, whether or not they are paid for these duties.

NORTHUMBERLAND AS AMENDED BY DEVON & SOMERSET

Resolution 31 – RISK ASSESSMENTS

Conference instructs the Executive Council to conduct a national survey of Fire and Rescue Services to establish what work has been, and is continuing to be, carried out on risk assessments in relation to each individual fire authority's IRMP. The survey should identify whether or not all risks to life, property, heritage and the environment have been adequately assessed and that:

- Appropriate and acceptable control measures are put in place to deal with all identifiable risks.
- Sufficient resources are available to deal with all identified risks, at all times.
- All equipment and safe systems of work to deal with those risks are fully risk assessed by competent persons.
- Risk assessments are being regularly reviewed and consultation on such is taking place with FBU Brigade Officials.
- Whether any best practice can be identified or concerns highlighted.

The survey to be completed and a report made available to Brigade Officials prior to Annual Conference 2010.

NORTHUMBERLAND

Resolution 32 – IMPLEMENTATION OF THE FBU MINIMUM WORKPLACE FACILITIES, BEST PRACTICE DOCUMENT

This Annual Conference notes that the Executive Council at its meeting held on the 16th – 18th September 2008 endorsed the FBU 'Health, Safety and Welfare Minimum Workplace Facilities, Best Practice' document and agreed to publish and circulate it to Brigade Officials.

To ensure that further implementation of it is carried out, Conference calls upon the Executive Council to:

- Negotiate at the National Joint Council for better facilities within Fire and Rescue Service workplaces using the FBU 'Health, Safety and Welfare Minimum Facilities, Best Practice' document.
- Highlight at the National Joint Council the problems faced by our members regarding inappropriate facilities in the workplace.
- Educate FBU members continuously regarding the reason and need for separate facilities and why those facilities need to be respected.
- Carry out annual workplace surveys, via Health & Safety Representatives, to determine the standards of the facilities in each Fire and Rescue Service and;
- Regularly review and update where necessary the FBU 'Health, Safety and Welfare Minimum Facilities, Best Practice' document.

**NATIONAL WOMEN'S COMMITTEE AS AMENDED BY THE NATIONAL
WOMEN'S COMMITTEE**

Resolution 33 – DRUG, ALCOHOL AND SUBSTANCE MISUSE – NATIONAL GUIDANCE

This Conference recognises the increasingly stressful circumstances faced by FBU members not only at work but in their day to day lives and its impact on those members.

At the same time Conference notes the corresponding rise in the number of issues relating to drug, alcohol and substance misuse dependency being negotiated on by officials, many of whom are not fully cognisant of the causes, effects, scope or support and assistance available to affected members. This is unacceptable.

This Conference demands that the FBU undertakes a study incorporating within its span the extent, causes and effects of such dependencies, whilst auditing existing Drug, Alcohol and Substance Misuse Policies, both within the British Fire Service and in the workplace in general, thus establishing best practice.

The findings of this study to be used to produce a national guidance document to assist officials in negotiations.

WEST YORKSHIRE

FIRE AND RESCUE SERVICE POLICY

Resolution 35 – PENSION ABATEMENT

Conference notes with concern the increasing trend whereby members are availing of 'Pension Abatement'. It is clear that this practice:

- Is detrimental to establishment levels.
- Is outwith best practice with regard to recruitment and selection procedures.
- Will undermine our ability to defend current retirement ages as outlined in the pension schemes applicable to Fire Service personnel.

Therefore, Conference instructs the Executive Council to initiate a report to evaluate the continued merits of current policy, in the form of Resolution 83 from Annual Conference 2007.

This report, including recommendations, to be made to Conference 2010.

NORTHERN IRELAND

Resolution 36 – IMPACT OF WORKING TIME LEGISLATION

This Conference demands that the Executive Council set up or delegate a sub committee to assess the potential impact of existing and impending working time legislation on the UK Fire & Rescue Service. That this sub committee produce a report to focus on the potential impact on all duty systems, in particular the Retained Duty System, and that this report be presented to Annual Conference 2010. Should any recommendations or issues be identified that require action prior to this date, the Executive Council will initiate the appropriate actions.

NORTH WALES

Resolution 37 – ELECTED FIRE AUTHORITY/BOARD MEMBERS IRMP INFORMATION PACK

Conference requires that all elected members of fire and rescue authorities/boards are provided with an information pack, which clearly indicates the obligations they have, not just to FBU members, but the public they are elected to represent and themselves when considering proposed IRMPs.

This information should also be accessible to the general public. This information to clearly indicate that any IRMP is the property of the authority/board that approves it and not that of the senior manager who proposes it; consequently issues which arise as a result of an inappropriately designed IRMP are also the responsibility of that authority/board and not the senior manager involved.

The purpose of this resolution is to provide information which should focus the minds of those responsible for the potential introduction of measures, which may have a detrimental impact on the safety of firefighters and communities.

TYNE & WEAR

Resolution 38 – MINIMUM ATTENDANCE STANDARDS

Conference instructs the Executive Council to undertake a campaign in support of a return to robust and effective minimum attendance standards in the UK Fire and Rescue Service. Conference acknowledges and welcomes the commitment given by the Scottish National Party to reintroduce minimum attendance standards applicable to the eight Fire and Rescue Services in Scotland.

TAYSIDE AS AMENDED BY STRATHCLYDE

Resolution 39 – UNFUNDED FRS ACTIVITY

Conference demands that the Executive Council secures from all UK fire and rescue services, by any means possible, data which accurately indicates any costs associated with the provision of “New Dimensions” activities, in excess of that which is funded by CLG and other devolved administrations the costs incurred for providing other services outwith fire service statutory obligations, for which the individual FRS concerned is not funded.

These costings should focus on two main areas:

- 1) Actual financial outlay associated with such work, which is unfunded through normal means.
- 2) Estimated amount of hours allocated to such work, or associated training, development or research.

