



Record of Decisions 2011

**Fire Brigades Union
86th Annual Conference
Southport 17th-20th May 2011**

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2011
Annual
Conference
Decisions
Southport**

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Motions Carried ...

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. This trial was extended by Conference 2009 with agreement that a report would be presented to Annual Conference 2011. Unfortunately, the Executive Council can report that the trial has once again been inconclusive.

The Executive Council recommends that the trial period be extended for a further two years or until such time as the Executive Council is able to propose a solution to the problem identified in 2008.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE REORGANISATION OF THE UNION

Annual Conference in 2010 endorsed the Executive Council's report on reorganisation. This report highlighted that circumstances had changed since the process began in 2005. Most importantly, the Executive Council recommended that the remit of the review should be broadened so as to include a thorough re-examination of all aspects of our organisation, including the financial implications of all structures and decisions. The central aim of this process is the strengthening of the structures of the FBU to build, protect and improve our capacity to campaign on behalf of FBU members on the key challenges we face in relation to jobs, pay, pensions and conditions of service.

The review began the process of examining all aspects of the union's structures. Currently conclusions and recommendations have been made which primarily relate to the lay structures of the union and to the union's conference. The other key aspects of our structure are our head office (including our staff) and our full-time elected officials. Since discussions around both of these areas involve employment rights, salaries and pension rights of individuals it has been recognised that such discussions need the full involvement of those concerned. Initial discussions with employed officials and with staff have taken place but no final conclusions have been reached. These two discussions will be the most important aspects of the next phase of the re-organisation process.

Protecting the independent future of the Fire Brigades Union

Conference in 2009 heard a report on behalf of the Executive Council which clearly outlined the aim to maintain the Fire Brigades Union as an independent and specialist Fire Service union. The reorganisation debate is about ensuring the long-term viability and sustainability of the FBU. This will need to be done by improving our mechanisms for budgeting and long-term planning and by ensuring that our structures are efficient and effective.

The Executive Council has concluded that long-term financial planning must become an integral part of the work of the union and that significant savings will be required. Proposals and initiatives must be costed and budgeting needs to be developed across all areas of work.

A great deal of work on this has already taken place. In 2005 a series of new financial controls were introduced at Head Office and gradually other aspects of financial planning have been introduced. This has included:

- Spending limits on officials and employees at Head Office and the introduction of new systems of authorisation;
- The gradual introduction of budgets for different aspects of the union's work (for example education);
- The introduction, for 2011, of a new purchase order system which will significantly improve both accountability and budgeting systems.

Specific savings measures at Head Office or introduced by the Executive Council have included:

- Significant reductions in the spending on vehicles for the General Secretary, Assistant General Secretary and President;
- An increase in the length of time before all vehicles are replaced;
- An ending of the use of first-class travel;
- The central provision of mobile phones for officials, leading to reductions in expenditure for the union as a whole;
- The central provision of photocopier machines for Regional Offices, leading to reductions in expenditure for the union as a whole;
- A review of contracts for goods and services within Head Office, including the various professional services and advisors we use. This has already produced significant savings and the process is ongoing.

Measures addressed by the Reorganisation Committee

In December 2009, the Executive Council instructed the Reorganisation Committee to re-examine all areas of the organisation. This was reported and reiterated in the Executive Council policy statement carried by Conference in 2010.

The Reorganisation Committee has continued to review all current structures and practices including those in the areas of education, resources, finances, research, publications and other communications whilst ensuring that the structures of our organisation are adequate to provide sufficient support to officials and service to members.

The Reorganisation Committee reported to the Executive Council in November 2010 with a series of recommendations. These recommendations were then discussed by the union's Committees and, following this consultation, a series of recommendations have been agreed by the Executive Council. These fall into two categories:

- a) proposals which may be implemented by the Executive Council;
and
- b) proposals which require a change of Conference policy or change of Rule.

The Executive Council has now begun the process of implementing those decisions which do not require changes to Conference policy or Rules.

Decisions made by the Executive Council which have been or are currently being implemented include arrangements for:

- a. Reducing or re-negotiating trade union leave payments;
- b. Arrangements for reimbursing officials working RDS;
- c. Reduction in delegation sizes for external Conferences;
- d. The provision of offices for Regions and Brigades;
- e. Discussions with other unions regarding similar restructuring/reorganisation processes;
- f. Discussing the issues of reorganisation with staff and with Head Office officials;
- g. A policy whereby vacancies at Head Office are not automatically filled – this has resulted in one post remaining vacant;
- h. Trial alterations to the arrangements for Executive Council meetings;
- i. A reduction in allowances of 5% for Executive Council Members, Regional Officials and Sectional Secretaries;
- j. A reduction in allowances for Sectional Chairs to the level of allowance provided to Brigade Secretaries and Chairs;
- k. A reduction in the number of meetings scheduled for national committees and Executive Council advisory bodies and sub-committees;
- l. A move towards a 'task and finish' approach to addressing issues rather than necessarily through standing committees;
- m. The merging of three Executive Council sub-committees (Reorganisation, Finance and Staffing) into a single Finance and Administration Committee.

RECOMMENDATIONS TO CONFERENCE

The General Fund balance: a key target

On behalf of the Executive Council, the General Secretary reported to Conference 2010 the need to make long-term financial planning a central aspect of the union's work and the need to make significant long-term savings. A target of between £1million and £1.5 million was agreed by the Executive Council and was reported to Conference. As budgeting measures are improved it will be possible to present a more detailed set of targets to the union for the future.

In 1991, the surplus on our General Fund was equal to approximately 60% of a year's income to the General Fund (at the time approximately £3.7 million). Today the income to the General Fund is significantly higher in monetary terms but the surplus which existed twenty years ago has been lost. Between 2002 and 2005 deficits were created in each year on the General Fund which meant that by 2004 there was an absolute deficit. A great deal of effort since 2005 has been taken simply to eliminate annual deficits.

RECOMMENDATION RE THE GENERAL FUND BALANCE: A KEY TARGET

The Executive Council now recommends that the union should move to a new phase of consolidating the union's finances, budgeting and planning for the long-term. This should include an aim to create a surplus on the General Fund of at least the equivalent of 60% of a year's (General Fund) income. This should be achieved as soon as possible and budgets and financial planning should be developed to achieve this.

Annual Conference

Our Conference is an essential aspect of the democracy of the union; it is the 'supreme government' of the union and the mechanism by which policy is set and by which elected officials at a national level are held to account. On the other hand, Conference is also a costly event. For example, costs for Conference 2010 were approximately £302,000. The Executive Council is therefore recommending changes to the arrangements for our Conference.

RECOMMENDATION RE ANNUAL CONFERENCE

- a) After considering various options, the Executive Council recommends that the union moves to a system of a biennial Conference with a Rules change Conference every four years;
- b) Delegations should be based on one per 500 members, with a minimum of two, plus two delegates per Section. This would reduce the numbers of delegates significantly and thereby reduce the costs of Conference;
- c) That two Regional and two Sectional Officials per Region/Section attend and observers and guests would be a matter for the Executive Council to determine;
- d) This revised structure should be reviewed thoroughly after 4 years (2015);
- e) In view of the serious discussions around a revised structure for Conference and the possibility of a move to a biennial system, the Executive Council has not taken steps to arrange a venue for a Conference in 2012. It is therefore recommended that whatever decision is taken in relation to Recommendation 2 a) there should be no Conference in 2012 (unless there is a need for a Recall Conference).

Regional and Sectional Officials

A consideration and discussion took place regarding the current structure of the union in relation to the number of officials in Regions and Sections, including the demands on the time officials, workloads and the costs of servicing officials (allowances, trade union leave, expenses etc.).

RECOMMENDATION RE REGIONAL AND SECTIONAL OFFICIALS

On the basis of this it is recommended to reduce the number of officials as follows:

- a) The Regional Official position (fourth official) should in general be phased out;
- b) This change should not apply in Regions 1, 2, 8 and 10;
- c) The Executive Council should be authorised to allow the creation of Regional/Sectional or Brigade Officials' positions, with appropriate allowances as necessary, based upon a business case presented by the Region or Section.

Brigade Organiser

Resolution 69 carried at Annual Conference 2010 called on the Executive Council to review the role of the Brigade Membership Secretary with a view to taking account of the need to build organisation and membership. The Executive Council considered this in the context of existing work around Organising.

