

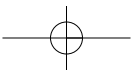
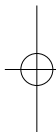
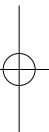


final AGENDA

Fire Brigades Union

83rd Annual Conference, Southport

20th, 21st, 22nd and 23rd May 2008



FIRE BRIGADES UNION

Bradley House
68 Coombe Road
Kingston upon Thames
Surrey, KT2 7AE

final agenda

The Standing Orders by which Annual Conference is governed are
printed in full at the back of this booklet

NJC AND NEGOTIATIONS

1. PAY – FUTURE PAY AWARDS

This Conference demands that if future pay negotiations with our employers result in an offer which is less than the rate of inflation, there be a Recall Conference with a recommendation to ballot for industrial action.

WEST YORKSHIRE

Amendment

Delete “the rate of inflation” in line 2 and **insert** “the percentage award indicated by the agreed formula based on the average earnings increase enjoyed by the associate professional and technical group of workers” immediately after the word “than” in line 2.

STRATHCLYDE

Amendment

2nd line after inflation, **delete** “be a Recall Conference with a recommendation to”, **insert** “will be an immediate”

WEST MIDLANDS

2. PAY 2008 (PERCENTAGE INCREASE)

This Conference reaffirms its support for National Rates of Pay in the UK Fire & Rescue Services and demands a percentage pay increase in 2008;

- At least equal to the percentage rise in average earnings,
- That will be equally applied to all pay rates, roles and duty systems.

In the event of any final offer being proposed by our employers that does not meet these requirements, Conference instructs the Executive Council to recall Conference so that the membership can decide its response.

ESSEX

3. PAY FORMULA

This Conference calls on the Executive Council to undertake urgent investigation with the objective of determining whether the FBU membership continues to be best served by our policy which links pay settlements to the Associate Professional and Technical group of workers.

NORTHERN IRELAND

4. SICK PAY

Conference demands that the Executive Council enter into negotiations to correct the discrimination of firefighters working on the Day Crewed Duty System.

The Executive Council should make every effort to achieve the situation where a Day Crewed Firefighter, on authorised sick leave as a result of an illness or injury arising out of authorised duty, shall be entitled to the equivalent sick pay of their colleagues working on the Retained Duty System.

This could be achieved by calculation as per Section 5, part B, Paragraph 17 of the Scheme of Conditions of Service, Sixth Edition, not the currently used Paragraph 15.

EAST SUSSEX

5. ADDITIONAL RESPONSIBILITY ALLOWANCES

This Conference instructs the Executive Council to negotiate minimum level of payments and guidelines for the types of activities and responsibilities within each of the agreed Fire Service roles which should attract additional allowances to promote a fairer and more consistent national approach to ARAs.

LINCOLNSHIRE

Amendment

At end of resolution **insert**: "Negotiations should commence as soon as practically possible following the close of this conference and regular updates on progress should be provided to members".

CLEVELAND

6. BOUNTY SCHEME

This Conference demands that the Executive Council pursue the retention of the bounty scheme for Retained Firefighters who choose not to opt into the New Firefighters Pension Scheme.

NATIONAL RETAINED COMMITTEE

7. ESTABLISHMENT LEVELS

This Conference demands that the National Joint Council and Fire Authorities give full commitment to recruiting and maintaining staffing levels in Retained Duty System workplaces. The establishment levels must take full account of all national agreements on contracted hours and leave reached in recent years.

NATIONAL RETAINED COMMITTEE

8. INTER AGENCY WORK

This Conference affirms that some of the inter agency work currently being carried out by members in local fire authorities is outside the firefighters role maps.

Conference therefore demands that the Executive Council raises these issues with the employers at a national level to ensure that these practices cease as soon as possible.

WEST MIDLANDS

9. CIVILIANISATION OF POSTS

This Conference is concerned at the number of "Green" to "Grey" book transfers that are taking place throughout the UK Fire and Rescue Service. This Conference believes that many of these transferees lack knowledge and experience and are not "sector competent" in many of the tasks they are being given. Accordingly, we call on the Executive Council to negotiate with the relevant bodies, to ensure that Assessment and Development Centres must take into account the Health & Safety definition of "competent person" i.e. skills, knowledge and experience, when appointments into current operational posts are made.

