

GENERAL SECRETARY

CHANGE MUST BE FOR THE

BY THE time this hits the Fire Stations and Control Rooms maybe the floods will have abated ... strange that in this so called "advanced" country the weather has caused such havoc!

It has meant a greatly increased workload for all of our members. This area – Special Services – is not adequately dealt with in the funding formula for Brigades even though the extra work will have greatly depleted resources.

Just when we are in the midst of the havoc resulting from flood, fuel and a rail network that doesn't work, this year's pay settlement is agreed at 3%.

Fact: We are working harder each year, with fewer staff and still producing excellent performance indicators.

I am in favour of a discussion about our pay formula. Indeed we already have some academic research on the possible outcomes of using different comparators – at present we are linked to movement in the upper quartile of male manual earnings.

We need however to set such a debate in context. It was a real struggle to win the formula in 1977 and to defend it in 1993. The Ambulance workers dispute in 1990 was about trying to win such a formula but the Government of the day would not countenance it.

We need to recognise that there is no such thing as "free collective bargaining" in the public sector. This section of the workforce is used by Governments to "regulate" the economy and to set what they believe to be the going rate for pay increases in order to control spending and inflation.

We need to recognise that without the formula we would be involved in an annual fight over wages. None of our Conditions of Employment have been given to us by benevolent employers. This will not change. So what can we do to press our case? Go on strike. Will all our members be prepared to do this? Will they be prepared to do it annually? Will the public continue to support us – as they have done so magnificently over cuts – year in year out?

The pay formula has not produced brilliant settlements in recent years but it has kept us in line with the trend in male manual earnings. In November the Engineering Employers Federation said that pay deals in their sector are at an all time low. The level of pay settlements was running at 2.6% significantly below the inflation figure of 3.1% This reflects the poor state of our manufacturing sector and yes, this then impacts on our settlement.

ANDREW WARD/REPORTPHOTOS.COM



The FBU is one of very few unions to have come out of the last 20 years with a national agreement on terms and conditions and pay intact. This is quite an achievement!

The table (right) shows how we fare in relation to other Local Government manual workers. For the majority of years our formula means that we get a better increase.

There are those who argue: Change our comparator. Firefighters and Fire Control Operators are doing increasingly skilled and technical jobs and should therefore be moved out of the "manual" category.

We know that if/when we pursue changing the formula in order to secure a substantial pay increase they will certainly insist on something in return. Perhaps a change in Shift patterns? Flexible working? Performance Related Pay? Reduced pensions? Who knows!

However this does not mean we should not have the debate and the place for this to happen is Annual Conference – the parliament of our Union. It must be a mature debate. The Fire Brigades Union is one of the very few unions to have come out of the last twenty years with a national agreement on terms and conditions and pay intact. This is quite an achievement! If the members vote for change then we must make sure it is change for the better. We must understand that this means making a commitment to seeing the thing through, making tough choices.

Unity, Leadership, Strategy and Tactics are the watchwords and the greatest of these is Unity.

Andy Gilchrist
General Secretary



FIREFIGHTER

Volume 28 No. 7 December 2000

Published by The Fire Brigades Union
Bradley House, 68 Coombe Road,
Kingston Upon Thames, Surrey KT2 7AE
Design: edition.co.uk
Print: Folium Print,
5-8 Caroline Street, Birmingham B3 1TR

BETTER

FIREFIGHTERS' PAY IN RELATION TO OTHER LOCAL GOVERNMENT MANUAL WORKERS

	RPI (%)	FF PAY (%)	RATIO
NOV 1999	1.1	2.0	+1.82
NOV 1998	3.0	5.6	+1.8
NOV 1997	3.7	4.8	+1.30
NOV 1996	2.7	4.4	+1.63
NOV 1995	3.1	3.5	+1.13
NOV 1994	2.6	2.2	-0.85
NOV 1993	1.4	1.4	=
NOV 1992	3.0	4.9	+1.63
NOV 1991	4.3	5.6	+1.30
NOV 1990	9.7	9.5	-0.98
NOV 1989	7.7	8.6	+1.12
NOV 1988	6.4	8.6	+1.34
NOV 1987	4.1	7.3	+1.78
NOV 1986	3.5	7.3	+2.09
NOV 1985	5.5	7.2	+1.31
NOV 1984	4.9	7.2	+1.47
NOV 1983	4.8	7.8	+1.63
NOV 1982	6.3	7.5	+1.19
NOV 1981	12.0	10.1	-0.84
NOV 1980	15.3	16.5	+1.08
NOV 1979	17.3	20.5	+1.18

DIVERSITY



Lion King star Josette Bushell-Mingo at the launch of the TUC's Root Out Racism campaign last year

TUC wins top diversity awards

THE TUC has won two top diversity awards for its work tackling institutional racism.

The annual British Diversity Awards, organised by New Impact magazine in London, awarded the Gold Standard to the TUC for raising awareness on institutional racism. TUC's General Secretary, John Monks, also won the Gold Award for commitment to diversity – covering TUC campaigns on equality for lesbians and gays at work and winning pension rights for part-timers.

Welcoming the awards, TUC General Secretary John Monks said: "This is recognition of the positive way trade unions have tried to tackle institutional racism and other forms of discrimination.

"But neither unions or employers can be complacent. There is still a long way to go. Our message to employers is to work with unions to root out racism and other forms of discrimination, wherever it rears its head at work."



FBU CONFIDENTIAL FREEPHONE HELPLINE

0 8 0 0 7 8 3 4 7 7 8

FAIRNESS AT WORK is about treating others as we would wish to be treated ourselves – with respect

SOCIAL AND POLITICAL HISTORY OF THE FIRE BRIGADES UNION

Struggle that never ends



STEVE HUNTER
FBU Education Officer
for Cumbria

TODAY in the British Fire Service we enjoy pay, hours and conditions of service that would have seemed inconceivable when Fire Brigades and Unions were in their infancy some 100 years ago. However, as we shall see, the conditions we enjoy today were not given to the rank and file in the Fire Service, they were gained through an evolution of the social environments, political structures and the trade union organisation. All combined in the struggle through confrontation and negotiation to bring us to the position we are in today.

Before the First World War there was little or no unionisation in the Fire Service as there were so many different brigades in the country, ranging from city Brigades to small rural Brigades. These tended to be insular and had different working structures from each other.

The social and political discontent aroused by the running sore of the First World War impelled firefighters to unionise in 1918. The massive recruitment of men and women to combat the blitz in the Second World War hugely augmented the membership influence and aspirations of the FBU. If the 1914-18 war incubated the Fireman's Trade Unionism, the 1939-45 war enforced the Union's maturity (*Forged in Fire* p3).

