

OCTOBER 2025

RED NOTICE



General secretary's comment

Welcome to October's Red Notice, your monthly FBU update.

Our thoughts are with all affected by the tragic Manchester synagogue attack. Firefighters showed immense courage and professionalism during the emergency response.

In September, national officials advanced pay reform discussions with employers and gained strong backing from trade unions and political allies at conferences for fire service investment.

Together, we'll continue fighting for the recognition and resources our service deserves.



PROGRESS IN PAY REFORM DISCUSSIONS



Significant progress has been made on pay reform since the July pay agreement. In September, regional officials met to explore potential pay structures and build on discussions at August's brigade officials meeting.

National officials also attended a National Joint Council (NJC) meeting in Cardiff, where all parties reaffirmed their commitment to advancing pay reform and working together to address the challenges involved in defining firefighters' role-maps.

Fire services pushed to limits by major wildfires

This summer's wildfires at Holt Heath and Langdale Moor exposed the fire service's severe resource shortages. Crews from neighbouring areas battled the blazes for weeks.

With thousands of jobs at risk, the union demands urgent government action to protect communities.

FBU secures conference backing for fire service investment

In September, TUC Congress and Labour Conference backed FBU motions demanding more funding for public services and action on firefighter shortages. Delegates also supported FBU-backed resolutions on climate change and introducing a wealth tax.

BUILD YOUR UNION

Go to your local pay reform meeting

Local officials will be holding meetings in the coming months on the campaign for pay reform. Find yours: www.fbu.org.uk/campaigns/pay-reform

Demand investment from politicians

Write to your MP and councillor making the case for investment and pay reform. Use the online tools here: www.fbu.org.uk/campaigns/pay-reform

Take part in the racism survey

All members are invited to join the independent FBU review on potential racism. Take part: <https://www.surveymonkey.com/r/D8TCTLY>

MANCHESTER FIREFIGHTERS RESPOND TO TERRORIST ATTACK

On 2nd October, 11 fire appliances and around 60 firefighters responded to a terrorist attack on a Manchester synagogue, assisting trauma victims. The FBU commends their bravery and sends its condolences to all those affected by the incident.

Greater Manchester is one of two UK services with FBU-negotiated agreements, providing specialist training and equipment for such attacks.

Buckinghamshire faces further cuts

Buckinghamshire Fire Authority is considering new proposals that could see the loss of eight fire engines and two fire stations. Councillors are expected to discuss the plans at a meeting in mid-November, where they may approve a public consultation.

The county has already endured some of the worst cuts in the UK, losing over a third of its firefighters between 2010-2024. The FBU is urging the fire authority to reject further reductions and join the national campaign for investment.



72 Avon firefighters face axe

Avon Fire and Rescue Service has put forward plans to cut up to 72 firefighter roles to address a £2 million budget deficit for 2026-27.

The FBU has warned that this will harm safety and response times. Firefighters are lobbying local politicians for improved funding and are set to protest outside the authority meeting on 28 November, when councillors will decide the cuts.



Key dates for your diary

- **25 October**
Scotland Demands Better rally
- **10-21 November**
COP30
- **25 November**
White Ribbon Day
- **Various dates**
Pay reform briefings
- attend your local meeting



Education events

- **22-24 October**
Pensions: Ill-Health Retirement (open for applications)
- **29-31 October**
B&EMM School
- **11-14 November**
National School (open for applications)