TYNE & WEAR AS AMENDED BY STRATHCLYDE

Resolution 40 – COMMUNITY FIRE SAFETY – STUDY

This Conference notes the continuing government targets for local Fire and Rescue Services within the national framework for community fire safety and the corresponding increase in Home Fire Safety Visits done by our members.

Conference seeks to support such Community Fire Safety policies where they strive to save lives and reduce damage to properties whilst reflecting and incorporating the policies of the FBU.

However, in implementing these policies employers must ensure safe places of work for our members. It should be the aim of this union to seek to eradicate the risks posed to our members whilst working on Home Fire Safety Visits in domestic properties.

Examples of these risks being:

- Lone working
- Working at Height.
- Exposure hazards to substances contained within building fabric and materials in domestic premises.
- Safe methods of fixing smoke alarms and detectors in domestic premises.
- Insurance provision for personnel whilst carrying out Non-Emergency Duties in domestic properties.

Conference demands that a study be undertaken by the FBU of all elements of work carried out as part of Community Fire Safety Home Fire Safety Visits and their associated hazards. The findings of this study to be used to create a best practice document to aid Officials in negotiating and enforcing such policies.

WEST YORKSHIRE AS AMENDED BY KENT

Resolution 41 – AUDIT COMMISSION REPORT 2008

Conference notes with concern the publication, in December 2008, of the Audit Commission Report 'Rising to the Challenge'.

Those brigades praised by this report have achieved 'modernisation' by making savings via:

- Changing shift duty systems
- Depleting frontline fire cover
- Cutting establishment figures

and other such draconian measures.

The use of league tables produced in such reports as a measure of performance cannot be sustained and as seen when used in other public service industries, only leads to employers competing to slash standards to the detriment of the public and employees alike.

Conference calls upon the Executive Council to mount and co-ordinate a national campaign of opposition to the use of such reports as a basis for standards of fire cover, and re-iterate the requirement for a risk based, properly resourced fire service.

GREATER MANCHESTER

Resolution 42 – AUDIT COMMISSION REPORT (TRVs)

This Conference is alarmed at the cost cutting measure contained within the Audit Commission's report "Rising to the Challenge", of replacing conventional pumps with Target Response Vehicles (TRVs).

TRVs are designed to deal with small known fires and not to replace pumps. Smaller crewing levels and the limitation of equipment means they are not capable of replacing pumps, without seriously increasing the risk to the safety of firefighters, members of the public and property.

To date no adequate evaluation of these vehicles and the increased risks have been carried out and therefore have not been factored into the exaggerated efficiency savings contained within the report.

We call on the Fire Brigades Union to continue to highlight our safety concerns regarding these vehicles and to produce our own report that challenges the credibility of this cost cutting Audit Commission report.

CHESHIRE

Resolution 49 – PROFESSIONAL DEVELOPMENT

Fire Control staff are currently supported through a range of development schemes, IPDS and established training courses for professional development and career progression.

This is developed by in-house FRS departments and specialist external contractors. The courses are delivered to mixed groups from all areas of the FRS in order to benefit from the knowledge and experiences of a diverse workforce.

In line with the "twin-track" approach CSNC call for negotiations to begin with any future employer, alongside negotiations on contractual matters, to make arrangements with a host FRS to provide career development courses and professional support for Fire Control personnel. The outcome of these negotiations to be reported to the Executive Council member for Control.

CONTROL STAFF NATIONAL COMMITTEE

Resolution 51 – AERIAL APPLIANCE CREWING

This Conference deplores the growing national trend of reducing dedicated Aerial Appliance crewing. Conference instructs the Executive Council to implement an urgent review into the implications of this for Firefighters and communities, this review to be completed and reported back no later than FBU Annual Conference 2010.

DEVON & SOMERSET

Resolution 52 – TRANSFERABILITY

Conference endorses the principle that a firefighter is a firefighter regardless of what type of duty system they work. In accepting this principle, it is necessary that all personnel working the Retained Duty System (RDS) have equality of access to all assessment and development opportunities relevant to their role.

Conference therefore demands that the Executive Council develop and agree national guidance to facilitate local negotiations whereby RDS personnel have the same opportunities to apply for a transfer to internal vacancies that arise for their role, regardless of the type of duty system.

**NATIONAL RETAINED COMMITTEE AS AMENDED BY THE NATIONAL
RETAINED COMMITTEE**

Resolution 53 – TRAINING ON LGBT ISSUES FOR FRS STAFF

Conference is appalled at the ongoing issues of bullying and harassment faced by Lesbian, Gay, Bi-Sexual and Trans (LGBT) staff, within the Fire and Rescue Service (FRS), highlighted in the recent firefighter survey by the CLG.

The issue seems to be one area where the FRS struggles in terms of Equality and Diversity. There is no proper way of recording any statistics on this, as many people are reluctant to report incidents, for fear of 'outing' themselves.

Conference therefore calls on Brigade Secretaries to enter into dialogue with FRS managers to establish a programme of training and education on LGBT issues. This will give all staff the tools and education to make informed decisions and therefore break the cycle of homophobia and transphobia currently faced.

Conference further asks that a way to monitor what individual FRSs around the UK are doing, be set up by the FBU through its Fairness at Work committee and this work to be reported to Annual Conference 2010.

NATIONAL GAY & LESBIAN COMMITTEE

Resolution 54 – DISABILITY DISCRIMINATION ACT, PROTECTING OUR MEMBERS' RIGHTS

Lesbian, Gay, Bisexual and Trans members of the FBU note with concern the recent decision by the House of Lords in the case of *Malcolm v London Borough of Lewisham*. The case involved an interpretation of less favourable treatment with regards to the protection afforded under the Disability Discrimination Act 2005 (DDA). Although the case did not mention employment, it has had major implications for employment law as it cuts to the definition of 'less favourable treatment' within the meaning of the legislation.