Until 1899 recruitment into the Fire Service was restricted to ex-seamen whose knowledge with ropes, knots, working at nights, working alone during a long watch and working as a group during critical moments, was seen to make them the best candi-

dates. This recruitment continued until the interwar years when firefighters were recruited for their skills in different trades so they could use their skills maintaining fire stations, for example, the building trade and motor mechanics (*ibid.* p7).

Firefighters and their families often lived in "tied" accommodation, which caused them to live an insular life where they only mixed with each other, sharing washing facilities and utilities in purpose-built Fire Brigade accommodation. There were rules, which were strictly enforced, some of these rules made widowed firefighters board out their children to friends or relatives. This was because they were forced to leave the family accommodation to live in single men's dormitories. Also, if sons over 18 years of age returned from the war (first world war) they were not allowed back into the family home.

Firefighters were subject to severe and arbitrary discipline, often resulting in fines; there was no facility for appeal. The duty system consisted of working 24-hour continuous shifts for 14 days, with the 15th day off. Often the youngest or new recruit would be made to clean the station chief's house on his day off.

These hours compared with other trades working a 54-hour week.

These and other Victorian conditions were conducive to the development of Trade Unionism, but formed the birth of the Fire Brigades Union.

After the First World War there were few professional firefighters scattered across the country, these were in small insular groups whose habits of obedience were instilled by parliamentary regimes.

They tended not to think collectively, avoiding political discussion and were likely to look upon the Union organiser as an agitator. (*ibid.* p9)

Management encouraged firefighters and employers to believe Unions would interfere with the workings of a disciplined and hierarchical service and senior officers insisted that democratic representation would sap the command structure.

These influences from management and senior officers were an attempt to control and stop firefighters thinking in collective terms. However, because of working conditions of long hours,

**The system
was 24-hour
continuous
shifts for 14
days, with
the 15th off**



**1920s
firefighters in
Pudsey,
Yorkshire**

shared accommodation/workplace and male camaraderie all formed to nurture a strong group solidarity. John Horner, General Secretary of the FBU 1939-1964 said, "That the strong bond of mutual reliance which characterised "The Job" could be a powerful element in forging a special kind of Trade Union for a special kind of service." (Horner ch. 10 pp289-90).

In the early years of unionism in the Fire Brigade, officers and firefighters were represented by different bodies/unions and was dominated by the London Fire Brigades, the Fireman's Trade Union (later in 1930 to be named the FBU), was greatly influenced by its leaders and their political persuasions including connections with the communist and labour parties.

During the general strike of 1926 firefighters took no direct part, due to the Askwith award which prohibited firefighters in the London area taking part in an industrial dispute, so all firefighters were granted exemption by the TUC from withdrawing their labour. However, when the Government-run British Gazette incorrectly reported that the Fire Brigades Union was opposed to the strike and that firefighters had used water hoses on other trade unionists, firefighters volunteered a 5% levy on their wages in support of the strike, confirming their support of the trade union movement.

The early years of the Second World War proved difficult times for the firefighters and the FBU. This was partly caused by firefighters being treated as army dodgers by the public and also by the fact that there were strained relationships between auxiliaries and regular firefighters, as auxiliaries were seen as a threat to pay and conditions to full-time firefighters. There were also internal problems within the Union organisation and leadership. During this time and due to the inclusion of AFS (Auxiliary Fire Service) and women into the FBU, the membership rose from 3,500 in 1939 to 71,500 in 1941 (including 4,000 women).

The FBU continued to press for better living conditions, for

example, washrooms, mess rooms and kitchens. There were varying degrees of success in different parts of the country. The FBU also pursued the need for a second uniform (during the blitz firefighters lived in wet clothes for weeks) and also the need for a funeral allowance. It was not unknown for dead firefighters to be delivered to their widows in canvas bags on council lorries, with their colleagues having a "whip round" to pay for the funeral. Eventually the Home Office granted a funeral allowance of £7.10s. (Horner to DCFO, LFB 28th Nov 1939).

The massive swell in Union membership to over 70,000 forced the Home Office to recognise the FBU, any problems within the membership was to be blown away, the blitz formed a camaraderie that laid a base for a single united Union (FBU) (et al p52). After the blitz with its attendant long hours of firefighting and deaths in service, firefighters were treated with respect. They were often cheered by passers-by and applauded when they appeared on cinema newsreels. Strangers would leave them drinks in pubs. This was an about turn in public opinion.

The 1941 Parliament was to urge for a National Fire Service with the fragmentation of more than 1,400 Local Fire Authorities. This included a new rank structure, national conditions of service, reorganisation of the discipline code (including the right to appeal to an independent tribunal) and the right to Union representation, which included the guaranteed right of the Union to represent firefighters on conditions of service.

The FBU was affiliated to the TUC and the Labour Party, which was part and parcel of the working class movement. Its achievements at the time included:

- By 1947 the FBU was represented on every Committee dealing with Fire Service.
- The FBU was accepted in the role of building a professional Fire Service.

**The blitz
formed a
camaraderie
that laid a
base for a
single Union**

SOCIAL AND POLITICAL HISTORY OF THE FIRE BRIGADES UNION

- Organisation of thousands of firefighters within the working class movement.
- 100% membership of the FBU in sight.
- Support of wider organisations – India League, Greek Partisans and the Beveridge Plan for Social Security.

The Union fitted in with the Labour Government's construction of a socialist Britain (late 1940s). (Report of 28th Annual Conference 1947 p217).

By 1951 times had changed with the election of a Conservative Government, the FBU was back on the defensive fighting pay and facing fresh challenges.

During the years to follow, discontentment within the rank and file grew. The divisions between the officers and men became such that barriers formed, which became difficult to bridge. The daily routines consisted with the majority of time being taken up with station cleaning and mundane tasks.

These years established a need for change within the Fire Service; the FBU responded with a document A Service for the Sixties, which was launched at FBU Annual Conference 1960. This recognised a priority in providing a new up to date Fire Service with a highly trained professional fire-fighting force, with modern conditions and continuous training program. The document was sweeping in its condemnation of station work (housemaids work or charring), which still occupied most of a firefighters duty period. Routine chores would be replaced by the extension of fire prevention and inspections to the entire uniformed Fire Service personnel, not just the officers.

Throughout the late sixties/early seventies, discontentment grew due to the fact that firefighters wages were dropping well below the national average. This resulted in a number of Brigades in different parts of the country taking industrial action showing their frustration at falling living standards. (Some firefighters were on Government support to supplement their wages).

1971 saw the Cunningham inquiry that showed through evidence provided by the FBU that firefighters were suffering frustration at the employers' reluctance to negotiate a fair valuation of the "job" and to agree to a formula, which would give that valuation a degree of permanence. These frustrations,

including the fall in living standards, long working hours, the wage freeze and the Government's reluctance to address these problems, led to the national strike, 14th November 1977, under a Labour Government.