OFFICERS NATIONAL COMMITTEE

Amendment

In title – **delete** "Civilianisation of" **insert** "Non-operational"

MERSEYSIDE

10. STANDBY/CALL-OUT DUTY

This Conference calls on the Executive Council and Brigade Officials to resist any attempts by the national and/or local employers from implementing any detrimental changes to the standby/call-out duty conditions of the flexible duty system as currently contained within the National Joint Council Scheme of Conditions of Service (Sixth Edition).

OFFICERS NATIONAL COMMITTEE

11. ASSESSMENT DEVELOPMENT CENTRES (ADCs)

With the introduction of ADCs, based around Personal Qualities and Attributes (PQAs), the test of operational competence has been removed from the selection from promotion within the Fire and Rescue Service. This Conference calls on the Executive Council to raise this at the NJC and seek the introduction of an agreed test of operational competence within the ADC process which is standard throughout the country.

LOTHIAN & BORDERS

Amendment

At the end of the resolution **insert** new paragraph:

"In those Fire & Rescue Services that already have an agreed test of operational competence within their ADC process, then this national standard of operational competence must be no less than that agreed locally."

STRATHCLYDE

12. ROLE MAPS

This Conference is concerned that there are Fire and Rescue Services across the UK who utilise the common element of WM7 in the NJC agreed role maps of Crew Manager and Watch Manager in order to reduce levels of supervisory management on fire appliances.

Conference demands that the Executive Council establish a sub-committee as a matter of urgency, to review the lack of recognition in the role maps between Crew and Watch Manager, of the differing operational requirements of the roles highlighted by the Incident Command System, in order to protect levels of supervision on appliances.

NOTTINGHAMSHIRE

Amendment

At the end of both paragraphs **delete** full stop **insert** "and at incidents."

STRATHCLYDE

13. RDS TRAINING PROVISION

This Conference demands that the training provision for RDS firefighters, currently described in the Grey Book 6th Edition as 2 hours drill period per week with a third hour provided at the discretion of the fire and rescue authority, be increased to 24 hours per month with an addition of further training for any additional station specific special appliances or station specific specialist risks.

NORTH WALES**14. TRADE UNION FACILITIES**

Conference instructs the Executive Council to urgently negotiate with the relevant bodies acceptable Trade Union facilities for FF/Control staff representatives. This is an extremely fraught and unsettled time for FF/Control staff and it is crucial that representatives have adequate facilities to fully represent their members.

CONTROL STAFF NATIONAL COMMITTEE**Amendment**

2nd line **delete** "FF/Control Staff"

In the 2nd line after "for" **insert** "FBU"

In 3rd line **delete** "FF/Control staff"

In 3rd line after "for" **insert** "FBU members"

WEST MIDLANDS**Amendment**

In the first line after "Council" **insert** "and Brigade Officials"

STRATHCLYDE**Amendment**

After full stop in 3rd line **insert** new sentence:

"Any agreement should aim to improve on, and not be detrimental to, trade union facility arrangements currently operating in brigades."

CLEVELAND

15. DISCIPLINE PROCEDURES

This Conference is extremely concerned at the increasing use of formal disciplinary proceedings against FBU members. This Conference calls upon the Executive Council to carry out a survey of brigades to ascertain the scale of the increase in discipline cases with a view to raising this issue at the NJC.

CLEVELAND

Amendment

At the end of the first sentence in line 2 ~~delete~~ full stop, **insert** “, since the introduction of new discipline regulations based on the ACAS codes of practice.”

STRATHCLYDE

16. ANNUAL LEAVE

Conference demands that all annual leave should be lost to shift. Conference deems it unacceptable that FBU members should have to use contractual annual leave on rota days when they are not rostered for work.

Conference therefore demands that the Executive Council immediately seeks negotiations with the employers to ensure Grey Book annual leave arrangements for FBU members are improved.

Conference instructs the Executive Council that a report on the outcome of negotiations to be put to FBU Annual Conference 2009 for decision prior to inclusion in the Grey Book.

MERSEYSIDE

17. RETURN TO WORK FOLLOWING MATERNITY LEAVE

This Conference notes the continual progress being made by some Fire & Rescue Services/Brigades in updating their Maternity Policies. However, this Conference is concerned that the issues around new mothers returning to work are not being fully addressed.

Issues such as mothers still breastfeeding, risk assessments, phased return and return to work training are not being addressed fully to ensure our women members are given the help and support they need after a period of maternity leave.