Recently a member diagnosed with HIV took their employer to an employment tribunal as a result of the application of sickness and absence monitoring and the threat of disciplinary action for time off through sickness and treatment directly attributable to their HIV condition. As a result of the application of the interpretation of the DDA with the *Malcolm* case, our member was left without the vital protection that the DDA was intended to provide.

The implications of this new legal interpretation have far reaching consequences, not only for our members, but members of all unions.

Conference calls on the General Secretary to consult with our solicitors on how best to challenge the legal interpretation of the *Malcolm* case. As this matter concerns members of all trade unions, we also call on the General Secretary to raise this matter with the TUC General Council with a view to joint funding for any necessary legal challenge.

NATIONAL GAY & LESBIAN COMMITTEE

Resolution 55 – BRITISH NATIONAL PARTY MEMBERSHIP

The leaking of the BNP membership list in November 2008 exposed a minority of fire service employees who are members of that organisation. This Conference reiterates our abhorrence of that organisation's ideology. This Conference strongly supports the Race Relations Amendment Act 2000 and the general statutory duty placed on Fire and Rescue Authorities to promote good race relations.

The FBU must continue to lobby the Fire and Rescue Service to make a clear statement to its current employees and new applicants, that members of these extremist organisations are not welcome in the Fire and Rescue Service.

We applaud those who have already made clear statements that these people are not wanted by their Fire and Rescue Service.

This Conference therefore calls upon the Fire Brigades Union to:

- 1) Clarify its policy on what action will be taken if any FBU member is found to be a member of a far right or extremist organisation whose policies are in direct opposition to the policies and Rules of the FBU.
- 2) Bring all relevant Rule Changes to Annual Conference 2010 allowing for the expulsion from the FBU of any member who is also a member of the BNP and other similar fascist organisations.
- 3) Ensure that all FBU educational processes discuss the far right and the real threat they pose to democracy in the UK and Europe.
- 4) Lobby the Government to ensure that the Fire and Rescue Service can have the same rights as the Police and Prison services to dismiss members of extremist organisations from their employment.

BLACK & ETHNIC MINORITY MEMBERS

Resolution 56 – REHABILITATION OF OFFENDERS ACT 1974

The Rehabilitation of Offenders Act 1974 has strict limitations on disclosure of spent convictions. Some professions are exempt from the regulations on disclosure, including the Police and Prison Service. The Fire and Rescue Service however has no such exemption, and therefore should not be requesting information on spent convictions especially from new entrants.

Despite this, there is evidence that some Fire and Rescue Services are requesting disclosure of spent convictions during the recruitment process.

This conference therefore calls upon The Fire Brigades Union to:

- 1) Obtain the correct legal position on exemptions from the Rehabilitation of Offenders Act 1974.
- 2) Raise this issue at the first Practitioners Forum after Annual Conference 2009.
- 3) Issue a Brigade Officials circular requesting information as to how many brigades are asking for spent convictions disclosure as part of their application process.
- 4) Demand that CLG send out a guidance note to all Fire and Rescue Services on this issue.

BLACK & ETHNIC MINORITY MEMBERS

Resolution 57 – RACIAL ABUSE WHILST CARRYING OUT DUTIES

During a routine home fire safety visit in Merseyside an FBU member was the victim of racial abuse and not for the first time. The police took no action against the perpetrator, as the law says it is not a criminal offence under the Public Order Act to verbally abuse anyone in your own dwelling.

Fire and Rescue Service members are not alone, as other public sector workers have also been victims of this form of abuse.

This Conference believes that this form of abuse should be classified as a hate crime and should be prosecuted as such.

This Conference therefore calls upon the Fire Brigades Union to:

- 1) Instruct all our members not to continue with home fire safety visits in residences where members are abused, and to report any incidents through their incident recording mechanisms as well as informing the appropriate authorities.
- 2) Use their good office to lobby all appropriate bodies to launch a campaign calling for an amendment in the law so that perpetrators can be prosecuted.
- 3) Raise this at the Practitioners Forum as a Health, Safety and Welfare issue.

BLACK & ETHNIC MINORITY MEMBERS

Resolution 58 – PUBLIC AWARENESS CAMPAIGN

Conference demands that the Executive Council carry out a full survey of the day to day commitment given to the Fire & Rescue Services by members conditioned to the Retained Duty System. This should include the sacrifices made by their families and primary employers.

This information to be used to generate a National Public Campaign to highlight the value and contribution made by Retained Firefighters, in order to raise public profile and awareness of this essential element of many UK Fire & Rescue Services.

NATIONAL RETAINED COMMITTEE

TRADE UNION AND LABOUR MOVEMENT

Resolution 59 – CUBA

Conference congratulates Cuba on the 50th anniversary of the revolution, and celebrates Cuba's many achievements domestically and internationally. These achievements must be applauded even more in the context of the disgraceful commercial, economic and financial blockade of Cuba by the USA since 1962, and its many other efforts to undermine Cuba, including literally hundreds of attempts to assassinate President Fidel Castro.

This Conference notes that the new administration in the US Government is advocating change.

Consequently, Conference agrees that the opportunity must be taken to demand that the US Government finally ends its illegal trade blockade of Cuba.

The US Government must recognise that Cuba has the right to exist as an independent nation, and that the people of Cuba must be free to choose their own method of government, without duress or consequence from outside nations.

Conference therefore calls upon the UK and devolved governments to make the necessary representations to the US Government, demanding they immediately end their illegal blockade of Cuba.

DUMFRIES & GALLOWAY AS AMENDED BY DEVON & SOMERSET

COMPOSITE A - PALESTINE SOLIDARITY

COMPOSITING MOTIONS 60 TAYSIDE, 61 GREATER MANCHESTER, 62 DEVON & SOMERSET AND EMERGENCY RESOLUTION 18 TAYSIDE

Despite international condemnation of the Israeli occupation of Palestine, the continued disregard of UN resolutions and rulings from the International Court of Justice, which includes the building of more settlements within the 1967 Borders, Conference believes that Israel has consistently failed to uphold its duties under international law.