The nine weeks strike that followed created financial and personal hardships, for firefighters and their families. Some of these took years to get over and heal. The solidarity within the rank and file and public opinion, which supported the firefighters cause, created the strength and unity to carry on with the action. The work that was done by the members of the FBU through picketing, canvassing and lobbying, also the tireless task the officials had negotiating with the employers and Government officials, resulted in the introduction of the pay formula and the 42 hour working week, which created a new "watch" and a massive recruitment campaign.

The FBU has continued to campaign for better conditions and the protection the conditions already in place in the Grey Book give to this day. It has also recognised the need to represent the minority groups within it and the basic right for fairness and equality. Also, the FBU continues to support and provide services to its members and their families.

In conclusion, we cannot give up the fight to keep the conditions which our colleagues in the past fought for, putting themselves and their families in positions of insecurity and in the front line of fire

with their employers because of their involvement in local and national disputes. We must also remember the comrades ranging from Branch Officials to General Secretaries who, without their dedication and faith in what they believed in, has brought us into the 21st Century and given us the conditions we enjoy today.

We as firefighters must continue to protect and improve our conditions of service and pay and pensions for future firefighters. To quote Andy Gilchrist: "The conditions of service are not ours to give up, we must look after them for firefighters of the future", without them we will without doubt go back to the dark days of long hours, localised Fire Brigades with differing wages, flexible working conditions and the fragmentation of the FBU due to the loss of the National Conditions of Service (Grey Book). Don't let this happen!

**Firefighters
were on
Government
support to
supplement
their wages**



London firefighters of the last century



This vehicle was delivered to the City of Cardiff Fire Brigade in 1950 and retained until the early 1970s.

LONDON FIRE BRIGADE MUSEUM

SCOTTISH VINTAGE BUS MUSEUM

DEATHS AT WORK

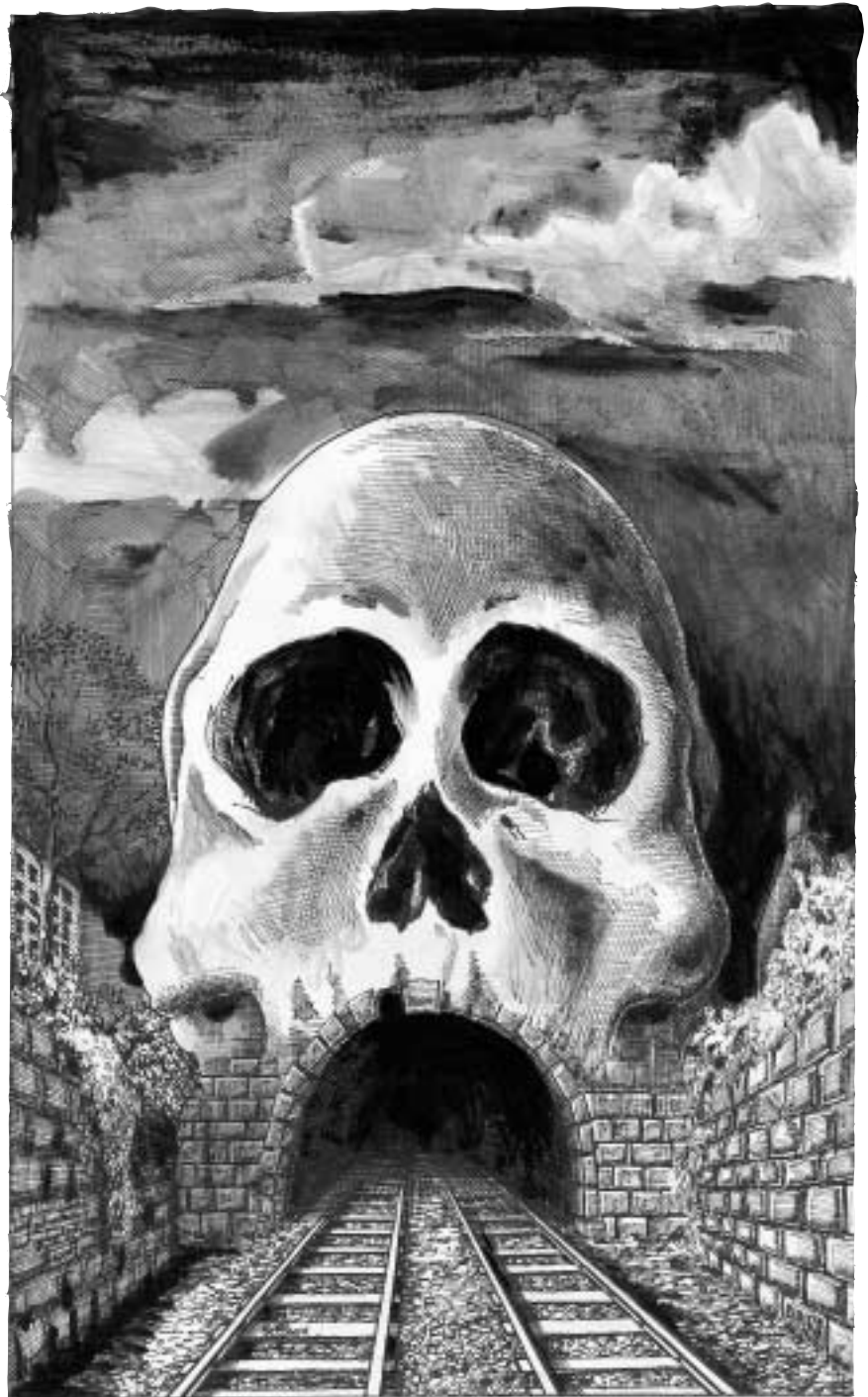
£21,400: the average cost of a worker's life

LATEST quarterly figures from the Health and Safety Executive (HSE) covering April to June 2000 show that firms were found guilty in 42 cases of workers' deaths. But the total of fines handed out came to a mere £900,500 – an average per worker's death of just £21,400. In two cases, guilty verdicts were returned, but the firms involved were given conditional discharges.

Fines imposed by the courts reached six-figure sums in only two cases. A railway worker's death attracted a £200,000 fine in an April court case and a manufacturing worker's death attracted a £125,000 fine in a May court case. At the other end of the scale, fines of just £500 were handed out in two cases involving the deaths of two construction workers.

Twenty-one cases – or half the cases – involved the deaths of construction workers and 11 were around the deaths of manufacturing workers. There were eight cases involving services sector workers and two railway workers.

A further three cases involving fatalities produced not guilty verdicts and 13 cases were withdrawn from prosecution.