RECOMMENDATION RE BRIGADE ORGANISER

- a) That the Brigade Membership Secretary should be renamed as the Brigade Organiser;
- b) That the Executive Council should prepare guidance on the role and new responsibilities;
- c) That training should be provided for the new role;
- d) That a new allowance should be introduced to take account of the new role and responsibilities;
- e) This should initially be set at £800 and the Executive Council should ensure that it is gradually increased to the level of allowance paid to other Brigade Officials.

General Secretary, Assistant General Secretary and National Officers

There are a number of complex issues discussed as part of the reorganisation process, which relate to the position of the employed elected officials (General Secretary, Assistant General Secretary and National Officers). The most complex relate to pension provision and the provision of arrangements for officials defeated in election. In the case of the six employed elected officials, defeat in election also means the termination of employment. There have been preliminary discussions about how this might be addressed but the issue has not yet been resolved. The Executive Council believe that it would not be fair on individuals to stand for election to a post when discussions, which may impact on their terms and conditions of service, are underway.

In order to allow these discussions to continue it is proposed that a temporary suspension is agreed to certain election processes. The elections for General Secretary and Assistant General Secretary are covered by statutory requirement and there can be no departure from these. However, subject to the agreement of Conference, there is more flexibility in relation to the four National Officers.

RECOMMENDATION RE GENERAL SECRETARY, ASSISTANT GENERAL SECRETARY AND NATIONAL OFFICERS

- a) That all elections for the position of National Officer be suspended until the next Conference of the Union;
- b) That the Executive Council should use the intervening period to finalise all outstanding matters with the elected officials relating to pensions, conditions of service and termination of employment due to election.

The reorganisation of the Union has been and will continue to be a difficult process. The Executive Council thanks all those who have participated in the discussion around these challenging issues and recommends endorsement of this report.

EXECUTIVE COUNCIL STATEMENT TO CONFERENCE AS AMENDED BY MERSEYSIDE CUTS, AUSTERITY AND THE CASE FOR AN ALTERNATIVE

The FBU is increasingly appalled by the Government's handling of the current economic crisis and continue to be disappointed with the quiet consensus at Westminster to insinuate that the cause of, and solution to, the crisis lies with public spending.

The FBU is by necessity a political organization. Our members and our families are affected in their daily lives by the decisions made by politicians. Our members' jobs and profession is shaped by political decision-making.

As a trade union we must not and will not pretend as others do that our activity in defence of firefighters and the fire service is somehow detached from politics.

As a consequence the Executive Council has identified that our beliefs and our policies should be drawn together into a singular statement upon which this union can campaign.

We did not create this crisis

The economic downturn in the UK and world economy in recent years sets the context in which the Fire and Rescue Service operates. The political decisions which have been made and continue to be made by the coalition government at Westminster have created the most serious threat to our Service and to our conditions in recent history. It is essential the FBU is able to respond to the industrial challenges affecting the Fire and Rescue Service, but also that we are able to respond in the wider context within which such challenges arise.

The economic crisis which has unfolded since 2007 threatens FBU members and our families on many levels:

- As public sector workers we face attacks on our pay, jobs, pensions and conditions;

- As working people we face increased taxation and rising prices;
- As citizens we face an onslaught on our public services which threatens to fundamentally undermine the way education, health and other key services are provided in the UK.

Despite all the rhetoric about the excessive growth of the public sector, the real cause of the current budget deficit is not excessive government spending but an economic crisis which Britain's governments, and their advisors, entirely failed to foresee. The free market (neoliberal) model that has dominated in recent decades has been exposed as a failure.

For more than three decades, and particularly since 1979, government policy has reflected a firm and uncompromising belief in the efficiency and supremacy of the market. Policy has largely been based around:

- Reducing taxation on the wealthy and on big business;
- Restricting the trade union and employment rights of working people as a mechanism to restrict wages;
- Restricting welfare rights and benefits which has encouraged the growth of low wage sectors of the economy;
- The deregulation of the finance sector;
- The privatisation of publicly owned industries and utilities and increasingly of public services.

By allowing markets to operate freely, this approach it was claimed, would deliver permanent growth, security and increasing living standards for the majority. Now the living standards and security of the majority (Firefighters included) and of the next generation are increasingly undermined and insecure.

The Government's diagnosis is wrong

The government says Britain's public sector debt is "too high". Last year, Britain's public sector debt was £890bn, equivalent to 62% of GDP. Of that total, £117bn was to fund the bailout of the banks. That level of debt is not high by international standards – Germany and Spain are the only major EU economies with a lower debt stock than Britain.

And historically, the debt is low. For the entire period 1916-1971, public sector debt as a share of GDP was higher than now. In 1947, public sector debt was nearly four times its current level, or nearly 250% of GDP. What the post-war Labour government did was not to cut public spending. Instead it introduced large-scale nationalisation, expanded the welfare state and made big investments in housing and infrastructure. Because of the economic growth produced, the deficit halved as a proportion of GDP over the following ten years.

The government also argues that the public sector deficit is 'too high'. Again, this is false. In 1991, John Major's government racked up a budget deficit of 6.3% of GDP, almost the same as last year's 7% deficit, even though this Great Recession has been nearly three times as severe as that in the early 1990s.

The deficit comes not from government spending but a collapse in growth. It is the loss of tax revenues in this recession that is the real problem, not spending too much. Taxes would have been £103bn higher without the recession, comprising two-thirds of the entire deficit of £155bn in 2010-11. The bulk of the remainder is increased interest payments on existing debt. The deficit has arisen because tax revenues have collapsed in the recession.

Government policy makes things worse

Since the economy went into recession in 2007, output has yet to recover to its pre-crisis levels, which means the slump has so far lasted two and a half years. It is now widely forecast that employment will not recover for a decade. There is no clear sign that an economic recovery is developing – and government policy has failed to resolve the fundamental problems facing us in terms of jobs, inflation and the budget deficit.

The government has introduced the deepest cuts since the Second World War. On 21 October 2010, they announced planned cuts in public spending of £80 billion, averaging 19% over all departments, over the next four years.

These cuts fall on services needed by working people across the UK. Half a million public sector jobs face the axe – including thousands within the Fire and Rescue Service. Communities and Local Government are to lose 37% over four years in real terms, far and away the heaviest departmental cut. Local councils will lose 7% every year for four years. The Fire and Rescue Service in England faces unprecedented cuts of 25% in grant funding over the same period. Reductions in funding for the devolved administrations will also result in significant cuts in services.

The cuts fall most heavily on those who can least afford to lose. An average family at the bottom fifth of the income scale will lose three times more as a proportion of its income (£7 out of £200 per week) than one at the top (£10 out of £1,000). Over £7 billion is to be taken out of welfare payments with the lion's share falling on housing benefits.

These are the most savage cuts in 50 years. According to the Institute of Fiscal Studies, the years 2011-2015 would involve the “deepest sustained cut to spending on public services since 1976-80”, when the UK was forced to borrow from the IMF. The Conservatives’ plans “imply cuts to spending on public services that have not been delivered over any five-year period since the Second World War.”

Alongside these measures, the government is now saying it will look at further tightening the anti-union laws and introducing legislation to reduce employment rights and make it easier for employers to sack workers. The attacks on trade unions will tie the hands of the very organisations best placed to defend workers from the cuts.

There are alternatives

The cuts, criminally, undermine the most precious resource needed to exploit these strengths – the workforce. Investment in education, technology, sustainable industries and the arts will create a long-term alternative for the economy, reaping its rewards in the future.

The way out of the economic crisis is to get the economy growing sustainably and in a direction which benefits the majority. This means protecting living standards and investing in public services. It means investment in new green technologies to tackle poverty and climate change. It means investing in education and health so everyone has a future to look forward to. The measures outlined below are not claimed to be a finalised policy for managing the economy but they are the sort of measures which the Labour movement must campaign and fight for if we are to protect the interests of the vast majority.

1) Tax big business, the banks and the rich

The taxation system should be made more progressive. We demand higher taxes on the wealthy and less tax on workers.

- Clamp down on tax evasion, tax avoidance and uncollected tax – this would raise £123bn.
- A top rate of tax of 60% (as it was under Thatcher) would raise £19bn.
- National insurance at a constant 11% would bring in £8bn.
- Restore corporation tax to 1997 levels – this would raise £18bn.
- A wealth tax of 10% – £8bn.
- Phase out VAT and other regressive taxes.

2) End the waste of public money on privatisation and war

Public services should be based on social needs, not on profiteering and war.

- Scrap Trident and save £94bn.
- Bring the troops home from Afghanistan – £2.6bn per year.
- Stop wasted government spending on private sector consultants – £1.8bn.
- Open the books – on public sector subsidies to private contractors, firms and pension funds.
- Scrap PFI and end the privatisation of public services.