This Conference therefore calls upon the Executive Council to instruct Brigade Officials, with the support of the National Women's Committee Officials, to revisit their Fire & Rescue Service/Brigades maternity policy to ensure that return to work issues are addressed and implemented by management.

We further call upon the Executive Council to report the progress back to the Women's AGM 2008.

STAFFORDSHIRE

Amendment

At end of resolution (4th paragraph) **delete** "the Women's AGM 2008." **insert** "Annual Conference 2009."

MERSEYSIDE

Amendment

At the end of the resolution **insert** new paragraph:

"This progress report to be forwarded to Brigade Committees."

STRATHCLYDE

18. LEAVE

With the impending increase to statutory leave entitlement, this Conference instructs the Executive Council to secure agreement with the employers to maintain the current leave differential between that which is laid out in the Grey book and the statutory leave entitlement.

SHROPSHIRE

19. FBU H&S COORDINATORS

Conference instructs the Executive Council to secure agreement at the NJC for the specific recognition and inclusion of FBU Health & Safety coordinators within Section 5, Part A of the Grey Book.

The purpose is to secure rights in line with the Safety Representatives and Safety Committee Regulations in order to facilitate time off to investigate accidents.

STAFFORDSHIRE

20. HEALTH & SAFETY

This Conference instructs the Executive Council to get FBU Health and Safety coordinators recognised in the appropriate sections of the Grey book, with regard to status in line with SRSC regulations.

SHROPSHIRE

21. CONSULTATION AND NEGOTIATION PROCEDURES

This Conference condemns Fire & Rescue Services that refuse to recognise the agreed consultation and negotiation procedures. Management repeatedly frustrate the industrial relations processes by failing to accept matters raised by the Fire Brigades Union. Requests for agreement to jointly seek external assistance are denied by management despite such matters clearly falling within the purview of the negotiation procedure. Therefore this Conference demands that the Executive Council immediately challenge this stance taken by local employers at the NJC.

CHESHIRE

22. CONSULTATION & NEGOTIATION

This Conference recognises that the NJC Circular 08/07 'Joint Protocol for Good Industrial Relations in the Fire and Rescue Service' is a step forward in attempting to ensure constructive and meaningful consultation and/or negotiations take place between the Employers and Representatives of the Fire Brigades Union.

However, Conference is concerned that if an agreement cannot be reached between the two sides at local level, the option of National Joint Council Joint Secretaries dispute resolution assistance needs to be jointly referred. Although the protocol states that any request shall not be unreasonably refused, in practice, some Senior Managers have used this subjective statement as a means not to adhere to the intent of the protocol.

In the interest of ensuring that the true spirit of the protocol is maintained and to avoid disputes unnecessarily leading to industrial action, this Conference requires the Executive Council to re-enter negotiations on this issue with the National Joint Council. The objective of these negotiations should be to amend the protocol to ensure that external assistance can be sought by either side if one side believes the other is acting unreasonably.

LANCASHIRE

23. REST FACILITIES

Conference is appalled at the number of Brigades who have introduced, or who are trying to introduce, inappropriate rest facilities. These detrimental changes to our rest facilities are a worsening of our conditions and should be stopped by all means possible.

Conference therefore instructs the Executive Council to enter into negotiations, at National Joint Council, to ensure that, during such rest periods, appropriate facilities, fit for purpose and subject to approved and rigorous testing, are agreed.

GREATER MANCHESTER

24. UNISEX FACILITIES

This Annual Conference is concerned by the growing development and use of unisex facilities in the Fire and Rescue Service (FRS). This Annual Conference does not support the idea which is being pursued by some FRS diversity managers that the adoption of unisex facilities can challenge and change the culture of the FRS.

Women members inform us repeatedly of the need for privacy at work in regard to toilet, shower and changing facilities and as such this Annual Conference opposes the use of unisex facilities in the workplace.

This Annual Conference therefore instructs the Executive Council to enter into negotiations at the National Joint Council regarding this issue, with the aim of ensuring that our members do not suffer from a lack of privacy and dignity whilst at work.

NATIONAL WOMEN'S COMMITTEE

25. UNISEX FACILITIES

Conference is concerned by the growing development and use of unisex facilities in the fire and rescue service. Conference does not support the idea which is being pursued by some fire and rescue service equality and diversity managers that the adoption of unisex facilities can challenge and change the culture of the fire and rescue service.

Women members repeatedly inform FBU officials of the need for privacy at work in regard to toilet, shower and changing facilities and as such Conference opposes the use of unisex facilities in the workplace.