WORKERS' DEATHS REPORTED TO HSE AND LOCAL AUTHORITIES, APRIL TO JUNE 2000

Between April and June 2000 63 deaths of workers were reported to the HSE and Local Authorities. Construction dominates the table on the right having almost double the number of fatalities compared to the second ranking – manufacturing.

Construction	27
Manufacturing	14
Services	10
Agriculture	6
Railways	2
Energy	2
Extraction & Utility	2
Total	63

Source:
<http://www.hse.gov.uk/new/index.htm>
and LRD Fact Service

HOLOCAUST MEMORIAL DAY

Remembering genocides – lessons for the future



Andrew Dismore MP

ON SATURDAY 27 January 2001 Britain will, for the first time, hold an annual Holocaust Memorial Day. The date marks the anniversary of the liberation of Auschwitz-Birkenau, the Nazi concentration and extermination camp.

One of the primary reasons for introducing Holocaust Memorial Day is to offer everyone the opportunity to reflect on the Holocaust and more recent crimes against humanity. It will promote a society that opposes racism, anti-Semitism and discrimination. The universal implications of the Holocaust make this day relevant to all of us – if we had learned the lessons from the Holocaust, would genocide be a reality today?

The Holocaust was a defining event of the 20th Century. It is also a part of Britain's history. Refugees fled here from Nazi persecution, British soldiers liberated Bergen-Belsen concentration camp and the survivors and refugees who rebuilt their lives here are part of British heritage. Although Britain was not occupied during World War Two, its impact on our society continues today.

The day will reflect on all the victims of the Nazis, including trade unionists. Many of today's trade unionists are unaware of the role played by the unions in Germany in standing up for the rights we all too often take for granted. As a result, unionists were

also victims of the Nazi terror, persecution and the Holocaust. Thousands of political opponents of the Nazi regime were killed and hundreds of thousands suffered at their hands in the concentration camps.

Holocaust Memorial Day also has the potential to open a wide-ranging discussion on persecution and genocide in the modern world. The day will place particular emphasis on educating both young and old about the lessons to be learnt from such horrific events. It aims to reach as many people as possible across the UK and seeks to address local and community issues which are relevant to the day.

Humanity is still scarred by the belief that some people's lives are worth less than others – because of their race, religion, disability or sexuality. We have a shared responsibility to fight against discrimination and to help foster a more just, tolerant and multi-cultural Britain.

On 27th January, a national ceremony will be held in London. This will set the tone for ceremonies across the country with different groups represented and personal experiences remembered. Young people, representatives of the groups targeted by the Nazis and those victimised by genocides in recent living memory, together with our national leaders will pay their respects.

Holocaust Memorial Day extends not just to promoting tolerance, but to embracing diversity – an ethos which encompasses the philosophy of trade unionism and will provide a badly needed opportunity to promote race equality and tolerance.

Today, as in the past, trade unionists play a key role in protecting the rights of workers and in fighting discrimination and harassment. Holocaust Memorial Day gives us an opportunity to reflect on the sacrifices of the past, as part of our work of today and the future.



Nazis rounding up Jews in the Warsaw Ghetto



A pile of Auschwitz victims' glasses

THE NJC has agreed an increase of 3.0% for all ranks with effect from 7 November in line with the established pay formula.

Annual salaries for the ranks of Station Officer to Senior Divisional Officer and Fire Control Officer to Principal Fire Control Officer are exclusive of any entitlement to the 20% flexible duty system supplement.

The weekly rates for whole-time members are equivalent to the annual rates divided by 52.167 (rounded down to the nearest penny). The hourly rates are equivalent to the weekly

rates divided by 42 (to the nearest penny) except for non-operational staff where the weekly rates are divided by 40 and the ranks of Fire Control Operator to Senior Fire Control Operator where they are equivalent to the 40-hour weekly rate divided by 40.

The casual overtime rates for the ranks of Station Officer, Assistant Divisional Officer and Fire Control Officer apply only to members in those ranks who are not on the flexible duty system.

WHOLE-TIME MEMBERS (FIREFIGHTER TO SENIOR DIVISIONAL OFFICER)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £		Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Firefighter (aged 18)					Assistant Divisional Officer				
During first 6 months	16305	312.55	7.44	11.16	During 1st year in rank	27822	533.32	12.70	19.05
After 6 months	17061	327.04	7.79	11.69	After 15 years' service	28728	550.69	13.11	19.67
Firefighter (aged 19 or over)					During 2nd year in rank	28662	549.42	13.08	19.62
During first 6 months	16563	317.49	7.56	11.34	After 15 years' service	29577	566.96	13.50	20.25
After 6 months and during 2nd year	17307	331.76	7.90	11.85	During 3rd year in rank	29514	565.75	13.47	20.21
During 3rd year	18135	347.63	8.28	12.42	After 15 years' service	30420	583.12	13.88	20.82
During 4th year	19035	364.88	8.69	13.04	Divisional Officer III				
During 5th year (subject to being fully qualified)	20724	397.26	9.46	14.19	During 1st year in rank	29799	571.22		
After 15 years' service (qualified)	21648	414.97	9.88	14.82	After 15 years' service	30708	588.64		
After 15 years' service (unqualified)	19917	381.79	9.09	13.64	During 2nd year in rank	30384	582.43		
Leading Firefighter					After 15 years' service	31302	600.03		
During 1st year in rank	22191	425.38	10.13	15.20	During 3rd year in rank	31032	594.85		
After 15 years' service	23106	442.92	10.55	15.83	After 15 years' service	31953	612.51		
Sub-Officer					Divisional Officer II				
During 1st year in rank	22755	436.19	10.39	15.59	During 1st year in rank	31641	606.53		
After 15 years' service	23670	453.73	10.80	16.20	After 15 years' service	32553	624.01		
During 2nd year in rank	23634	453.04	10.79	16.19	During 2nd year in rank	32877	630.22		
After 15 years' service	24546	470.52	11.20	16.80	After 15 years' service	33789	647.70		
Station Officer					During 3rd year in rank	34167	654.95		
During 1st year in rank	26397	506.00	12.05	18.08	After 15 years' service	35079	672.43		
After 15 years' service	27312	523.54	12.47	18.71	Divisional Officer I				
During 2nd year in rank	26982	517.22	12.31	18.47	During 1st year in rank	34950	669.96		
After 15 years' service	27891	534.64	12.73	19.10	After 15 years' service	35859	687.38		
During 3rd year in rank	27564	528.38	12.58	18.87	During 2nd year in rank	35760	685.49		
After 15 years' service	28467	545.68	12.99	19.49	After 15 years' service	36678	703.08		
					During 3rd year in rank	36555	700.73		
					After 15 years' service	37467	718.21		
					Senior Divisional Officer				
					During 1st year in rank	37623	721.20		
					After 15 years' service	38535	738.68		
					During 2nd year in rank	38655	740.98		
					After 15 years' service	39564	758.41		
					During 3rd year in rank	39687	760.76		
					After 15 years' service	40584	777.96		