Conference supports the statement, made in December 2008 by Luisa Morgantini, Vice President of the European Parliament, when supporting the EU Parliament suspension of the vote on the upgrade of EU/Israeli relations, that "It's time for the Israeli Government to stop considering itself above the law and start respecting it, beginning by freezing all settlement – building activities and ending its siege on the Gaza Strip."

Conference therefore calls on the Executive Council to support and promote throughout the Trade Union and Labour Movement a campaign to boycott Israeli Goods, disinvest from Israeli institutions and for sanctions to be taken against Israel, similar to those sanctions imposed by the international movement against apartheid in South Africa, until such time as Israel ends its occupation of Palestine and its oppression of the Palestinian people.

Resolution 63 – CND

Conference reaffirms its opposition to the UK's nuclear weapons of mass destruction and notes the UK Government's continued commitment to renewing Trident at a minimum cost of £70 billion.

This was a gross misuse of public funds prior to the economic crisis and would now represent an unpardonable folly at a time when public expenditure is due to face massive cutbacks.

Conference further calls for the labour and trade union movement to support CND by mounting a mass campaign of opposition to reverse current Government policy and have the renewal of Trident cancelled.

STRATHCLYDE

Resolution 64 – TRADE UNION RIGHTS

This Conference condemns the failure of the UK Labour Government to repeal the Anti Trade Union Laws, despite their promise when in opposition to do so, when they took power.

This Conference considers this to be entirely unacceptable and calls on the Executive Council to instigate and pursue a political and trade union campaign, exploring all possible avenues, to effect the revocation of the anti trade union laws.

FIFE

Resolution 66 – EUROPEAN ELECTION 'HOPE NOT HATE' CAMPAIGN

Conference reiterates its condemnation of the BNP as a far right racist organisation whose main policy is to incite hatred and division in society.

It is noted that the BNP will be standing candidates in the European elections on the 4th June 2009 and their leader, Nick Griffin, will be standing as a Member of the European Parliament for the North West.

Conference recognises the danger that this poses to the safety and security of all sections of our communities as the BNP attempt to gain a foothold in mainstream politics.

Historically, European elections have a relatively low voter turnout. Because the voting system for the European elections is a form of proportional representation, Conference recognises the importance of there being a high voter turnout in order to ensure BNP candidates do not win any seats on the 4th June.

To this end, Conference instructs the Executive Council to write to all FBU members immediately following Conference, reminding members of the importance of there being a high voter turnout, and to urge all members to physically support their local 'Hope Not Hate' Group in the final stages of the anti BNP European election campaign.

LANCASHIRE

Resolution 67 – EQUALITY REPRESENTATIVES

Conference acknowledges the work of the Trade Unions, the TUC and Government in recognising, developing and supporting the work of representatives in the workplace with a specific role of progressing equalities issues. Many unions have specific Equalities representatives, in the FBU these roles are often covered by the Equality Sections representatives, including officials of the National Gay and Lesbian Committee.

One barrier these representatives constantly have to overcome is the lack of facility time provided by our employers.

Disappointingly proposals in the Single Equality Bill fail to provide equality representatives with legislative provision of time off to conduct their duties, similar to that of Health and Safety and Union Learning representatives.

Conference calls on the Executive Council to work with the TUC and affiliates in developing a campaign to bring about change by the Government to implement the required change to legislation that facilitates paid time off to carry out their duties, a report on progress to be provided back to Conference 2010.

NATIONAL GAY & LESBIAN COMMITTEE

Resolution 68 – HUMAN TRAFFICKING

Annual Conference condemns the appalling and unacceptable escalation of human trafficking, which predominantly targets women and children.

Internationally, human trafficking is the fastest growing organised crime, with around two million people being forced into the sex trade every year. This is nothing short of 21st century slavery and must be wiped out.

Therefore this Conference calls upon the Executive Council to:

- Campaign within the TUC and sister unions to seek adequate Government resources to prevent and deter the perpetrators, and to provide support and refuge for the victims.
- Publicise and oppose this form of exploitation and abuse.
- Work closely with organisations such as Amnesty International and other relevant agencies to highlight and to eradicate this slavery.

NATIONAL WOMEN'S COMMITTEE

INTERNAL ADMINISTRATION

Resolution 72 – SURVEY INTO PERSONAL VEHICLE INSURANCE FINANCIAL PENALTIES

This Conference instructs the Executive Council to conduct a survey to determine if any FBU member has suffered any financial penalties on their personal vehicle insurance as a result of an on duty accident or incident whilst driving a fire and rescue service vehicle.

The findings of this survey are to be reported to Annual Conference 2010.

CLEVELAND

Resolution 73 – EMERGENCY FIRE APPLIANCE DRIVING

It is now over 40 years since the first FBU Conference policy was agreed that related to members not driving through red traffic lights. Since this time, there have been numerous resolutions and Conference debates, both supporting and opposing subsequent variations to the original resolution.

Conference is aware that this is a contentious issue, and many FBU members continue to drive through red traffic lights, albeit with caution, when responding to emergency incidents.

Conference instructs the Executive Council to undertake a full review of all issues relating to emergency fire appliance driving and related FBU policies, to report back with its findings to the FBU Conference in 2010.

LANCASHIRE

Resolution 74 – ACCIDENT AND INJURY FUND

This Conference notes the current rule book and the Accident and Injury Fund contained within.

Conference also notes that there are timescales for claimants but none for payments.

Consequently, Conference instructs the Executive Council to define workable timescales for initial payments, final payments to be made subject to the correct paperwork being supplied and verified, these timescales to be enacted from the time they are agreed by the Executive Council and then incorporated by change of rule at the next available opportunity.