Conference therefore instructs the Executive Council to enter into negotiations with the employers regarding this issue, with the aim of ensuring that FBU members do not suffer from a lack of privacy and dignity whilst at work.

MERSEYSIDE

26. EQUALITY IMPACT ASSESSMENTS

Conference instructs the Executive Council to seek agreement at NJC level on a joint protocol for the use of Equality Impact Assessments throughout UK Fire & Rescue Services

NORTHUMBERLAND

27. EQUALITY IMPACT ASSESSMENT

This Conference notes that all Fire & Rescue Services (FRS) should be carrying out Equality Impact Assessments (EIA) in line with their legal duties under the recently promulgated Equality Act, which came into force in April 2007. This Conference is concerned that some FRSs are not carrying out EIAs.

This Conference instructs the Executive Council to raise this issue with the FRS National Employers as a matter of urgency, with a view to ensuring that all FRS managements undertake to carry out these assessments.

The Executive Council is to report back on this matter to Annual Conference 2009.

LOTHIAN & BORDERS

28. REGIONAL MANAGEMENT BOARDS – ENGAGEMENT

Given that the Executive Council are encouraging more involvement with Regional Management Boards, this Conference demands that the Executive Council issue guidelines as soon as possible on this engagement, in particular to negotiation and consultation on issues affecting Control Room members.

The timescale is of the utmost importance and urgency, bearing in mind that Regional Control Centre issues including job descriptions, role maps and preferred shift patterns from the Department of Communities and Local Government are now being put to stakeholders for discussion and consultation.

WEST MIDLANDS

FIRE AND RESCUE SERVICE POLICY

29. SPRINKLERS IN NEW BUILD DOMESTIC DWELLINGS

This Conference demands that the Executive Council use all means at its disposal to lobby for legislation that sprinklers are fitted in all new build domestic dwellings within the United Kingdom by 2010.

NORTH WALES

30. AUTOMATIC FIRE ALARMS – EMERGENCY RESPONSE

Conference welcomes some of the findings contained within the CLG Departmental Annual Report published on 17 December 2007 which states; 'Slower response to fires is a worse service'.

Conference therefore deplores the decision by Greater Manchester Fire and Rescue Service, and other brigades throughout the UK, not to send a full emergency response to Automatic Fire Alarms unless a back up call is received or the alarm receiving centre can confirm if there are any signs of fire. This decision puts the lives of the public and firefighters in greater danger.

Conference therefore instructs the Executive Council to use all means available to them to commence a campaign to reverse this decision.

GREATER MANCHESTER

31. FIRE SAFETY (PROTECTION)

Annual Conference demands that the Executive Council carry out a full survey of Fire Safety (Protection) within the UK Fire and Rescue Service to ascertain the following:

- How many Fire Safety (Protection) departments have been closed in the last 5 years?
- How many Fire Safety Officer roles have been lost over the last 5 years?
- How many Fire Safety (Protection) jobs are carried by personnel not on NJC Grey Book Conditions of Service?

When this survey has been completed the Executive Council must bring to Annual Conference a strategy to preserve and increase the numbers of Fire Safety (Protection) Officers within FRS that are conditioned to the Grey Book.

This strategy to be put to Annual Conference no later than 2009.

DORSET

32. FOUR RIDERS HEALTH & SAFETY

Conference, it is our principle to defend health and safety within the Fire and Rescue Service. We therefore demand the Executive Council carries out talks with the DCLG to set a legal minimum standard of four riders on all pumping appliances.

HAMPSHIRE

Amendment

In the title **replace** "four" with "five".

In line 3 **replace** "four" with "five".

AVON

Amendment

In line 3 **delete** "four" **insert** "five"

Change title of resolution to FIVE RIDERS HEALTH & SAFETY

GREATER MANCHESTER

Amendment

1st sentence, after "Conference" **delete** comma **insert** "agrees that"

MERSEYSIDE

33. RETENTION OF FIRE CONTROLS

This Conference welcomes the decision of the Scottish Government not to centrally reduce the number of Emergency Fire Controls in Scotland.

TAYSIDE

34. CALL FOR FIRE AND RESCUE TOXICITY STUDY

Conference is deeply concerned at indicative results from the FBU's toxicity study undertaken in 2007, which raises questions about the potential effects of firefighters exposed to chemical exposure and contamination at fire and other incidents and possibly even from our own P.P.E.