PAY

WHOLE-TIME MEMBERS (FIRE CONTROL OPERATOR TO PRINCIPAL FIRE CONTROL OFFICER)

	Annual (42-hour week) £	Weekly (42-hour week) £	Annual (40-hour week) £	Weekly (40-hour week) £	Basic hourly rate £	Casual overtime rate £
Fire Control Operator						
Aged under 17 years	13632	261.31	12675	242.96	6.07	9.11
Aged 17 years	14106	270.40	13113	251.36	6.28	9.42
Aged 18 years during first 6 months	15003	287.59	13968	267.75	6.69	10.04
Aged 18 years after 6 months	15699	300.93	14604	279.94	7.00	10.50
Fire Control Operator (aged 19 or over)						
During first 6 months	15231	291.96	14184	271.89	6.80	10.20
After 6 months and during 2nd year	15918	305.13	14817	284.03	7.10	10.65
During 3rd year	16674	319.62	15525	297.60	7.44	11.16
During 4th year	17493	335.32	16284	312.15	7.80	11.70
During 5th year (subject to appraisal)*	19083	365.80	17745	340.15	8.50	12.75
After 15 years' service	19905	381.56	18507	354.76	8.87	13.31
Leading Fire Control Operator						
After 15 years' service	20427	391.56	18978	363.79	9.09	13.64
	21243	407.21	19755	378.68	9.47	14.21
Senior Fire Control Operator						
During 1st year in rank	20934	401.28	19479	373.39	9.33	14.00
After 15 years' service	21756	417.04	20244	388.06	9.70	14.55
During 2nd year in rank	21741	416.75	20226	387.71	9.69	14.54
After 15 years' service	22566	432.57	20997	402.49	10.06	15.09
Fire Control Officer						
During 1st year in rank	24300	465.81			11.09	16.64
After 15 years' service	25122	481.56			11.47	17.21
During 2nd year in rank	24828	475.93			11.33	17.00
After 15 years' service	25644	491.57			11.70	17.55
During 3rd year in rank	25353	485.99			11.57	17.36
After 15 years' service	26178	501.81			11.95	17.93
Group Fire Control Officer						
During 1st year in rank	27414	525.50				
After 15 years' service	28233	541.20				
During 2nd year in rank	27954	535.85				
After 15 years' service	28773	551.55				
During 3rd year in rank	28539	547.06				
After 15 years' service	29367	562.94				
Principal Fire Control Officer						
During 1st year in rank	30258	580.02				
After 15 years' service	31071	595.60				
During 2nd year in rank	31440	602.67				
After 15 years' service	32259	618.37				
During 3rd year in rank	32157	616.42				
After 15 years' service	32973	632.06				

* See paragraph 2 of circular LRC/7/83

RETAINED AND VOLUNTEER MEMBERS

ANNUAL RETAINING FEE

	During first 3 years' service £	After 3 years' service £
Firefighter	1809	1977
Leading Firefighter	1977	2037
Sub-Officer	2037	2190
Sub-Officer i/c of station	2190	2382
Station Officer	2478	2805

The annual retaining fee may be reduced by up to 25% where cover is provided for a limited period only

	Turn-out fee £	Pre-arranged attendance fee* £	Attendance fee £	Drill night fee £
Firefighter	13.41	5.97	7.28	11.76
Leading Firefighter	15.66	6.93	8.17	13.51
Sub-Officer	17.78	7.65	8.94	15.02
Station Officer	20.01	9.16	9.59	17.89

** Also extra payment for remaining on duty and payment for extra work*

LONG SERVICE BOUNTY PAYMENTS

	10 years' service	15 years' service	20 years' service	25 years' service	30 years' service	35 years' service
Firefighter	912	1083	1233	1425	1578	1740
Leading Firefighter	954	1110	1263	1479	1641	1797
Sub-Officer	1044	1215	1386	1611	1788	1953
Sub-Officer i/c of station	1155	1332	1512	1767	1959	2151
Station Officer	1386	1629	1845	2154	2373	2592

ANNUAL RETAINING FEE FOR MEMBERS ON THE DAY CREWING SYSTEM

Firefighter	996
Leading Firefighter	1026
Sub-Officer	1107
Sub-Officer i/c of station	1191

For members on the day crewing system the turn-out fees, attendance fees, drill night fees and extra payments for remaining on duty are as for retained members

For volunteer firefighters the payment for authorised duty is £5.97 per hour (the rate for retained firefighters who remain on duty)

PAY**NON-OPERATIONAL STAFF**

These scales apply to non-operational staff in post on 1st April 1980 who were previously paid on control room scales (see NJC/5/80)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Non-operational staff (Fire Control Operator equivalent)				
During first 6 months	13260	254.18	6.35	9.53
After 6 months and during 2nd year	13848	265.45	6.64	9.96
During 3rd year	14505	278.04	6.95	10.43
During 4th year	15219	291.73	7.29	10.94
During 5th year	16575	317.72	7.94	11.91
After 15 years' service	17307	331.76	8.29	12.44
Non-operational staff (Leading Fire Control Operator equivalent)				
After 15 years' service	17748	340.21	8.51	12.77
	18477	354.18	8.85	13.28
Non-operational staff (Senior Fire Control Operator equivalent)				
During 1st year in rank	18207	349.01	8.73	13.10
After 15 years' service	18936	362.98	9.07	13.61
During 2nd year in rank	18894	362.18	9.05	13.58
After 15 years' service	19623	376.15	9.40	14.10

JUNIOR FIREFIGHTERS AND MESS MANAGERS' ALLOWANCE**Junior firefighters'
annual pay**

Aged 16	7200
Aged 17	7740
Aged 18	as for recruit firefighters of the same age

Mess managers' allowance

Meals served per day	Mess manager (without a deputy)	Mess manager (with a deputy)	Deputy mess manager
Up to 50	5.41	3.61	2.01
51 to 69	6.45	4.36	2.31
70 to 89	7.46	5.17	2.56
90 to 109	8.47	5.63	3.04
110 to 129	9.76	6.45	3.33
130 and over	10.82	7.18	3.85

BABIES FORCIBLY TAKEN FROM MOTHERS

Dear Firefighter,

Alexandra is 16 years old and was forcibly separated from her baby when she was sentenced to custody for theft. She was sent to a secure unit where there are no facilities for mothers and babies. Fortunately, her family was able to care for the baby until she was released.