Over the past thirty years many essential public services have been privatised. Corporate profiteering in health, education, social and other public services must end. Energy, transport, water and communications should be publicly owned and run democratically by those who use them and work within them. What is required is accountability; public control over public services.

3) Public ownership of the banks

UK taxpayers now own a large swathe of the banking sector after its £1,400bn bailout. Rather than returning these banks to the private sector at the earliest opportunity, the banking sector should be developed as a public service that provides funds at reasonable rates for infrastructure and construction projects, and loans to small businesses and to households.

The banks are awash with cash, as they continue to hoard money. The state controlled banks should be instructed to use this cash to invest in the key areas required; housing, transport, infrastructure and education. Other banks should be instructed to lend at low rates of interest for public projects or be taken into democratic public ownership to be run for the benefit of all.

4) Protect and invest in our public services

What is required is a programme of growth; organised so the public reaps the returns. This calls for public investment in advanced creative, sustainable and productive services which are shaping the twenty-first century economy. It requires investment in equality to reduce the costs of welfare and ensure that those who benefit from Britain's wealth contribute equitably to the sources of that wealth. And it requires investment in the future, replacing the broken society of greed with new human values of respect, equality, care and sustainability.

- Build one million new local authority-owned homes.
- Create one million new climate change jobs – as identified in the 2009 report by PCS, CWU, TSAA and UCU.
- Rebuild city transport systems and intercity high-speed networks under public control.
- Jobs for all. Reduce the working week with no loss of pay to create employment.

5) Free education for all

The twenty-first century world is clearly moving towards a society in which higher education is universal. Yet tuition fees make Higher Education in the UK the most expensive in Europe. According to the OECD, every £1bn invested in higher education in a modern economy increases government finances through higher taxes and lower welfare payments by £3.3bn. Investment in higher education pays for itself. Higher education for all, free at the point of use, paid for out of progressive general taxation would be the most equitable and efficient system, just as it is for all public services.

6) Pay and pensions

Firefighters and other public sector workers face the prospect of a continuing pay freeze, alongside rising prices for basic goods, from heating bills to fuel, food and clothing. This means cuts in real wages and the creation of real hardship for hundreds of thousands. The same approach has already led to wage cuts for private sector workers. Wages and benefits should be pegged to a real cost of living index, so that at the very least our living standards are maintained.

Public sector pensions in the UK (including the Fire Service schemes: FPS, NFPS and LGPS), are the lowest relative to earnings in the OECD economies. The government claims there is not enough money to fund pensions. The truth is that the shortfall is due to outsourcing public sector jobs and leaving pensions to the vagaries of the stock and bond markets. A good quality state pension, together with properly funded occupational pension schemes is the answer.

7) Unshackle the unions

In the face of the cuts and austerity measures, Firefighters and other workers need the right to organise more than ever. Our unions are our first line of defence against the coming attacks. Yet Britain has the most restrictive anti-union laws in Europe. These laws were imposed by Thatcher and never repealed by New Labour. The Con-Dem government plans to make it even harder for unions to take action to defend public

services and public sector workers. We need the repeal of the anti-union laws and positive legal rights for workers to organise and take action.

The ideas outlined above are aimed at challenging the central political agenda we face – the agenda of cuts and austerity; an agenda which seeks to cut the wages of working people, to raise our taxes and to slash our services. It is an agenda which seeks to force the majority to pay for the failures in the banking system and the wider economy. It is an agenda which claims there are not the resources in our society to provide decent jobs and wages or to provide good quality public services for ourselves and for future generations.

These claims are all false. Our society is wealthy – but there is little or no democratic control over the use of that wealth. To change direction requires a sharp change in political thinking and the trade union movement should play a central role in developing such a debate. A change of direction requires a challenge to the political ideas that have dominated for the past thirty years. Those ideas have failed and we are now being asked to pay the price for that failure. Instead we need to build an alternative based on democracy, solidarity and the principles upon which our union and our movement were built as contained within our objectives:

“To this end the Fire Brigades Union is part of the working class movement and, linking itself with the international trade union and labour movement, has as its ultimate aim the bringing about of the socialist system of society.”

Conference agrees the principles within this statement and resolves that officials of the union will campaign at every appropriate opportunity and within every appropriate forum for those principles to be adopted by labour movement bodies with which we are associated or affiliated.

EXECUTIVE COUNCIL POLICY STATEMENT TO CONFERENCE FIGHTING THE CUTS AGENDA

The cuts agenda unleashed by the coalition government at Westminster threatens to devastate our public services and to destroy jobs, living standards and pension rights for millions of working people, including those working within the Fire and Rescue Service.

The FBU has been at the heart of the debate around responding to the cuts and at national and local level has been centrally involved in building the campaign of opposition. This has involved our work with the various official trades' union bodies (TUC, ICTU, STUC, Wales TUC etc), the Trade Union Coordinating Group, the FBU Parliamentary Group as well as the various local campaigning bodies which are emerging across the UK.

Central to defeating the cuts agenda would be a major shift in policy and the Executive Council will continue to develop strategies aimed at achieving this. The Executive Council recommends that political lobbying and campaigning around these issues is systematically developed and coordinated within every Region and by every Brigade Committee.

The Executive Council also recognises that the cuts agenda poses a number of potential industrial challenges to the FBU. The prospects for FBU members are threatened by attacks on:

- Pay;
- Jobs (including the threat of redundancy);
- Pensions;
- Conditions of service.

In each case, there is the possibility that the Union may be forced to call for strike action, either locally or nationally. As workers within an emergency service, FBU members will always be extremely reluctant to take strike action but we cannot allow the gains of the past to be dismantled as a result of the policies of the coalition government or the Fire Service employers.

In light of these concerns, in February this year the Executive Council issued a model resolution to Branches addressing these issues and seeking endorsement from members for a campaign which may lead to industrial action. This included the possibility that such action may be coordinated with other trade unions if appropriate. The Executive Council recommends to Conference that Brigade Committees take the necessary steps to ensure that every Branch meets to discuss these attacks and our response to them, including the consideration of strike action if necessary.

The Executive Council gives a clear commitment to Conference that it will continue to seek meaningful dialogue with the employers and with government on the issues of pay, jobs and pensions. Furthermore, if the employers or government persist with their attacks, the Executive Council will take the necessary steps to prepare for the possibility of national industrial action, including, if appropriate the re-calling of Conference.

NATIONAL JOINT COUNCIL AND TERMS AND CONDITIONS

Resolution 1 – PAY

This Conference is appalled by the decision of the National Employers not to make a pay offer in 2010. If the National Employers do not make an acceptable offer on pay in 2011, this Conference instructs the Executive Council to mount a campaign with the membership which, if necessary, should culminate in a ballot for industrial action up to and including strike action.

This pay campaign and any resultant industrial action to be co-ordinated with the campaigns of other public sector Trade Unions also being subjected to and challenging a pay freeze in 2011, as far as possible.

CLEVELAND AS AMENDED BY STRATHCLYDE AND MERSEYSIDE

Resolution 3 – PAY FORMULA

This Conference condemns the 2 year pay freeze imposed across the Public Sector. This pay freeze will have a long term effect on our members pay and pensions, therefore Conference instructs the Executive Council to negotiate with our employers the re-introduction of a pay formula.

CUMBRIA

Resolution 13 – NATIONAL JOINT COUNCIL

Conference demands that all attempts to dismantle the National Negotiating Machinery and the National Joint Council (NJC) be resisted by the Executive Council in the strongest possible way.

Conference acknowledges that on occasions the NJC does not deliver what is best for members of the FBU but the principle of a National body to oversee the pay and conditions of Firefighters and Emergency Fire Control Staff is one that must be retained in order to protect members and the sustainability of the Fire Brigades Union.

CHESHIRE

Resolution 14 – ADC PROCESS

Conference notes with concern the continued failings of the ITOP and ADC process, as it does not address the issue of firefighting and firefighter (control capabilities).

Conference demands that the Executive Council carries out further research into ITOPs and ADCs, with a view to negotiating a national process of promotion that includes the recognition that firefighting and firefighter (control) capabilities must be included in the ITOP/ADC process. In doing so it should examine the inclusion of any promotion process ensuring that operational capability would make up at least 51% of the process and a pass would be compulsory.

**NOTTINGHAMSHIRE AS AMENDED BY LOTHIAN & BORDERS
AND CONTROL STAFF NATIONAL COMMITTEE**

Resolution 17 – INJURY SUSTAINED ON DUTY

This Conference recognises the pro-rata arrangement of injury benefit within the different pension schemes, in relation to Retained Duty System (RDS) members. We then call upon the Executive Council to negotiate a settlement, agreed through the National Joint Council, that allows for compensation in relation to loss of earnings in RDS members primary employment.