Conference therefore calls on the Government and the National Employers to organise and finance a large scale representative toxicity study of firefighters including fat biopsy tests to assess the levels of chemical contamination members may be suffering.

DEVON & SOMERSET

Amendment

Delete full stop at end of second paragraph, **insert:**

"and in addition to review and promote measures which may help reduce the effects of toxic contamination, for example the need for firefighters to shower and submit PPE for cleaning immediately after even relatively minor incidents, and the potentially beneficial effects of far infrared saunas."

DEVON AND SOMERSET

35. USE OF HARD SHOULDER ON MOTORWAYS

Conference condemns any government proposals for the use of motorway hard shoulders as regular carriageways.

The removal of hard shoulders puts both members of the public and emergency service personnel at additional risk. Conference opposes these proposals and demands that hard shoulders are maintained for their original intended use.

BUCKINGHAMSHIRE

36. FIRE SERVICE NEUTRALITY

This Conference is extremely concerned at the shift in focus of the Fire Service towards crime prevention activities which is threatening the long standing Fire Service position of neutrality. In certain areas the Fire Service is increasingly being used as an extension of the police force with fire crews being expected to take on the role of crime reduction officers. In some brigades police officers have even been deployed on fire appliances. This Conference instructs the Executive Council to raise this issue within the relevant forums and instructs Brigade Committees to resist any further move towards the Fire Service becoming an extension of the police force.

CLEVELAND

37. RECRUITMENT

Conference demands that all entrants joining the Fire Service on the Wholetime Duty System should undertake the same recruitment, training and development process. This would ensure standardisation of the procedure for all employees on this duty system.

DERBYSHIRE

38. PROMOTION EXAMINATIONS

Conference demands that the Executive Council engage with the appropriate body to bring about the re-instatement of an examination based process for promotion within the UK Fire & Rescue Service.

SOUTH YORKSHIRE

Amendment

In line 2, after "examination" **insert**, "and practical operational assessment"

SUFFOLK

39. RDS TRAINING

The opportunity must be given to all RDS staff to be able to develop their competency levels. We demand the Executive Council to open talks with the DCLG to see if additional funding can be given to all brigades with RDS personnel, so that additional training is available for those who require it.

HAMPSHIRE

40. TRANSFER PROCESS

This Conference demands that any nationally or locally developed process for recruitment, selection and progression of Retained Firefighters should not hinder the transfer process to Wholetime for Retained Firefighters by the inappropriate use of the national Firefighter Selection Tests.

NATIONAL RETAINED COMMITTEE

41. IRMP – COST REDUCTION TOOL

This Conference condemns those fire and rescue authorities who seek to use the IRMP process as a means of reducing expenditure as opposed to reducing risk. In particular we condemn those authorities who choose to implement specific duty systems, in given areas, primarily to reduce expenditure instead of implementing duty systems according to the perceived risk within that given area.

However, in accepting that this practice does indeed take place, Conference demands that firefighters, regardless of the duty system they operate within, are afforded appropriate training on all risk critical issues.

TYNE & WEAR

Amendment

2nd Paragraph, **delete** in first sentence “However, in accepting that this practice does indeed take place,”

MERSEYSIDE

42. IRMP STRATEGY

Conference acknowledges the work already undertaken to educate FBU Officials and give them the skills and knowledge to challenge their respective brigade’s IRMPs.

However, Conference also recognises that IRMPs are continuing to be used by Fire Authorities as a means to make cuts in front line services and that the training of our members has deteriorated or is no longer adequate for the increased risks that Fire & Rescue Services throughout the UK deal with.

Conference therefore demands that the Executive Council revises the FBU’s IRMP strategy and provide further training for Officials. This revised strategy to be in place by Conference 2009.

NORTHUMBERLAND

43. IRMP – CREWING LEVELS

Recent IRMP proposals have clearly demonstrated Fire Authorities willingness to compromise existing safe operating procedures in the pursuance of financial savings. A typical example of this has been proposals to reduce crewing to 3 riders for RTC persons trapped at a retained duty system station where the recruitment and retention of firefighters is problematic.

Annual Conference reaffirms our policy of a minimum number of 5 firefighters is maintained on all front line pumping appliances to increase the Health and Safety of our members when attending incidents.

Annual Conference also condemns Fire Authorities, Senior managers and other fire service unions that support fire appliances responding to incidents with less than 5 firefighters.