Her story is tragic. Alexandra's baby was conceived as the result of a rape, and yet she grew to love her. Alexandra was frantic when she was taken away and cried all day for weeks, pining for her child.

The secure unit staff did what they could. They allowed Alexandra to have additional visits and to spend private time with her baby. But, this meant that other children detained in the unit had to have their visits cut short, as the visiting room can only be used by one child at a time.

Alexandra is just one of five cases brought to the attention of the Howard League where young girls have been sent to custody for theft offences.

Sofia was also separated from her baby when she was sentenced to a couple of months detention for theft, but she responded to her misery by silence and lassitude.

Roda was only 14 and in the early stages of her pregnancy.

We wrote to the Home Secretary to express our fears for these girls. We gave their stories to the newspapers and we are continuing to campaign to develop alternative sanctions for girls and boys, who commit property offences.

In July we published figures, which showed that 302 girls aged 15, 16 and 17 were sentenced to prison in 1998. Yet, the number of crimes to have been committed by girls has gone down. This is quite contrary to the stories we often read in the press about "girl gangs". The truth is that the number of girls cautioned or found guilty fell by almost a third from 1992 to 1998.

Some girls, just like the boys, do commit crimes and of course we have to respond to that. The Howard League believes it is best to respond in ways that will reduce the likelihood of them doing it again.

In 1997 The Howard League inquiry into girls in prisons found that girls were exposed to bullying, drugs and self-harm. Girls were being mixed with older and more serious offenders and were getting very poor quality education.

Following publication of our research, the Home Secretary promised Parliament that girls would no longer be sent into prisons.

Yet, because the courts are sentencing so many girls to custody, they are still ending up in prisons.

Mothers in prisons

Adult women sent to prisons may apply for a place in the mother and baby units, but there are no such facilities in secure

units for girls. The Howard League is supporting the Youth Justice Board in its search for a way to use a hostel or community based unit for young girls with babies. This is an imaginative and brave initiative and one we would like to see copied by the Prison Service for their mothers.

Indeed, we are working with the Council of Europe to try and reduce the number of women sent to prison, encourage the use of community sanctions and for countries to set up small secure units for the few mothers who do require custody. It will take time, but this could change the whole way women offenders who have babies are dealt with across all 41 countries in the Council of Europe.

Preventing crime and creating a safer community for future generations must be our main aim. We can do this best by using responses to offending which work, which are effective and which are constructive.

For youngsters this means developing the new orders like Reparation Orders, Action Plan Orders and Supervision Orders. The new Drug Testing and Treatment Order should help young people whose drug abuse has led to crime.

We have the means to manage young people who commit crimes and make sure they do not go on and on doing it, but do we have the will? Can you help us to investigate the best ways of dealing with these difficult children and to campaign for change? Please help us publicise the problems so that injustice and abuse is revealed. And remember, 19 children have committed suicide in prisons in the last 10 years – we have to change the system to save lives. We can do it with your help.

Sir John Mortimer QC, President, The Howard League

1 Ardleigh Road, London N1 4HS

Tel: 020 7249 7373 • Fax: 020 7249 7788

Email: howardleague@ukonline.co.uk

Website: www.howardleague.org

MARGARET WHEATLEY CROSS — APPEAL FOR HELP

Dear Firefighter,

I am researching the awards of the Margaret Wheatley Cross. The cross is the RSPCA's highest award for gallantry; just nine have been awarded since 1983, five of them posthumously.

Unfortunately the records of the Society relating to the Cross are no longer complete due to their loss in a fire at their Jermyn Street Headquarters in London.

When they moved from London to Horsham in 1973, the remaining records were severely "thinned out" and the files relating to these awards before 1985 have not survived.

Of immediate interest are two awards involving firemen, the first was awarded in 1950 to a fireman who lost his life in rescuing a cat from a high tree. No other details are now known.

LETTERS

The second Margaret Wheatley Cross was awarded in 1980 to Leading Fireman Roy Chapman, who died after falling 35 feet from a tree while trying to save a stranded cat. He had managed to coax the cat into a bag, but the branch snapped and both fell onto a tarmac roadway. The cat survived, but tragically, Leading Fireman Chapman sustained serious head injuries from which he died a week later.

If any of your readers have any information about these two brave gentlemen – a long shot I realise – please contact me. I would particularly like to see the name of the 1950 fireman back in the list where he rightfully belongs.

Other years without recipients' names are 1939, 1945, 1946.

Tom Purvis

17 Grafton Street, Sunderland, Tyne & Wear SR4 6BJ

e-mail: tom.Purvis@ic24.net

REPRESENTATION: A WARNING

Dear Firefighter,

I refer to your article entitled "Representation – Is it a Member's Right" published in Volume 28 on 5th September 2000.

Whilst I do not have a problem with our Union withholding representation from members who have been accused of harassment, it is worth pointing out that in practice what is happening under this policy involves members being placed at arms length with no contact from FBU representatives until the initial investigation has been concluded. The rules require that the appointed Officials carry out their investigation within fourteen days. If this proves insufficient time, an extension may be requested and granted in order that a full and thorough investigation should take place. This is a reasonable procedure, which should ensure that everyone has a fair opportunity to make their case.

What I think needs clarifying to the membership is that during this period of investigation, the accused member will remain unrepresented, without benefit of advice and until the conclusion of the FBU investigation, completely on his own. This happened to me for a period of over five weeks before my local Regional Committee agreed to afford me representation. The whole process was a shock to me and many fellow members. Perhaps by publishing this letter, we may at least inform and warn everyone.

Paul Grey



Sacked GCHQ trade unionist Brian Johnson ignores the rain as he celebrates restoration of union rights at the intelligence centre – see letter below

A LETTER TO KEN CAMERON

Dear Ken,

I have been asked by delegates to my council to pass on to you their best wishes to you for a long and happy retirement.

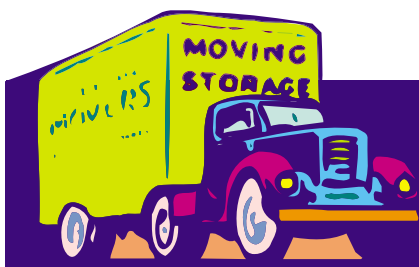
Your work for the Labour movement in this country and internationally, has been very much appreciated. Our two delegates from GCHQ Trade Unions, Mike Grindley and Brian Johnson, have asked me to pass on their thanks to you for all the support you have given to the campaign to restore trade union rights at GCHQ, not only in the FBU, but also the wider Labour movement. Over the thirteen and a half years that the campaign lasted, I doubt whether you missed any of the marches and rallies in January each year. May I suggest that if you miss the annual march and rally in Cheltenham that you can always go fully clothed into a shower, it brings back all the old memories. I can assure you that as someone who lives in Cheltenham that it doesn't always rain here.