NATIONAL RETAINED COMMITTEE

FIRE AND RESCUE SERVICE POLICY

Resolution 22 – PENSIONS IN THE FIRE & RESCUE SERVICE

Conference condemns proposals from H.M Treasury to increase employee contribution rates to pension schemes within the Fire & Rescue Service and also to introduce a tiered employee contribution rate from 2012. Conference notes that in addition to these proposals, Communities and Local Government representatives have outlined that from 2014 pension benefits would be reformed, including potential increases in retirement age and moves to end final salary schemes, replacing them with career average schemes.

Conference reiterates the opposition of the Fire Brigades Union to any detrimental changes to pension schemes within the Fire & Rescue Service and agrees the following:

- In the event of imminent legislation which would increase the retirement age within the Fire & Rescue Service of any existing pension scheme, the Executive Council shall instigate a recall of Conference with a recommendation for national strike action.

Conference recognises that arguments to increase the retirement age in the Fire & Rescue Service are undermined by Members who work past their applicable retirement age and calls on all Members not to do so.

DORSET AS AMENDED BY GRAMPIAN

Resolution 24 – FUTURE OF FIRE SERVICE EMERGENCY CONTROLS

Conference is alarmed at recent developments regarding the future of the Fire and Rescue Service in the UK and the potential impact on Emergency Fire Controls.

Regardless of any future changes to the Fire and Rescue Service, Conference demands that there should be no compulsory redundancies and that all Fire Control employees currently on Grey Book Conditions of Service remain so.

CONTROL STAFF NATIONAL COMMITTEE

Resolution 25 – MERGERS/OUTSOURCING OF FIRE CONTROL FUNCTIONS

Emergency Fire Control Staff perform a vital role and attempts to outsource/merge Fire Controls would be to the detriment of public and firefighter safety.

Conference re-iterates its opposition to the merging of any Fire Controls. The current provision of Fire Control must remain in the respective Fire and Rescue Service.

We therefore call upon the Executive Council to:

- Oppose the merger of any Emergency Fire Control Room;
- Widen the existing campaign against Regional Control Rooms to include outsourcing/mergers of Emergency Fire Control Functions;
- Mount an immediate campaign against such mergers up to and including a ballot for industrial action.

CONTROL STAFF NATIONAL COMMITTEE

Resolution 27 – TAX JUSTICE CAMPAIGN

Conference demands the Executive Council lobby the TUC and STUC to ensure the Trade Union & Labour Movement launches a major campaign calling for Tax Justice aimed at ensuring a progressive taxation system applicable to all that provides a fair means of redistributing wealth and secures appropriate sustainable funding for high quality Public Services.

This campaign to:

- Illuminate corporate tax evasion and avoidance strategies that permit Trans National Corporations that make huge profits in this country to pay little or no tax on their profits and demand an end to the tax loopholes that permit this scandal that results in up to £120 billion pounds of unpaid taxes;
- Expose and demand an end to the preferential treatment of so called Non-domiciled individuals;
- Illuminate and demand an end to the tax evasion and avoidance strategies of wealthy individuals;
- Demand the cancellation of the job cuts at HMRC and the robust application of existing tax law;
- Support the campaign for a tax on all financial transactions to fight poverty at home and overseas (Robin Hood Tax);
- Expose the vast windfall profits made by banks and financial institutions as a result of the UK Government's "quantitative easing" programme and demand these are subject to a windfall tax;
- Support the action of UK Uncut in exposing the tax avoidance strategies of big business by non violent direct action.

STRATHCLYDE

Resolution 28 – EQUALITY AND DIVERSITY REPORT

This Conference is appalled at the Government's decision to scrap the annual Equality & Diversity Report and the national equality targets which were aimed at employing more of the under represented groups into the operational workforce of the English Fire and Rescue Service (FRS).

This responsibility has now been handed over to the local FRSs who, before the targets were introduced, had never seriously attempted to make their workforces reflective of the communities they served.

The decision to scrap the report and the targets did not have an Equality Impact Assessment and will have a detrimental effect on the recruitment of the under represented groups in the FRS.

We call upon the Executive Council to:

- Continue to lobby Government to reinstate the National Equality & Diversity Report and the equality targets;
- Put in place an FBU strategy for ensuring that we monitor the recruitment of the under represented groups in the FRS;
- Assist our local officials in demanding that FRSs commit to previous local targets set, to ensure that workforces are indeed reflective of our communities.

This to be implemented by May 2012 and a Brigade Officials circular issued to update on progression.

DURHAM

Resolution 29 – LORD YOUNG'S REPORT

This Conference condemns the dilution of safe working practices by Fire and Rescue Services across the United Kingdom citing Lord Young's report "Common Sense, Common Safety" as justification.

Conference calls upon the Executive Council to carry out a comprehensive investigation into the level of threat to our member's health and safety in the workplace as a result of this Coalition Government sponsored publication.

DURHAM

Resolution 31 – CUTS TO FIREFIGHTER POSTS

This Conference demands that the Executive Council use whatever means necessary to protect all firefighter and firefighter (control) posts from the many proposed budget cuts that many Fire and Rescue Services seem intent on making as a result of the current economic situation.

NORTH WALES AS AMENDED BY CONTROL STAFF NATIONAL COMMITTEE

Resolution 32 – NATIONAL RESPONSE STANDARDS

A fire in an average sized two bed-roomed semi-detached house is equally serious, irrelevant of whether the house is in England, Northern Ireland, Wales and Scotland. Historically, the National Standards of fire cover allowed the attending fire crews to use tried and tested safe operating procedures, developed over many years.

Since the introduction of the Integrated Risk Management Planning, many Fire Authorities have chosen to downgrade their operational capability, whilst investing more money into other areas such as community fire safety.

Conference believes that this has led to a ‘postcode lottery’ of safety standards across the country, due to Fire Authorities having different mobilising arrangements and crewing levels. This is not only compromising the safety of the communities we serve, but also compromising the safety of firefighters.

Conference requires the Executive Council to instigate a study of the varying standards of fire cover that have now been introduced across the country, and the methodology that has been used to determine the level of risk; this being with a view to presenting a case for the re-introduction of national standards of fire cover.

LANCASHIRE AS AMENDED BY GRAMPIAN

Resolution 35 – PRIVATISATION WITHIN THE UK FIRE SERVICE

This Conference condemns the disgraceful attempt by the London Fire and Emergency Planning Authority to replace striking operational firefighters with strike breakers employed through Asset Co.

This Conference therefore calls upon the Executive Council to set up a working party to research the issue of privatisation throughout the UK Fire Service with a view to presenting a report to the Executive Council.

The Executive Council will then make recommendations based on the content of the report to the next Conference.

LONDON

Resolution 36 – DEFENDING EQUALITY FOR SECTIONAL MEMBERS

Sectional members of the FBU recognise the economic constraints that the Union faces as a result of reduced income at a time our members are under attack and campaigns in defence further add to the financial burden.

Under the previous Government, LGBT members witnessed great advances towards LGBT Equality; but note that during this period, the Conservative Party consistently opposed such advances. Now that we have a Coalition Government with the Conservatives holding the power, LGBT members are fearful of the attacks that are being mounted against Equality.

Since the General Election, the new Fire Minister has sent a clear message that Equality in the Fire Service does not matter and has scrapped the Fire and Rescue Service 10 year Equality Strategy.

Not only is this Government intent on smashing Trade Union rights, but also has little regard for Equality. It is now that all sectional Officials must work hardest to ensure our rights are not eroded.

Conference calls on the Executive Council to ensure that any internal financial savings applied, do not impact disproportionately on our sectional Officials ability to continue to defend our members' rights. If financial savings must be applied, it should be across the board to all officials, all sections and regions in a fair and equitable manner.

**LESBIAN, GAY, BI-SEXUAL AND TRANS MEMBERS
AS AMENDED BY BLACK AND ETHNIC MINORITY MEMBERS**

HEALTH, SAFETY AND WELFARE

Resolution 39 – DYNAMIC RISK ASSESSMENTS

Conference feels that thorough pre planning for incidents through Generic Risk Assessments and Standard Operating Procedures provide safer systems of work for Operational Firefighters and Control Staff. These procedures and assessments are often being undermined with Brigades utilising Dynamic Risk Assessments to the detriment of members' health, safety and welfare.