FIFE

Resolution 77 – HOLOCAUST MEMORIAL DAY

This conference is appalled at the acts of genocide committed by Nazi Germany, and more recently in Cambodia, Rwanda, Bosnia and Darfur for example.

Since 2005, Holocaust Memorial Day has taken place on January 27th, and is the international day of remembrance of the victims of the Holocaust and other acts of genocide. January 27th is the anniversary of the liberation of the Nazi death camp Auschwitz-Birkenau.

Conference calls upon the Executive Council and Brigade Committees to do whatever they can to support, and play an active part in, Holocaust Memorial Day.

CLEVELAND

Resolution 80 – RETIRED MEMBERS SECTION

At present, when FBU members retire from the Fire Service they can choose to become an 'Out of Trade' member of the Fire Brigades Union. However, as 'Out of Trade' members, they have very little interaction with the Union after retirement.

It is recognised that many of these members were extremely active within the Union and would be willing to continue to actively support the aims and aspirations of the Union.

This Conference calls upon the Executive Council to undertake a feasibility study into having a 'Retired Members' Section within the Fire Brigades Union structure.

It is understood that this would take extensive research and ultimately Rule changes, so the Executive Council should report back to Conference as early as is reasonably practical.

LANCASHIRE

Resolution 83 – FBU POLICY DATABASE

Conference demands that the Executive Council look at relaunching and improving the current policy database that is on the FBU website.

Conference believes that the existing system is not user friendly and does not encourage Officials to submit information for inclusion.

DERBYSHIRE

Resolution 86 – MEMORIAL FUNDS

This Conference calls upon the Executive Council to set up and take responsibility for the management of memorial funds in the event of an FBU member's death on duty.

STAFFORDSHIRE

Resolution 90 – INVOLVEMENT OF CONTROL EXECUTIVE COUNCIL MEMBER

Conference demands the General Secretary, Assistant General Secretary or National Officer with a remit for Controls, invite the CSNC Executive Council Member to all meetings with relevance to RCCs. This invitation to be forwarded as soon as possible, so dates and times can be co-ordinated.

This is for involvement, information and representation purposes for the benefit of all FF/Control Room Staff.

CONTROL STAFF NATIONAL COMMITTEE

EMERGENCY RESOLUTIONS CARRIED ...

Emergency Resolution No. 3

DISCIPLINE AND GRIEVANCE PROCEDURE

Conference notes with concern the repealing in April of the Statutory Dispute and Dismissal Procedure and, along with it, the automatic unfair dismissal sanction should an employer fail to follow a fair procedure.

The Government has been opportunistic in pretending to heed calls from all parties, employers and trade unions alike, for clearer laws on discipline in the workplace their response being that workers have even less protection and access to justice.

Conference therefore calls on the EC to resist all attempts by the employers to alter the contractually binding discipline and grievance procedures detailed in the Grey Book Sixth Edition and attempts to replace it with the far inferior new ACAS guidance.

Conference also calls upon the EC to make every effort via the TUC, Parliament and any other appropriate body to campaign for the re-introduction of some form of automatic sanction should an employer not follow a just and lawful procedure that is accessible to all workers.

GREATER MANCHESTER

Emergency Resolution No. 5

GURKHAS' RIGHT OF RESIDENCE

This Conference deplores the actions of the British Government in their shameful decision of 25th April 2009, which was overturned by Parliament on 29th April 2009, to refuse to grant an equal right of residence to all Gurkhas and calls upon the Government to bring forward revised proposals that do grant that equal right of residence in the UK for all Gurkhas.

OFFICERS NATIONAL COMMITTEE

Emergency Resolution No. 6

POST NATAL DEPRESSION

Conference is aware of recent discussions held at the NJC in March regarding maternity provisions. Conference also notes with concern the increasing numbers of post natal depression cases affecting our members on returning to work.

We call upon the EC to negotiate a national monitoring system upon returning to work, to identify and allow post natal depression to be properly and acceptably dealt with.

KENT

Emergency Resolution No. 7

CONTROL CAMPAIGN

Conference notes with alarm the comments by Cllr Derek Davis, chair of Stoke on Trent and Staffordshire Fire and Rescue Authority in his press statement of 8th April 2009 in which he blew the whistle on the real agenda of the FiReControl Project for slashing terms and conditions and trade union recognition for emergency fire control staff.

This Conference reiterates its total opposition to the proposals to regionalise Emergency Fire Controls across England. The Fire Brigades Union has been proved correct at every stage of this disastrous project. Regionalisation will increase costs and will reduce the efficiency of our service. Despite these facts, the Government in England continues to ignore the professional views of the practitioners in the Fire and Rescue Service and seeks to impose this unwanted project on local Fire and Rescue Authorities.

Conference agrees to continue our campaign of opposition and again calls on government to achieve our key objective to scrap this unnecessary and wasteful project. We call on others within the service to join us in these efforts.

In the event of the Westminster government forcing the project through unabated then Conference remains committed to securing the following:

- Guarantees of no compulsory redundancy for any FBU member, to be achieved primarily through continued employment performing appropriate duties within their role or redeployment, supplemented by the use of voluntary severance or early retirement if this is necessary.
- NJC Grey Book conditions as a minimum including FBU recognition for all staff required to work in the proposed Regional Control Centres.

The Executive Council and all Committees and Officials of the Fire Brigades Union have been working tirelessly to achieve that objective and those aims. However, despite those efforts; we have seen a failure by our fire and rescue authorities, a failure by our national employers on the NJC and a failure by the boards of the LACCs to engage effectively in discussions to address the concerns of their employees.

If both of those objectives cannot be achieved in relation to any LACC, the Union should then demand that affected Fire and Rescue Authorities do not transfer members' employment to the LACC because of the impact on jobs, terms and conditions and the recognition of the FBU.