We know that you will still be active in the movement, especially with the Morning Star.

Once again, we wish you all the very best.

Quentin Tallon

Secretary, Cheltenham and District Trades Union Council



ON THE MOVE?

Members are reminded to advise their Brigade Membership Secretary of any change of address. Head Office should be advised of any changes of next of kin or nominations for benefits.

THANKS TO THE FBU FOR
HELP WITH LAW STUDIES

Dear Firefighter,

I've been a FBU member for over 15 years now and a Branch Official for 13 years.

My roles nurtured an interest in the law and I decided to build upon that over many years, by studying for a Law Degree, then a postgraduate Diploma. The knowledge and confidence I gained have undoubtedly enhanced my contribution to the FBU, through both my Branch and Brigade Committee.

In January this year I embarked upon a Masters in Law Course and my growing profile prompted certain FBU Officials to steer me towards an FBU educational grant, which covers expenses such as course and examination fees, plus materials. So I would like to thank the FBU and in particular Lincoln Ball the Brigade Secretary, Paul Clarke the Regional Treasurer and Steve Paine the Executive Council Member, for their support and encouragement.

Finally, I'd like to remind readers that these grants are available to all members.

Mick Rowley
Branch Secretary – Windsor

COMPENSATION

Dear Firefighter,

Briefly, I would like to express my thanks to Peter Mulhern from Thompsons, Birmingham.

Following an off duty accident four and a half years ago, I was medically discharged and fought for compensation; I got it.

Thanks to Thompsons and Peter and the FBU. Don't ever underestimate the power of our Union.

W.L. Lavery
OOT Member

IT'S OUR RIGHT

Dear Firefighter,

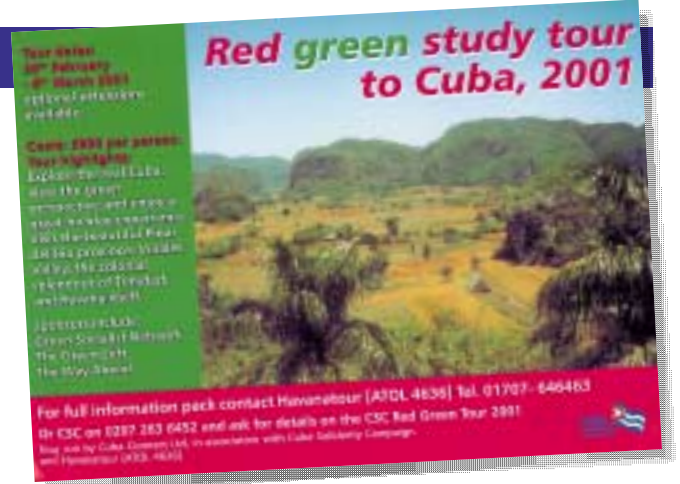
And yet another OOT member gets his old pen out, after all it is our right!

You might as well cut the letter page from the Firefighter!

According to Joe Hearne, free speech is not wanted nor should it be allowed in our Union. Discussion is the only way to educate “Neanderthals”, so if you cannot or will not play the game, don’t join in!

We never did have the gospel according to the Committee, free speech is a right.

Mike Baker
OOT London



Cuba on two wheels

THE 'Ultimate Sponsored Bike Ride in Cuba' will enable anyone who can manage 225 miles on two wheels in a week and raise at least £1,000 in sponsorship to see the real Cuba and give solidarity direct to Cuban people. The Cuba Solidarity Campaign is organising the ride which takes place from 5 to 12 May 2001. The £200 registration fee and sponsorship will pay the full cost of the tour and provide substantial aid for the Caribbean island.

You can also discover the green Cuba that exists behind the holiday resorts on a red-green study tour. Run by the Cuba Solidarity Campaign and travel operators and sponsored by the Green Socialist Network, the Green Left and The Way Ahead, the tour costs £980 per person and includes time in Havana, Pinar del Rio, Vinales and the world heritage city of Trinidad. Tour dates are 28 February to 8 March.

■ Details of both trips from Cuba Solidarity on 020 7263 6452 or Havanatour on 01707 646463.



Trade unionists are at the forefront of the struggle for human rights, says Amnesty International UK.

It seeks to increase its effectiveness in campaigning for political prisoners by building a mass movement for human rights and is seeking affiliations.

Details from Tom Fyans, AI
Trade Union Office, 99-119
Rosebery Avenue, London
EC1R 4RE. 020 7417 6373.
tfyans@amnesty.org.uk



One person in four will suffer a mental health problem at some time, says First Steps to Freedom, a charity offering help, advice and support to the families and sufferers of stress and anxiety disorders.

It offers a helpline service enabling people to talk through their problems with someone who understands how they feel.

**THE HELPLINE
NUMBER IS
01926 851608**

ASLEF DISPUTE (EUROTUNNEL)

We back Eurotunnel drivers' recognition fight



Ernie Thornton
EC Member 12

AT 00.01 HOURS on Monday 20 November, ASLEF Members began the first in a series of one-day strikes at the Eurotunnel Site in Folkestone.

ASLEF has been lobbying Eurotunnel for many years in order to achieve recognition for its Members employed by the company. From August 1997 ASLEF worked in tandem with the TGWU in order to bring about joint recognition, whereby ASLEF would represent Train Crew with full negotiating rights, and the

TGWU would represent other grades.

The Statutory implications of the Employment Relations ACT 1999 – Fairness at Work – provided the basis on which the Company Council and the Industrial Society conducted a survey of Eurotunnel Employees, which found a majority of employees in favour of trade union recognition.

ASLEF wrote to Eurotunnel Management on 15 March 2000, bringing the result of the survey to their attention and seeking a further meeting to establish a framework by which the TGWU and ASLEF would establish mutually acceptable recognition agreements. Eurotunnel responded that they were to offer a single union recognition agreement with the TGWU, and both parties, to the exclusion of ASLEF, duly signed this agreement.

ASLEF is keen to point out that despite its disappointment at the actions of the TGWU, its dispute is with Eurotunnel and not with its sister union, the TGWU.

In June 2000 the Annual Assembly of ASLEF Delegates gave consideration to an emergency report from its Executive Committee regarding the situation at Eurotunnel and carried a





ASLEF pickets at Eurotunnel in November

resolution calling for a ballot for industrial action.

The ASLEF members at Eurotunnel (about 220) were duly balloted to take industrial action in the form of a ban on all non-contractual overtime and this was overwhelmingly accepted, with the ban being implemented on 20 August 2000. Despite the overwhelming support and loyalty of the ASLEF membership during the ban, it became increasingly clear that, in itself, it would be insufficient to persuade Eurotunnel's Management to return to the negotiating table to discuss their legitimate claim to recognition at the site.