Conference calls on the Executive Council to conduct an investigation into the inappropriate application of the Dynamic Risk Assessment process in Fire and Rescue Services; the results to be published 12 months from this Conference.

NORTHUMBERLAND

Resolution 40 – INTEGRATED PERSONAL DEVELOPMENT SYSTEM

The Integrated Personal Development System was formulated to address Health and Safety issues that arose through firefighter deaths and injuries in the 1990s. Whilst we acknowledge that its implementation has been inconsistent, it is still fundamental to firefighter safety. The Fire Minister's statement that the Government will not be enforcing national policy upon Fire and Rescue Services has seen many seeking to dismiss the Integrated Personal Development System as 'dead', or at best to reduce the importance they place upon its delivery and workforce development.

Conference calls upon the Executive Council to campaign against any attempts to dilute the Integrated Personal Development System, and to ensure that officials have the knowledge and understanding to enable them to support this campaign locally.

NORTHUMBERLAND

Resolution 42 – SPECIFICATION FOR VEHICLES BEING DRIVEN BY FLEXI DUTY SYSTEM OFFICERS

This Conference calls upon the Executive Council to produce a report which focuses on the minimum specification/standard required for vehicles being driven by Flexi Duty System (FDS) officers whilst responding to incidents on blue lights. The National Policing Improvement Agency has identified a number of vehicles in use by Police forces as being appropriate for response driving, taking account of New Car Assessment Programme safety ratings and certain modifications including the upgrading of braking and suspension systems. FDS officers are currently responding to incidents in vehicles that may not be suitable for emergency response driving and a national standard should be adopted in consultation with police and ambulance partners.

NORTH YORKSHIRE

TRADE UNION, LABOUR MOVEMENT AND INTERNATIONAL ISSUES

Resolution 48 – PALESTINE

Conference is appalled at the constant danger faced by Palestinian Emergency Service Workers on a daily basis as they attempt to rescue sick and dying casualties whilst under attack from Israeli Occupation Forces.

The Fire Brigades Union has a long history of supporting people in struggle throughout the world in general and Palestine in particular. Even though the FBU faces unprecedented attacks on its members as a result of the ideologically driven cuts, we should not stop our international work.

All Emergency Service Workers in Gaza and the Occupied West Bank are under constant threat of violence from Israel and have seen hospitals, fire stations and emergency service vehicles directly targeted resulting in the destruction of vital infrastructure and deaths and injuries of workers.

Conference urges the Executive Council to work with political allies to exert continued pressure on the UK Government to not only impose sanctions against Israel, but also to provide support to Emergency Service Workers in East Jerusalem, Gaza and the Occupied West Bank.

Conference further instructs the Executive Council to investigate a further project, in conjunction with other UK Trade Unions where possible, which will provide physical support for Palestinian Emergency Service Workers.

WILTSHIRE

EDUCATION

Resolution 50 – LGBT SCHOOL, SUPPORTING OUR MEMBERS NEEDS

Lesbian, Gay, Bi-sexual & Trans (LGBT) members congratulate the officials responsible for organising the successful LGBT school in October 2010. The school was a great triumph, despite a large number of our members from London being unable to attend as a result of London Fire Brigade withdrawing trade union leave facilities as a consequence of the industrial action taking place over imposed changes to duty systems.

Our members have benefited from access to an annual LGBT school for over a decade. Although the function of the school is primarily trade union education it also provides a unique opportunity for our members to access their officials and discuss issues in a safe environment. For many members, the school has been the first step in a process of 'coming out' and for many of our officials their first active trade union involvement has been at the school.

In previous years, as a result of financial hardship to the Union, the LGBT school has had to be cancelled. Last year again faced with financial constraint, the LGBT school had its budget cut by 50%, the largest reduction applied to any education event. The impact of such a reduction meant the promotion of the school was reduced and student numbers greatly restricted.

LGBT members call on the National Officer with the remit for education, and Executive Council, to ensure that prior to future cuts in education, that full consideration be given to the function of the LGBT school not only in terms of education but also support, LGBT members ask that consideration be given that we have already received the heaviest burden in requirements to make savings in education and ensure the LGBT Officials tasked with planning the school are fully consulted on any efficiencies that need to be made.

LESBIAN, GAY, BI-SEXUAL AND TRANS MEMBERS

LEGAL

Resolution 51 – DRIVING THROUGH RED TRAFFIC LIGHTS

Conference is concerned at the apparent expectation of some Fire & Rescue Services that their employees should drive through red traffic lights when proceeding to an emergency call. Conference is further concerned that Fire & Rescue Authorities then hide behind the Local Authorities (Indemnities for Members and Officers) Order 2004 and Section 111 of the Local Government Act 1972 and refuse to provide legal representation to emergency vehicle drivers when an accident occurs and criminal proceedings follow.

Therefore Conference calls upon:

- Brigade Committees to raise the matter locally with a view to ensuring all relevant staff instructions and driver training make it plain that drivers should stop at red traffic lights on all occasions and only proceed in accordance with the minor exemptions of the law;
- The Executive Council to urgently research the current entitlement to state funded legal aid alongside the merits and potential costs of extending the FBU's legal services to include legal representation for members who drive emergency vehicles at work.
- For the Executive Council to raise the matter at the NJC such that appropriate provisions may be jointly agreed with the employers, and then for joint representations to be made to government for appropriate exemptions to be made to the Local Authorities (Indemnities for Members and Officers) Order 2004. These appropriate exemptions should properly support emergency workers who are trained and required to drive an emergency vehicle as a part of their contract of employment to 999 emergencies. The exemptions should permit the employer to fund full legal representation for their employee up to and including any further appeal.

ESSEX AS AMENDED BY BEDFORDSHIRE

Resolution 52 – GRANT OF PROBATE

This Conference instructs the Executive Council that, in the event of the death of a paid up member of the AIF (or a member who has retired and subsequently dies within 28 days of such retirement), Thompsons, if required, can be instructed to act for the personal representative of the member with regard to administering the Grant of Probate. This service will be provided free of charge to the personal representative and will be carried out as soon as is reasonably practicable.

HAMPSHIRE

FAIRNESS AT WORK

Resolution 54 – ALL DIFFERENT ALL EQUAL

This Conference recognises the importance of the need for the All Different All Equal policy of the Fire Brigades Union in defending the dignity of our members whilst at work.

However, this Conference feels that the Policy requires reviewing and updating not only to fully support all our members, but also to improve the Policy to make it more 'user friendly' for both FBU Representatives and members.

Therefore, this Conference instructs the Executive Council to review the Policy. This review must include a cross section of FBU Representatives and Officials, including Regional Secretaries responsible for implementing the policy, Sectional Representatives and Officials. This review must commence immediately following Annual Conference 2011 and report on their recommendations no later than 1st January 2012. This Conference further instructs the Executive Council to submit any required Rule Changes to the next Conference of the FBU.

WEST MIDLANDS AS AMENDED BY NORTH WALES

Resolution 55 – EQUALITY AND DIVERSITY

This Conference condemns the difficulties that Government economic policy has placed upon the Fire and Rescue Service's (FRS) ability to recruit new staff.

We also condemn the current Government policy that has seen the equality and diversity agenda downgraded.

Despite this, we still need to ensure that the UK FRS continues to employ a workforce that represents the communities we serve.

The Equality Act 2010 supplements all existing anti-discrimination laws, and the FBU needs to have a coherent strategy in place to make sure that:

- All our reps and officials who represent on equality issues understand the Equality Act 2010 and receive the appropriate training;
- There is an FBU procedure in place in every FRS to ensure that the Act is being complied with;
- Our Union continues to place equality and diversity high on the agenda at every level in every FRS;
- Our Union continues to demand that every FRS commits to the local recruitment targets for Black & Minority Ethnic groups that were agreed in the last Communities and Local Government Equality and Diversity Report (2009).

This strategy needs to be outlined and implemented by May 2012.

BLACK AND ETHNIC MINORITY MEMBERS AS AMENDED BY MERSEYSIDE

Resolution 57 – EQUALITY TARGETS

Annual Conference is appalled at the Coalition Government's scrapping of centrally driven 'equality targets' for under-represented groups in the Fire and Rescue Service.

Instead, this responsibility has been handed over to the control of local Fire and Rescue Authorities, sending out a clear message that a centralised equality strategy for the UK Fire and Rescue Service is unimportant to this Government.

Fire and Rescue Services have been historically reluctant to actively recruit women firefighters and are renowned for using positive action solely as a tick box exercise to achieve a 'gold standard' in auditing processes. The removal of centrally driven targets has not been equality impact assessed and will undoubtedly have a detrimental effect on women.