As a consequence, Conference has no alternative but to acknowledge that there is no will on the part of the employers to protect our members (their workforce). In view of that fact, Conference instructs the Executive Council to immediately implement the following course of action:

1. That the following demands are made of LACCs:
 - No compulsory redundancies
 - Recognition of the FBU
 - Grey Book conditions for new and existing staff (unless changes agreed by FBU)
2. In the event that any LACC fails to deliver each of the above demands, a separate demand will be made of each Fire and Rescue Authority in the region to be covered by that LACC that it will refuse to transfer staff to the new employer.
3. In the event that any Fire and Rescue Authority refuses to give such a commitment by the date indicated by the FBU – then the Executive Council will take all necessary steps to initiate a ballot for strike action based on that refusal.
4. That the Executive Council should initiate a membership awareness campaign around this strategy. This should include local events and a major national rally at an appropriate time.

EXECUTIVE COUNCIL

Emergency Resolution No. 8

PAY

Conference notes with concern that the aim agreed last year by the National Joint Council to negotiate the basis for a pay settlement for 2009 and 2010 by March 2009 has not been achieved.

Conference reiterates its longstanding view that pay in the Fire and Rescue Service is best addressed by means of an agreed formula. The refusal of the Fire and Rescue Service Employers to consider such a mechanism is a recipe for industrial conflict and will do nothing to improve our service.

Conference endorses the stance taken by the Executive Council that the FBU is unwilling to trade conditions of service for fractional increase in pay.

Conference notes the report prepared by the Labour Research Department on the operation of the APT pay formula and agrees that in view of the rapidly changing economic position the FBU will need to carefully review wider trends in pay before identifying a longer term claim for a pay formula or other mechanism for resolving pay.

Conference notes the meagre and time-limited offers on pay made recently by employers to other local government workers. Any similar pay offers from our employers involving time-clauses for acceptance or links to detrimental changes in conditions of employment would be considered derisory and inflammatory by FBU members. Therefore this Conference:

- Calls upon Brigade Committees to prepare members for a campaign leading to possible strike action in pursuit of an acceptable pay settlement and/or in opposition to detrimental changes to conditions of employment linked to pay;
- Instructs the Executive Council to continue pay negotiations with the employers whilst preparing the necessary steps in readiness for a trade dispute and ballot in the event of our employers failing to make an acceptable offer on pay. These discussions should seek to maintain the living standard of FBU members and their families and should seek to make up any lost ground resulting from previous below-inflation rises;
- Instructs the Executive Council to consult with the membership through the FBU committee structures before deciding on any percentage pay increase to the existing pay scales which the employers may offer;
- Instructs the Executive Council to reject any pay offer the employers may make linked to detrimental changes in conditions.

EXECUTIVE COUNCIL

Emergency Resolution No. 9

SRI LANKA

Conference welcomes the Independent newspaper's front page coverage of the 19th April 2009 – highlighting the horrific situation confronting civilians in Sri Lanka, civilians who are caught between the forces of the LTTE (Liberation Tigers of Tamil Eelam) and the Military.

Sri Lanka has experienced the depths of civil war for the last 30 years with in excess of 70,000 dead. Despite this horrific statistic there has been little international coverage of this conflict and the Sri Lankan people have received little support or assistance from the international community during this time.

Women and children have suffered acutely, with children being conscripted to fight by the LTTE and the human rights of women living on the front line being repeatedly violated by all sides. This includes rape, murder and the removal of their political voice. The removal of democracy and freedom has ultimately been endemic during these three decades of civil unrest.

Conference therefore calls upon the EC to use all means at their disposal to achieve:

- Greater awareness of the human rights abuses committed by all sides in this conflict.
- Support for the demilitarisation of the North and East of Sri Lanka.
- The re-instatement of democracy and social justice to form part of any reconstruction process in the country.
- Supportive networks with sister organisations with the above common goals.

NATIONAL WOMEN'S COMMITTEE

Emergency Resolution No. 10
AFGHANISTAN

Conference commends the courage of the many Afghan women who, on the 15th April 2009, protested against the new Shia Family Law legislation which was passed by the Afghanistan Parliament and signed by President Karzai on the 31st March 2009. These women were spat at and stoned by counter protesters, the majority of whom were men.

The new law will deny Afghan Shia women the right to leave their homes without their husbands permission, forbids women from working or accessing education without their husbands express permission; explicitly permits marital rape; diminishes the right of mothers to be their children's guardians in the event of a divorce; and makes it impossible for women to inherit houses and land from their husbands – even though husbands may inherit immovable property from their wives.

Conference believes that for a new law in 2009 to target women in this way is extraordinary, reprehensible and reminiscent of the decrees made by the Taliban regime in Afghanistan in the 1990s.

The Karzai Government has said that the Shia Family Law is being reviewed by the Justice Department and will not be implemented in its current form. However, Conference joins with the many governments and human rights groups around the world who are deeply concerned that the Afghanistan Government has drawn up legislation which fundamentally violates human and women's rights.

Conference therefore calls upon the Executive Council to urgently write to the UK Secretary of State for Foreign and Commonwealth Affairs to urge him to:

1. Continue to express grave concern at the highest level over this issue and;
2. Use all available diplomatic means to press the Karzai Government to act in a way that is consistent with the UN Charter on Human Rights and the Afghan Constitution.

NATIONAL WOMEN'S COMMITTEE

Emergency Resolution No. 11
PANDEMIC FLU – A.I.F

This Conference notes with concern the current outbreak of swine flu.

Conference instructs the Executive Council to examine and bring forward any necessary changes to ensure that the A.I.F is protected from the potential impact of multiple claims that a pandemic could generate.