A second ballot was held and ASLEF members at the site returned a hefty YES vote in favour of a series of discontinuous 24-hour strikes. The first of these strikes took place on 20 November 2000 and continued on a weekly basis.

The ASLEF demand is quite straightforward: Full recognition of ASLEF and full negotiating rights for all its members at Eurotunnel.

As FBU members will be aware ASLEF negotiates pay and conditions for railway workers throughout the UK. At Eurotunnel its members' pay and conditions are among the worst in the UK industry. Similarly ASLEF has much expertise with regard to railway safety, which is of fundamental importance to its members and should be to ours in the wake of recent rail tragedies.

ASLEF are confident that the effect of the strikes on Eurotunnel operations during the Christmas Season will be considerable and that the company will be compelled to talk to them, they are also continuing to recruit a significant number of members at Eurotunnel.

The strike dates were as follows:

Monday 20 November 2000
Monday 27 November 2000
Monday 4 December 2000
Monday 11 December 2000
Monday 18 December 2000

FBU members will be aware that Kent Fire Brigade has a Fire Station at Eurotunnel to give immediate cover in respect of any incidents that occur in the Channel Tunnel. After a three year campaign with a sister union in France, the FBU have recently reached agreement with Kent Fire Brigade and Eurotunnel that has prevented the loss of 116 posts in the UK and France, this will be reported in a later edition of Firefighter.

Members should therefore be aware that at national and local level, we have reached a position of mutual understanding with ASLEF that will mean our members not having to cross their picket lines on strike days. This will allow our members to provide the statutory and safety authority duties that are required of them and in line with agreements reached with the FBU. The General Secretary is maintaining close contact with Mick Rix the ASLEF General Secretary.

At its first strike on Monday 20 November Brothers Davy Patton (National Officer) and Ernie Thornton (EC Member) joined ASLEF Members at Eurotunnel to show the FBU's solidarity with their campaign for recognition.

At the time of writing the FBU at Regional and Brigade Committee level in Region 12 are putting in place the following to assist our Brothers and Sisters in ASLEF.

Local contacts at Branch and Brigade Committee level.

Attendance of members on all future strike days.

All members circular to members home addresses in Kent.

All members circular to branches in Surrey, East and West Sussex.

Hardship fund to assist ASLEF members who will lose the equivalent of a week's wages in the run up to Christmas. The Regional Committee has kick-started the fund with a £500 donation

■ Further information can be obtained via the Regional Office on 01474 320473



CHANGING CHANGING

THE WAY WE WORK.

TUC Academy Organiser

Trade unions are on the up. Membership is rising, and new legislation means new rights at work.

But unions need organisers to build active members in tough workplaces.

If you are ...

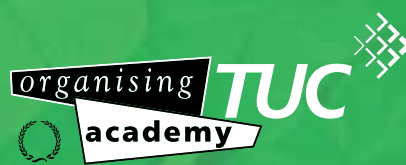
- **self-motivated**
- **able to handle pressure and competing priorities**
- **a good communicator at all levels**
- **committed to the aims and values of trade unions**

... the TUC wants you to be part of the team.

A union background is not essential, but if you can show experience of organising/recruiting for other organisations – for example youth, community, or anti-racist – then that will count in your favour.

Traineeships are for a one-year period and will be based in major cities around Britain, and you may need to be nationally/regionally mobile. As well as receiving five weeks residential training (spaced throughout the year) you will be placed on organising campaigns with sponsoring unions.

The Academy aims to win fair representation for women, black, gay, lesbian and disabled people and these groups are particularly encouraged to apply.



The Academy programme begins in April 2001

To register your interest and receive an application pack in January 2001

phone **020 7467 1340**, or email dsahota@tuc.org.uk



Martin Rotors receives his 25 year badge at Skelmersdale, Merseyside from SEC member Tony Cavanagh



Bernard Keeley receives his 25 year badge from Cumbria Brigade Membership Secretary Steve Hunter at Grange-over-Sands Fire Station



Freddie William from Dalry, Strathclyde with his 25 year badge



Ross Buckley, Chris Cobb and Richard Galliford with their 25 year badges presented by South Yorkshire Brigade Secretary Paul Matthewman



Brian Carey is presented with his 25 year badge by Humberside C Division Secretary Bro E Walters

25 YEAR BADGES



Les Collins receives his 25 year badge from Northants Brigade Moulton Branch Secretary Darren Taylor



Gordon Critchlow receives his 25 year badge from Nick Woodroffe at Buxton Fire Station, Derbyshire



Bros S Williamson, P Davidson and I Scott, Sketty Branch receive their 25 year badges from No 8 Region Treasurer Bro E Walters



Bro J Chinn receives his badge from No 8 Region Treasurer Bro E Walters



William George, Michael Brooker and Steve Ayriss receive their 25 year badges from EC member Gordon Vassel



Geoff Goss receives his 25 year badge from Branch Secretary Steve Mason, Rushden, Northants



Jack Hobbs receives his badge from Branch Secretary Jon Morwid, Officers Branch, Northants



Jeff Lancaster receives his badge from Branch Secretary Phil Marsh, Widnes Branch, Cheshire



Jon Morwid receives his 25 year badge from Branch Chair Glen Maronott, Officers Branch, Northants

25 YEAR BADGES



Frank Barron, Brigade Health and Safety Rep receives a slate plaque on his retirement from Brigade Secretary John Perser and Wales Region Chair Keith Mungnull at Rhyl, North Wales



Steve (Tomo) Tomlinson receives his 25 year badge from Branch Secretary Phil Marsh, Widnes Branch, Cheshire



Tom Shaw (front left) Regional Rep Central Branch Belfast, presents his 25 year badge to Jimmy Orr. Looking on are (l to r) Bros Carson, Mckeown, Bell, McKerragher, Boyd, Armstrong, Campbell, Murray, Dougherty, Ross, Forsythe, Hillis and Field



Frank Wood (r) being presented with 25 year badge by Humberside C Division Secretary Bro Watcham



Bill Benzie of A Watch, Altens, receives his 25 year badge from Grampian Brigade Vice Chair Ted Thomson



Ian Edwards presents Rick Pilling with his 25 year badge at Wimbledon, London, Fire Station



Ken Cameron presents Humberside Brigade Chair Alan Walton with his 25 year badge



Pete Frost receives his 25 year badge from East Midlands Brigade Secretary Barry Foster



Branch Secretary Dick Blackler presents Dez Richards with his 25 year badge, at Biggin Hill Fire Station, Kent



Nick Woodroffe presents Derek Savage Buxton, Derbyshire with his 25 year badge



FBU members of Welshpool and Montgomery being presented with their 25 year badges by Region 8 Treasurer E Walters