Conference calls upon the Executive Council to actively lobby Government to reinstate reflective targets and closely monitor the recruitment and retention of women firefighters within the UK Fire and Rescue Service.

NATIONAL WOMEN'S COMMITTEE

INTERNAL

Resolution 65 – FBU MEMBERSHIP

This Conference instructs the Executive Council to carry out a feasibility study with a view to facilitating access to membership of the Fire Brigades Union to all employees of UK Fire and Rescue Services, the outcome of this study to be reported to the next Conference of the Fire Brigades Union.

NORTHERN IRELAND AS AMENDED BY MERSEYSIDE

Resolution 67 – MEMBERSHIP RECRUITMENT

Conference notes the work carried out by officials in recruiting new members into the FBU, but as the workforce nationally has been reduced, this is having a detrimental effect on membership numbers and the consequential drop in subscriptions which affects the finances.

Conference therefore calls on the Executive Council to make the membership application process more accessible to new members and explore ways of expanding the membership.

CHESHIRE

Resolution 68 – POLITICAL FUND

This Conference instructs the Executive Council to launch a campaign illustrating the benefits of the Political Fund with a view to the recruitment of all members. This campaign should commence as soon as practicable.

NORTHERN IRELAND

Resolution 72 – CANVASSING

This Conference calls upon the Executive Council to set up a working party on the possibility of introducing regulated canvassing for elections within the FBU Rule Book.

The Executive Council will then make recommendations with any possible rule changes based on the content of the report to the next Conference.

LONDON

EMERGENCY RESOLUTIONS CARRIED ...

Emergency Resolution No. 1

ATTACKS ON FIRE SERVICE PENSIONS

On 10th March 2011 the final report of the Independent Public Service Pensions (Hutton) Commission was released. This report contained 27 recommendations that were accepted as a basis for consultation by Government in the Budget speech delivered on 23rd March 2011.

The key recommendations included introducing a new structure for pensions schemes by 2015 with a move to career average schemes from final salary schemes, an increase in the normal retirement age in line with the state pension age with an exception in the case of the uniformed services where it will be set at age 60, tiered contributions for higher earners and a fixed cost ceiling to minimise the cost risk to taxpayers.

These proposals follow on from an earlier decision by the Westminster government to increase employee contribution rates in public service pensions by around 3% across the range.

Conference recognises that these proposals constitute a sustained attack on public service pensions and reiterates its opposition to any detrimental changes to pension schemes within the Fire and Rescue Service.

The FBU has raised concerns about the proposals with Ministers, at the Firefighters Pension Committee and with officials of the Department for Communities and Local Government.

The union will be fully involved in these talks and will continue to protect the pension provision of FBU members and will continue to challenge the claim that public sector pensions are unaffordable and unsustainable.

Conference agrees to continue to campaign against any detrimental changes to the fire service pension schemes (FPS; NFPS; LGPS) by any means required. This will involve:

- Encouraging members to participate in the members' survey launched this week;
- Ensuring that every branch meets to discuss and vote on the model resolution circulated by the Executive Council;
- Continuing to lobby politicians at national and local level.

Conference is committed to seeking genuine dialogue and negotiations with government. FBU members will always be extremely reluctant to take any form of industrial action. However, we cannot allow our pension schemes to be dismantled and therefore if such negotiations and campaigning are not successful, Conference recommends that members prepare for national strike action. As agreed at conference 2010 this will include coordinating action with other unions where possible and appropriate. Conference instructs the Executive Council to begin to make preparations for this following annual conference.

EXECUTIVE COUNCIL

Emergency Resolution No. 3

HUTTON – PENSIONS & PAY INTRINSICALLY LINKED

Conference notes the recommendations of the Lord Hutton's Final Report on Public Service Pensions released on 10th March 2011.

Conference recognises the attack this report recommends on our members pensions. We also recognise our pensions are our life-long pay and that the pensions we eventually receive are intrinsically linked to our pay whilst in work.

Lord Hutton's final report has implications for every FBU member whether working retained, wholetime, officer or in control.

Contained within the Hutton report are recommendations for our members to pay increased pension contributions which will need to be found and afforded from our members pay packets. It has always been the case our pensions and pay are intrinsically linked.

Hutton also recommends our future pensions should be based on the average salaries our members earn whilst working. If the Hutton recommendation concerning average salaries is introduced, this will mean the current pay freeze is already adversely affecting our future pensions. Conference also recognises the pay freeze is already affecting the final salary pensions received by our members who have recently retired or who may retire before we achieve our next pay rise.

Conference calls upon the Executive Council to remind our employers, the Government AND DEVOLVED ADMINISTRATIONS that our members' pay has already been frozen for 22 months since our last negotiated "CATCH-UP" pay rise in July 2009.

Conference further calls on the Executive Council, Regional Committees, Sectional Committees and all Brigade Committees to initiate and support a membership campaign drawing attention to the Hutton recommendations and highlighting the fact that our pensions and our pay are intrinsically linked. The campaign should be aimed at building support to oppose any detrimental changes to our pension schemes and for achieving appropriate levels of professional pay befitting our members' contribution to public service. The campaign should be clear that, if necessary, we shall call on all FBU members to support and carry-out industrial action up to and including national strike action in pursuit of these fundamental aims.

CAMBRIDGESHIRE

Emergency Resolution No. 4

FIRE AND RESCUE SERVICE MUTUAL

Conference is extremely concerned that Cleveland Fire Brigade (CFB) has established a Fire & Rescue Authority (FRA) approved “trading arm.” The stated purpose of this “trading arm” is to attract alternative funding in the guise of a profit making social enterprise company, whereby any operating profit would be reinvested in CFB. The stated long term aim of this project is that CFB will no longer remain a local authority Fire & Rescue Service (FRS) within the public sector, but would become a Social Enterprise Mutual.

Conference notes that the proposals as reported in the Guardian newspaper on the 19th of April 2011 do not at this time relate to core FRS activity, but are connected with other safety critical tasks currently undertaken by private contractors in the petrochemical and other similar industries.

Conference is alarmed that this move towards privatisation may at some time in the future also include those FRS functions which are a requirement of FRA's under the Fire and Rescue Services Act 2004. Furthermore we see this as confirmation that funding within the UK FRS is totally inadequate and therefore call on government to review funding arrangements for the whole of the UK FRS.

Conference will oppose any such scheme which involves the undertaking of any functions currently provided by a local authority FRS's and commits to campaigning both politically and industrially where necessary, in the event that such schemes are proposed which impact adversely on members' jobs and conditions.

CLEVELAND

Emergency Resolution No. 5

SCOTTISH FIRE & RESCUE SERVICE CONSULTATION

This Conference notes that on 10th February 2011 the Scottish Government began a Consultation on the Future of the Fire and Rescue Service in Scotland.

Conference also notes the Initial Options Appraisal Report which preceded the consultation.

This exercise by the Scottish Government is about cuts to Fire Service budgets in Scotland. This will result in threats to our members' jobs, particularly Firefighters on the retained duty system, officers and control staff.

This Conference calls on the Executive Council to commit to fighting these cuts, every job loss, including job losses from forced relocation of posts. This to be done within the framework of FBU policies, in particular Emergency Resolution 1 and Resolution 32 from Annual Conference 2010.

LOTHIAN & BORDERS

Emergency Resolution No. 6

FIREFIGHTER MAGAZINE – PUBLICATION & DISTRIBUTION COSTS

Following the publication of the Annual Report 2011, this conference is perturbed by the annual cost of £210,000 approximately, for the publication and distribution of Firefighter magazine, at a time when we are considering the need to make stringent cuts within the Fire Brigades Union.

We call on the Executive Council to urgently enquire into how these costs arise and where savings can be made. For example, are there benefits to be gained by promoting the option of registration for electronic distribution of Firefighter magazine amongst members and Retired and Out of Trade Members to save on production and distribution costs?

The potential advantages of this being both environmental and financial.

A report back to Regional Committees on the findings of the survey, complete with recommendations, should be made within 6 months of this conference, and steps to apply the conclusions to be implemented immediately on their approval.

WEST YORKSHIRE

Emergency Resolution No. 8

GFIW – IRAQ

Conference strongly protests against the Iraqi Governments decision to withdraw recognition of the GFIW and appoint partisan officials to take over union structures and assets and oversee deeply flawed union elections. This worrying interference in the internal affairs of unions is a breach of International Labour Standards.

Conference calls on the Executive Council to bring political pressure to bear, by whatever means possible, on the Iraqi Government to repeal its repressive decrees, to restore recognition to the GFIW and its structures.