LOTHIAN & BORDERS

Emergency Resolution No. 12

DNA SAMPLING

Conference notes with concern the Government's proposal, announced last week, to retain DNA samples, taken from individuals arrested, for 6 years for non serious offences and 12 years for serious offences, even when the individuals are subsequently not charged or found guilty of the alleged offence.

Conference therefore instructs the Executive Council to lobby Government so that all DNA samples of individuals not charged or found guilty of any offence are immediately destroyed.

HEREFORD & WORCESTER

Emergency Resolution No. 15

ORGANISING AND RECRUITMENT

Following the pilot Activist Academy course in Humberside and the Humberside FBU Organising Strategy completed in April 2009, Conference instructs the Executive Council to carry out an immediate survey and mapping exercise to identify areas where the TUC Activist Academy course would benefit FBU Officials and members and assist in organising and recruiting new FBU members.

Furthermore, Conference instructs the Executive Council to encourage and support the use of local organising strategies as part of a national roll out organising programme in every Brigade within the UK Fire & Rescue Service. The Executive Council will provide a progress report on the use of Brigade Organising Strategies to Annual Conference 2010.

HUMBERSIDE

Emergency Resolution No. 17

THE PEOPLE'S CHARTER

This Conference welcomes the publication of the People's Charter in February 2009, which was borne out of the current economic crisis caused by numerous financial institutions.

Conference condemns the UK Government for bailing out the banks with public money and agrees that working class people must not have to pay for the recklessness of the bankers and the Government.

Conference acknowledges the role played by the Fire Brigades Union in developing the Charter and fully supports its demands.

Consequently, Conference agrees that all members and Officials of the Union should be encouraged to sign the Charter and that the Union at both Regional and National levels should actively campaign to publicise and pursue the aims of the Charter.

TAYSIDE

Emergency Resolution No. 19

FIREFIGHTERS PENSIONS

Conference deplores the disgusting stance taken by the CLG legal team during the recent appeal hearing whereby the CLG skeleton argument to the appeal hearing was reversed to place our members back into the position of leaving our injured members with no pension and no job, a stance that was both recognised and challenged by the appeal court judges.

Conference further congratulates those who include the General Secretary, the National Officer for Pensions, the Executive Council, Thompsons Solicitors and the three London members amongst others who maintained their position to both challenge and win the right for our members to receive a medical retirement and to retire with dignity.

Conference demands that those who manufactured this scenario are held to account for the scandalous waste of public monies in pursuing their attacks on the dignity of our members to medically retire following injury.

Conference calls on the General Secretary and the Executive Council to ensure that:

1. The revised IQMP Guidance is made available to both the IQMPs and the FRAs.
2. Pressure is applied to the Fire Minister to ensure that those responsible in CLG are held to account.
3. We obtain and release to the media the frivolous and scandalous waste of public monies in defending their deplorable position.
4. Letters of thanks are sent to the three London members for continuing with their claims for the benefit of all members.
5. In the event that further attacks are made against our member's right to retire with dignity that we immediately initiate a campaign to defend those rights.

LONDON

Emergency Resolution No. 20

THE BNP

Following the astonishing attack on Dr John Sentamu by the Deputy Leader of the BNP Simon Darby in April 2009 when he described Dr Sentamu as being a “anti-British zealot” and an “ambitious African” this Conference both applauds and re-affirms its support for the efforts of the Hope not Hate Campaign to challenge racist and fascist organisations such as the BNP.

Conference further condemns the deplorable unprovoked attacks on peaceful anti-fascist protesters which took place in Leigh on Friday 13th March 2009 perpetrated by supporters of the BNP who are trying to use the current economic crisis and the slogan of “British jobs for British workers” to make a breakthrough in this June’s Euro elections.

Conference strongly supports the Race Relations Amendment Act 2000 and the general statutory duty placed on the FRAs to promote good race relations.

Conference believes that the trade union movement must mobilise its forces to stop the BNP from making an electoral breakthrough.

Conference further believes that membership of the BNP is incompatible with any role in the public services and with membership of the FBU.

Conference therefore calls upon the Executive Council to:

1. Encourage support with Unite Against Fascism, Love Music Hate Racism and other trade unions and anti racist groups to mobilise the biggest possible campaign to stop the BNP in the European elections.
2. Support and encourage FBU members to join the days of action called by Unite Against Fascism on 30th and 31st May 2009.
3. Widely publicise and donate to the cost of the Love Music Hate Racism festival in Stoke on 30th May 2009.
4. Campaign for the legal right of trade unions to expel known BNP members from their membership and if legally possible to bring forward the relevant Rule Changes to Annual Conference 2010 allowing for the expulsion from the FBU of any member who is also a known member of the BNP or other similar racist, fascist organisation.
5. Lobby the Fire and Rescue service to make a clear statement to its current and future employees, that members of racist, fascist extremist organisations are not welcome in the FRS.
6. Ensure that where appropriate, that the FBU educational processes discuss the far right and the real threat they pose to democracy in the UK and Europe.

LONDON

Emergency Resolution No. 21

YARLS WOOD – TREATMENT OF CHILDREN

Conference condemns the treatment of the children detained in Yarls Wood as revealed in the April report by Sir Al Aynsley-Green, the Children's Commissioner for England.

Around 2,000 children a year are held in immigration centres – half of those in Yarls Wood. Sir Al Aynsley-Green's investigation paints a shocking picture of neglect and even cruelty towards children trapped within the centre's razor wired walls and finds "substantial evidence that detention is harmful and damaging to children and young people."

He also identified that children held at the infamous Yarls Wood immigration detention centre are being denied urgent medical treatment, handled violently and left at risk of serious harm.

This bizarrely as the UK Government prepares to sign the UN Convention on the Rights of the Child.

The FBU Executive Council, all its Officials and members should unite in a call by whatever means possible to end the automatic detention of children, recognising the fact that children are best served by remaining with their families, and for urgent measures to ensure all detainees are treated humanely.