DORSET

44. FIREFIGHTER ACCIDENTS AND IRMPs

Conference demands that the Executive Council undertake or commission an inquiry utilising all available accident investigation reports and relevant other evidence from cases to establish any possible link between the increases in firefighter deaths and serious injuries and the introduction of integrated risk management planning in Fire and Rescue Services.

The inquiry should focus on

- Any recent change to the planned response times and initial PDA dictated by the IRMP prior to the serious accident/fatality.
- Any perceived difficulties on implementing safe systems of work due to insufficient resources.
- Any difficulties experienced in establishing incident command and control due to insufficient resources.
- To compare initial resources allocated with those demanded by the CAST planning scenarios to determine what effect adherence to CAST may have had on the difficulties that were experienced.

IRMP has often led to a cut in fire service resources that clearly puts firefighters and the public at greater risk. If it is demonstrated that this has contributed to the unacceptable and rising number of deaths and serious injuries to firefighters this must be raised as a matter of urgency with individual fire and rescue authorities, the Health & Safety Executive, our employers and the DCLG, with a view to ensuring Chief Officers and fire authorities are held accountable and that adequate resources are provided in future in the initial PDA to ensure safe systems of work can be applied immediately on arrival. The restoration of minimum national standards of fire and rescue cover in all FRS should also be provided to consolidate this.

STRATHCLYDE

Amendment

Second bullet-point **delete** "perceived", after "resources" **insert** "perceived or otherwise"

GREATER MANCHESTER

Amendment

In the final paragraph line 6 **delete** "DCLG", **insert** "CLG/Scottish Resilience"

STRATHCLYDE

45. FIT FOR PURPOSE TRAINING AND PPE FOR 'FLOOD INCIDENTS'

Conference demands that the Executive Council secure a National Standard through negotiation, with the appropriate bodies, that ensures all Fire Authorities provide fit for purpose Training and PPE for flood incidents.

Some of the key areas of concern are:

- Bacterial or Viral infections
- Pitt Review 2007
- Training at appropriate level
- The Oral Ministerial Statement 23 July 2007 (Hilary Benn)

SOUTH YORKSHIRE

46. APPROPRIATE PPE

Conference demands that appropriate PPE and training should be provided for all firefighters attending flooding or spate conditions.

The mobilisation of personnel to carry out duties in stagnant water for long periods of time in nothing but fire kit designed solely for firefighting purposes is unacceptable.

BUCKINGHAMSHIRE

47. WATER RESCUE

This Conference calls upon the Executive Council to engage with Communities and Local Government to ensure that fire authorities are adequately funded in order to provide sufficient resource with regard to the increased risk of flooding as a result of climate change. This must ensure the following as a minimum standard;

- Adequate provision of equipment and personal protective equipment, for example, dry suits, life jackets and sumo pumps, to ensure that procedures and health and safety considerations are not jeopardised.
- Adequate facilities to dry clothing and equipment.
- Adequate crew levels to be maintained to ensure the full capability of the service is available at times of extreme conditions.
- Provide a comprehensive water rescue response.

GLOUCESTERSHIRE

Amendment

4th Line **delete** "as a result of climate change."

WEST MIDLANDS

Amendment

Insert new bullet-point "Provide provision for Emergency Fire Control Staff in affected areas."

GREATER MANCHESTER

48. OFFSHORE FIREFIGHTING

This Conference demands that the Executive Council urgently revise the FBU Offshore Firefighting policy. The introduction of the Maritime Incident Response Group, MIRG, has changed the way the British Fire Service responds to incidents at sea and the FBU must be fully involved in future development of Offshore Firefighting policy. In order to do so our policy needs to respond to the new national arrangements, developments in training and the issues of adequate and achievable insurance cover. The revised document to be presented to Conference 2009.

CORNWALL

Amendment

3rd line, **delete** "British" **insert** "UK"

MERSEYSIDE

Amendment

At the end of the second sentence in line 5 **delete** full stop, **insert**:

"; particularly as FBU members are agreeing to participate in the MIRG project despite Fire and Rescue Services failing to agree to implement the requirements of current conference policy on firefighting at sea."

STRATHCLYDE

Amendment

Line 7 between "of" and "adequate" **insert** "an". After "adequate" **delete** "and achievable"

GREATER MANCHESTER

49. CCTV

Conference welcomes the recent research undertaken by the Labour Research Department with regard to acts of violence towards firefighters and firefighters (control), and notes the comments and recommendations contained within that report.