Furthermore, conference calls on the Executive Council to continue support for Iraqi Trade Unions during these difficult times.

GREATER MANCHESTER

Emergency Resolution No. 10

DAY CREW PLUS (DCP)

Conference notes the letters sent on 6th April 2011 by Devon & Somerset FRS to all wholetime staff inviting “expressions of interest” from staff wishing to work a new duty system entitled “Day Crew Plus”.

This system involves reducing the number of wholetime Firefighters on a station by around half by reducing the number of watches from four down to two. The Firefighters who are left will be expected to work between 84 and 96 hours on duty a week.

Conference believes that such a duty system is unprofessional, outdated and unfit for purpose. If implemented such duty systems will mean:

- Massive wholetime Firefighter job losses;
- Resilience in the Service greatly reduced;
- Fewer Firefighters during protracted incidents, particularly in smaller FRS's;
- Reduction in Fire Cover as neighbouring stations have to provide cover across different areas when Firefighters reach exhaustion point.

Conference notes that the letters requesting “expressions of interest” offer staff a 32% additional allowance to work the system and then go on to state that a “first come first served basis will apply”. The letter further states that if there are insufficient volunteers from wholetime staff then applications from the RDS may be sought. The letter then makes reference to the risk of compulsory redundancy for wholetime staff.

Conference believes that the contents of this letter amounts to a crude attempt to try and get Firefighters to sell out their colleagues jobs by offering second rate financial bribes and applying pressure through fear of job losses in an attempt to accept them. Conference condemns such letters as an attempt by Fire Authorities to undermine the Union's ability to negotiate on behalf of our members and urges all members not to sign any expression of interest.

Conference condemns the devastating impact such duty systems would have on the family lives of Firefighters and believes that such systems are not fit for purpose let alone the 21st century Fire & Rescue Service. They are:

- Outside the Grey Book;
- Outside the Working Time Directive;
- Outside National Pay Rates.

Conference notes that other Fire & Rescue Services have either implemented or are considering implementing similar duty systems and believes that this issue must be addressed as a matter of urgency at a National level.

Conference therefore demands that the Executive Council:

- Tables this issue at the National Joint Council with a view to achieving a joint circular informing Fire & Rescue Services that such systems will not be supported by the NJC;
- Raises this matter with Thompsons seeking urgent legal advice regarding areas such as the Working Time Directive & Equality legislation;
- Sends out a circular to all members informing them of the dangers of such systems and urging them not to sign any “expressions of interest”;
- Considers a strategy of co-ordinated action within the FRSs who are considering the implementation of such Duty Systems.

DEVON & SOMERSET

MOTIONS REMITTED TO THE EXECUTIVE COUNCIL ...

Resolution 5 – VOLUNTARY REDUNDANCY – NATIONAL GUIDANCE

This Conference is deeply concerned at the implementation of the Government's Comprehensive Spending Review and its negative impact upon the British Fire Service.

We also acknowledge, and fully support, the FBU policy on compulsory redundancy.

However, we note that brigades are now increasingly considering options such as voluntary redundancies to balance budgets.

This Conference calls upon the Executive Council to task the appropriate National Officer to produce guidance for Brigade Officials on negotiating with management terms of VOLUNTARY redundancy.

Issues within the scope of this guidance shall include guidance on:

- Selection criteria for candidates for voluntary redundancy;
- The impact of Efficiency Retirements on members' pensions entitlements;
- Negotiating an agreement with managers on voluntary redundancy.

This guidance to be produced, approved by the Executive Council and circulated within 6 months of Conference 2011.

WEST YORKSHIRE

Resolution 8 – SHIFT ALLOWANCE

This Conference instructs the Executive Council to immediately enter into negotiations with our employers to secure a shift allowance for Firefighters and Firefighters (Control) in all roles who work anti social hours.

NORTHERN IRELAND

Resolution 9 –NATIONALLY AGREED WHOLETIME SHIFT DUTY SYSTEM

This Conference instructs the Executive Council to enter into negotiations at the National Joint Council on a nationally agreed whole time shift duty system. Negotiations should commence as soon as possible after close of this Conference and regular updates on progress be provided to members.

CLEVELAND

Resolution 10 – PRE-ARRANGED OVERTIME

This Conference is concerned that a number of brigades are deliberately reducing establishment levels and are using pre-arranged overtime to cover for planned shortfalls in establishments. This is in breach of the Scheme of Conditions of Service 6th Edition, Section 4, Part B, paragraph 26.

Therefore, this Conference instructs the Executive Council to ballot the members on the introduction of a ban on pre-arranged overtime.

CLEVELAND

Resolution 12 – WATER RESCUE

Conference notes that Water Rescues are not a statutory duty of Fire and Rescue Authorities and that they receive no additional funding for carrying them out.

This Conference is of the opinion that the carrying out of water rescues is outside of the firefighter role map and therefore Conference instructs the Executive Council to raise the matter at the National Joint Council (NJC) and where it is established by a Fire and Rescue Authority, there is a requirement for firefighters to carry out water rescue, then there should be an NJC agreed additional payment made to those carrying out these duties that are in addition to their NJC agreed role map.

HUMBERSIDE

Resolution 16 – SUPERVISORY MANAGERS' PAY

This Conference demands that the Executive Council negotiate with our employers at the NJC to secure recognition of the difference in responsibility that the development roles of supervisory Crew and Watch Managers entail, and that this recognition is reflected in the difference in remuneration for these roles by way of an increase. On many stations (particularly RDS stations), there is very little appetite to take on such roles when the increased levels of responsibility are not reflected in the difference in pay.

NORTH WALES

Resolution 18 – DUTY SYSTEMS

This Conference demands that no new Retained Duty Systems (RDS) be introduced without full negotiations and agreement with the FBU and its RDS members, and that any new scheme does not constitute anything lower than Grey Book conditions.

NATIONAL RETAINED COMMITTEE

Resolution 19 – TRAINING TIME

This Conference demands that the Executive Council negotiate with our employers at the National Joint Council to ensure that all Brigades provide Retained Duty System Staff with a minimum of 3 hours for weekly Drill nights to allow Firefighters to achieve and maintain competency.

NATIONAL RETAINED COMMITTEE

Resolution 34 – CO-RESPONDING

This Conference asks the Executive Council to progress talks with the National Joint Council on the issue of co-responding in the Fire and Rescue Service. It is recognised that co-responding is becoming more prevalent in Fire and Rescue Services up and down the country with variants and inconsistencies. A national approach would protect our members who wish to partake, and safeguards could be put in place to protect the current role maps.

Co-responding should remain outside of the current role maps, but a safe system of working should be agreed. These measures put in place to prevent Fire and Rescue Services from dividing our workforce. Currently our Control Room members are still required to mobilise to incidents and the lack of a nationally agreed position marginalises our brothers and sisters. Our Retained Duty System staff are used to provide crew for co-responding schemes, thereby preventing them from having FBU protection and membership.

As a responsible trade union we cannot continue to ignore such a contentious issue without having meaningful dialogue and resolution that would ultimately protect and increase our membership.

HAMPSHIRE

Resolution 43 – FIREFIGHTER SAFETY IN HIGH RISE BUILDINGS

We call upon Conference to accept that following a series of tragic firefighter deaths in high rise buildings, that any current procedures adopted using the same in built firefighting facilities will not offer the necessary levels of health and safety to protect members at such incidents.

We have to accept that low pressure dry risers and the procedures required to maintain and guarantee their use together with the use of low pressure main jets in compartment fires within high rise buildings, is an out dated approach to firefighting based on a lack of adequate firefighting facilities within such buildings.

With this in mind, we ask that the Executive Council adopt this position and work with Government and the Fire Service to push for a system of secured high pressure hose reels to be installed within all high rise buildings for use on each floor, similar to those facilities used on pumping appliances for compartment fires.

This would alleviate the burden of cumbersome procedures to address the current problems of inadequate in built firefighting facilities, and offer the necessary means for protecting members engaged in firefighting duties.

STAFFORDSHIRE

Resolution 49 – FBU EDUCATION PROGRAMME

B&EMM does not believe that the current FBU Education programme addresses the lack of knowledge and expertise within the Union on two key equality and diversity issues, namely, Equality Impact Assessments (EIA) and All Different All Equal (ADAE) investigations.

EIAs are an important tool to ensure that the vital services we deliver to our communities are supported by the correct Fire and Rescue Service (FRS) policies, procedures and custom and practices. We need officials who are fully aware of this and who are trained to ensure that EIAs are carried out in order to challenge discriminatory and potentially detrimental FRS policies.