GREATER MANCHESTER

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL

Resolution 44 – “FIREGUARD”

This Conference is dismayed at the introduction of “Fireguard” at a cost of £10 million per annum and believes that this provision will be used to break strike action anywhere in the UK.

Therefore in the event of “Fireguard” being used in areas where our members are on strike, this Conference will be recalled with a recommendation for national strike action.

SHROPSHIRE

Resolution 46 – ASSESSMENT AND DEVELOPMENT CENTRES

This Conference believes that Assessment and Development Centre (ADC) tests have reached a point where they desperately need increased funding or will be in danger of complete failure in the Fire Service.

Therefore this Conference instructs the Executive Council to negotiate with the appropriate bodies to ensure that adequate funding for ADCs and the associated tests are provided.

The outcome of this negotiation is to be reported back to Brigade Secretaries within six months after Conference 2009.

SHROPSHIRE

Resolution 47 – PROMOTIONS

Conference demands that the Executive Council seeks through consultation and negotiation with appropriate bodies, the introduction of National Standards of Examination in order to achieve promotion within the UK Fire and Rescue Service.

HEREFORD & WORCESTER

Resolution 48 – ITOP AND ADC

This Conference calls on the Executive Council to carry out an NJC level review of the ITOP and ADC process with a view to abolish this dangerous and unfair promotion system and explore alternative safe and fair methods for promotion.

The Executive Council to present the review to Annual Conference 2010 with recommendations.

BERKSHIRE

Resolution 79 – FBU MEMBERSHIP

This Conference instructs the Executive Council to look at the feasibility of allowing individuals from other fire services, such as M.O.D, airports etc., the opportunity to join the FBU. The Executive Council are to report back to Conference 2010.

HAMPSHIRE

Resolution 87 – FBU EQUALITY EDUCATION

This Conference notes that in 2008 the only specific national equality education that took place was the Equality Impact Assessment Training for Fairness at Work Reps in November.

This Conference is very concerned that without a national education programme that deals specifically with Fairness at Work education, the FBU may take a backwards step from our current very positive record on equality.

Therefore this Conference calls upon the Executive Council to develop with the National Fairness at Work Committee a programme of FAW education, which will include stage 1 and stage 2 FAW schools.

This programme of FAW education is to be developed as a matter of urgency and must take place within 2009.

STAFFORDSHIRE

MOTIONS DEFEATED ...

Resolution 2	– PAY 2008 – CONSULTATION	LOTHIAN & BORDERS
Resolution 3	– NATIONAL PAY LEVELS	HUMBERSIDE
Resolution 11	– OVERTIME BAN	GRAMPIAN
Resolution 14	– CPD SCHEMES	HUMBERSIDE
Resolution 15	– CONTINUAL PROFESSIONAL DEVELOPMENT	WEST MIDLANDS
Resolution 21	– DISCIPLINE & GRIEVANCE PROCEDURES	GRAMPIAN
Resolution 34	– RE-EMPLOYMENT	GRAMPIAN
Resolution 65	– LABOUR PARTY DISAFFILIATION	DURHAM
Resolution 82	– RE-ORGANISATION SUB COMMITTEE	LONDON
Resolution 84	– ALL DIFFERENT ALL EQUAL	WEST MIDLANDS
Resolution 85	– FBU OBSERVERS EXPENSES	STAFFORDSHIRE
Emergency Resolution No.2	– VACANCY FOR NATIONAL OFFICER	EXECUTIVE COUNCIL

Emergency Resolution No. 13

- CHANGES TO DUTY
AND SHIFT PATTERNS

STRATHCLYDE

Emergency Resolution No. 14

- PAY

WEST YORKSHIRE

**PROPOSED ALTERATIONS TO THE RULES OF THE UNION MOVED BY
EXECUTIVE COUNCIL**

<i>RULE 5 (2)</i>	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
<i>RULE 4 (b)</i>	CATEGORIES OF MEMBERSHIP	CARRIED
<i>RULE 26 (11)</i>	INTERNAL UNION DISCIPLINE	CARRIED

BRIGADE/NATIONAL SECTIONAL COMMITTEE AMENDMENTS TO EXECUTIVE COUNCIL PROPOSED ALTERATIONS

RULE 5 (2) (b) CONDITIONS OF MEMBERSHIP
AND CONTRIBUTIONS GREATER MANCHESTER
LOST

RULE 5 (2) (c) CONDITIONS OF MEMBERSHIP
AND CONTRIBUTIONS GREATER MANCHESTER
LOST

Final Appeals Committee

REGION/SECTION	NAME
Region 1	Gavin Barrie
Region 2	Dermot Rooney
Region 3	Peter Wilcox
Region 4	Ian Murray
Region 5	Neil Thompson
Region 6	Dave Limer
Region 7	Chris Downes
Region 8	Chris Howells
Region 9	Adrian Clarke
Region 10	Joe MacVeigh
Region 11	Mark Simmons
Region 12	Paul Fletcher
Region 13	Phil Jordan
NWC	Kerry Baigent
NG&LC	Pat Carberry
NRC	Harry Cotter
B&EMM	Samantha Samuels
ONC	Dave Beverley
CSNC	Sue Offland

Firefighter Representatives

REGION/SECTION	NAME
Region 1	Ken Ross
Region 2	Dermot Rooney
Region 3	David Turner
Region 4	Ian Watkins
Region 5	Steve Harman
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Roger Perry
Region 9	Kevin Napier
Region 10	Paul Embery
Region 11	Danni Armstrong
Region 12	Eduardo Cardoso
Region 13	Val Hampshire
NWC	Sam Rye
NG&LC	Yannick Dubois
NRC	Harry Cotter
B&EMM	Brian Amos
ONC	Dave Beverley
CSNC	Sharon Thorndyke

Election of Standing Orders Committee

Re-elected

Brother Paul Reames (Cleveland) for 4 Annual Conferences



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