ADAE investigations are vitally important in ensuring that all our members receive a fair adjudication prior to full representation from our Union. We do not believe that enough has been done to ensure that all investigators receive the correct training in order to produce a thorough and fair investigation.

To rectify this issue, Conference agrees that a specific stand alone school be added to the FBU education programme with these two subjects as the core and with the aim of giving the appropriate training and education to:

- Enable the FBU to have qualified expert Equality Impact Assessors;
- Ensure that reps/officials who are likely to be ADAE investigators have the appropriate skills.

This to be included in the 2012 National Education programme.

BLACK AND ETHNIC MINORITY MEMBERS

Resolution 63 – REVIEW OF UNION CONTRIBUTION RATES

FBU members are facing a possible pay freeze and a possible pension contribution rate rise, therefore this Conference instructs the Executive Council to carry out a review of ordinary members union contribution rates and the effects on the Fire Brigades Union if the Union contribution rate for full time members were to be reduced from 1% of a firefighter (competent) rate of pay to 0.75% of a firefighter (competent) rate of pay.

The review should be reported to Regional Committees by 1/12/11.

CENTRAL

Resolution 64 – RETAINED DUTY SYSTEM CONTRIBUTION RATE

This Conference notes that some Retained Duty System (RDS) members pay Retained subscriptions as set out in Rule 5 (1) (f), yet are working as many positive hours as Wholetime Duty System (WDS) members.

This Conference therefore calls on the Executive Council to amend Rule 5 (1) (f), to state that those RDS members who work fully or partly WDS shifts pay contributions to reflect those additional hours.

CUMBRIA

Emergency Resolution No. 9

SEVERING OF TIES WITH ISRAELI HISTADRUT

That this Conference notes:

- the collusion of the Israeli Labour Organisation Histadrut in the ongoing brutal violation of human rights of Palestinians;
- the policy positions adopted by Histadrut which endanger regional peace;
- the appeal from Palestine civil society for “broad boycotts and disinvestment initiatives against Israel similar to those applied to South Africa in the apartheid era”, which was signed by over 170 Palestine organisations, including the Palestinian General Federation of Trade Unions;
- the recent call from the Palestinian General Federation of Trade Unions for National Trade Union Federations and Congresses to derecognise Histadrut as a National Trade Union Federation and labour movement partner;
- Histadrut’s links with the Jewish National Fund, whose acquisition and control of land in Israel and the occupied territories actively discriminates against Palestinians.

Conference demands that the EC lobby the TUC and STUC to:

- sever all ties to the Israeli Histadrut and derecognise them as a Trade Union and Labour movement partner until this organisation supports the application of international law and guarantees human and trade union rights to Palestinians and Palestinian workers.

STRATHCLYDE

MOTIONS DEFEATED ...

Resolution 44	– LABOUR PARTY RE-AFFILIATION	TYNE AND WEAR
Resolution 53	– TRAINING FOR ADVOCATES	NATIONAL WOMEN'S COMMITTEE
Resolution 58	– REORGANISATION SUB-COMMITTEE	GREATER MANCHESTER
Resolution 59	– ANNUAL CONFERENCE	SHROPSHIRE
Resolution 60	– REORGANISATION OF THE FBU	BLACK AND ETHNIC MINORITY MEMBERS
Resolution 73	– ANNUAL CONFERENCE ORGANISATION	BEDFORDSHIRE
Emergency Resolution No. 2	– ATTACKS TO PENSIONS	LONDON

PROPOSED ALTERATIONS TO THE RULES OF THE UNION

RULE 7	ANNUAL CONFERENCE	CARRIED
RULE 5 (3)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED AS A CONSEQUENTIAL
RULE 6 (2)	CONSTITUTION AND GOVERNMENT OF THE UNION	CARRIED AS A CONSEQUENTIAL
RULE 8 (6)	CONSTITUTION AND POWERS OF THE EXECUTIVE COUNCIL	CARRIED AS A CONSEQUENTIAL
RULE 8A (5) (a)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 8A (5) (c)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 8A (7)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 8B (4)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 10 (1)	PRESIDENT AND VICE-PRESIDENT	CARRIED AS A CONSEQUENTIAL
RULE 12 (5)	THE NATIONAL TREASURER	CARRIED AS A CONSEQUENTIAL
RULE 13 (7)	THE GENERAL SECRETARY	CARRIED AS A CONSEQUENTIAL
RULE 17	THE TRUSTEES	CARRIED AS A CONSEQUENTIAL
RULE 19A (8)	CANVASSING	CARRIED AS A CONSEQUENTIAL

RULE 20 (3) (a)	REGIONAL COMMITTEES	CARRIED AS A CONSEQUENTIAL
RULE 20 (6) (a)	REGIONAL COMMITTEES	CARRIED AS A CONSEQUENTIAL
RULE 26 (4) (b) (ii)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 26 (4) (b) (iii)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 28	HONORARIA AND EXPENSES	CARRIED AS A CONSEQUENTIAL
RULE 29	AFFILIATION	CARRIED AS A CONSEQUENTIAL
RULE 33	RULES AND ANNUAL REPORTS	CARRIED AS A CONSEQUENTIAL
RULE 35	ALTERATION OF RULES	CARRIED AS A CONSEQUENTIAL
RULE 8A(1) (a)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 8A (5) (a)	INTERNAL UNION DISCIPLINE	CARRIED AS A CONSEQUENTIAL
RULE 26A (1)	MOTION OF NO CONFIDENCE	CARRIED AS A CONSEQUENTIAL
RULE 26A (4)	MOTION OF NO CONFIDENCE	CARRIED AS A CONSEQUENTIAL
RULE 18 (1)	REGIONAL OFFICIALS	CARRIED
RULE 18 (5)	REGIONAL OFFICIALS	CARRIED AS A CONSEQUENTIAL
RULE 20 (6)	REGIONAL OFFICIALS	CARRIED AS A CONSEQUENTIAL
RULE 21 (3) (b)	BRIGADE COMMITTEES	CARRIED

RULE 5 (1) (c)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED AS A CONSEQUENTIAL
RULE 5 (1) (h)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED AS A CONSEQUENTIAL
RULE 5 (8)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED AS A CONSEQUENTIAL
RULE 18 (4)	REGIONAL OFFICIALS	CARRIED AS A CONSEQUENTIAL
RULE 20 (3) (d)	REGIONAL COMMITTEES	CARRIED AS A CONSEQUENTIAL
RULE 28	HONORARIA AND EXPENSES	CARRIED AS A CONSEQUENTIAL
RULE 30 (4) (c)	ACCIDENT INJURY AND DEATH BENEFIT FUND	CARRIED
RULE 30 (6) (d)	ACCIDENT INJURY AND DEATH BENEFIT FUND	CARRIED

PROPOSED ALTERATIONS TO THE STANDING ORDERS OF ANNUAL CONFERENCE

Standing Order 13 EXECUTIVE COUNCIL **CARRIED**

Standing Order 13

The Executive Council shall nominate two Tellers and two ballot Scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.

Final Appeals Committee

REGION/SECTION	NAME
Region 1	Paul Wilson
Region 2	Jim Quinn
Region 3	Pete Wilcox
Region 4	Graham Wilkinson
Region 5	Steve Shelton
Region 6	Tom Murray
Region 7	Brian Moss
Region 8	Cerith Griffiths
Region 9	Adrian Clarke
Region 10	Joe MacVeigh
Region 11	Mark Simmons
Region 12	Alli Burrows
Region 13	Phil Jordan
NWC	Kerry Baigent
LGBT	Pat Carberry
NRC	Harry Cotter
B&EMM	Ludwig Ramsey
ONC	Peter Moss
CSNC	Sasha Farley

Firefighter Representative

REGION/SECTION	NAME
Region 1	John Duffy
Region 2	Dermot Rooney
Region 3	Paul Reames
Region 4	Ian Watkins
Region 5	Steve Harman
Region 6	Gary Mitchell
Region 7	Pete Goulden
Region 8	Chris Burns
Region 9	Kevin Napier
Region 10	Paul Embery
Region 11	Danni Armstrong
Region 12	Eduardo Cardoso
Region 13	Val Hampshire
NWC	Jo Byrne
LGBT	Lucy Masoud
NRC	Harry Cotter
B&EMM	Ludwig Ramsey
ONC	Martin Pottinger
CSNC	Sharon Thorndyke

Election of Standing Orders Committee

Re-elected

Brother Stewart Kinnon (Strathclyde) for 4 Annual Conferences



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