Conference is particularly concerned with the growing use of Closed Circuit Television (CCTV) equipment on fire appliances and vehicles as a strategy adopted by employers in violence at work policies and/or procedures. This strategy has had a counterproductive consequence of detrimentally impacting upon our neutrality within the community and in some cases increased the risk of attack on our members.

Conference therefore instructs the Executive Council to enter into negotiations with the national employers as a matter of urgency, to ensure that a national violence at work protocol is pursued, with the removal of any CCTV equipment used to capture images primarily to be used in criminal prosecution procedures to be achieved as a priority. Conference instructs the Executive Council that a report on this issue is to be completed and put to FBU Annual Conference 2009 for decision.

MERSEYSIDE

50. APPLIANCE CCTV CAMERAS

This Conference condemns the use of appliance CCTV cameras by Cheshire Fire & Rescue Service for the purpose of initiating disciplinary proceedings against our members. This purpose is contrary to their own policy and any understanding with the Fire Brigades Union. The cameras were installed with the clear intention of providing firefighter protection, i.e. attacks on firefighters. This misuse will have a negative impact with regard to any potential benefits to firefighter protection and has led to a loss of confidence and trust with CF&RS management. This Conference calls on the Fire Brigades Union to commence a campaign for the removal of appliance CCTV cameras.

CHESHIRE

Amendment

Last line **delete** all after "campaign," **insert** "to stop the use of CCTV cameras being used in discipline cases against our members."

GREATER MANCHESTER

51. AERIAL RESCUE PUMPS IN THE FIRE SERVICE

Conference instructs the Executive Council to commission a report aimed at evaluating the introduction of Combined Aerial Rescue Pumps in Fire & Rescue Services.

This report to consider

- The reliability of Combined Aerial Rescue Pumps in particular the availability of their high reach capability when in service.
- Appropriate crewing levels (minimum of six) to ensure the health & safety of members both when the appliance has dual function capability and on those occasions when it has been re-designated as a rescue pump due to a defective high reach capability.
- The suitability of these vehicles for use as rescue pumps and rescue platforms, particularly regarding access difficulties in urban areas.
- The effect if any on levels of pre-determined attendance as a consequence of the introduction of these vehicles.

This report shall be utilised to inform the Executive Council approach to negotiating an agreed national policy on the introduction and use of these vehicles with our national employers as soon as practicably possible.

STRATHCLYDE

Amendment

In the second bullet point, after “(minimum of six)”, insert “, as per CAST scenario modelling,”

SUFFOLK

52. ESTABLISHMENT LEVELS

This Conference calls on the Executive Council to carry out a survey of Flexible Duty Officer establishment levels, in particular to identify how many operational Officer posts have been lost to non operational posts. This Conference believes that operational effectiveness, particularly at night time and weekends, is being severely compromised and is placing undue stress on Flexible Duty Officers.

OFFICERS NATIONAL COMMITTEE

53. FIRE GROUND FACILITIES

This Annual Conference is disappointed by the disgraceful standard of facilities on the fire ground available to women in the UK Fire and Rescue Service. These often include no toilet facilities, no sanitary provision and no means for sanitary disposal.

We call upon the Executive Council of the FBU to formulate a 'best practice policy on fire ground facilities'. The policy must cater for all fire service personnel regardless of sex/gender, comply with existing guidelines and legislation and pay particular attention to the dangers of toxic shock syndrome. We further demand that upon completion of the policy the Executive Council puts pressure on the employers' representatives at the NJC to adopt the policy as a basic standard and a human right to dignity when on the fire ground.

We further call upon the Executive Council to report back progress of the issue to the National Women's Committee within 6 months of this Conference.

STAFFORDSHIRE

Amendment

In the first paragraph **delete** "women" **insert** "personnel"

In the final paragraph after "Committee" **insert** "and Brigade Committees,"

STRATHCLYDE

Amendment

2nd line **delete** "women" **insert** "firefighters"

Last line **delete** "the National Women's Committee" **insert** "all members"

CLEVELAND

Amendment

Last sentence (3rd Paragraph) **delete** "the National Women's Committee within 6 months of the Conference" **insert** "Annual Conference 2009."

MERSEYSIDE

54. FIRE GROUND FACILITIES

Annual Conference is disappointed by the disgraceful standard of facilities on the fire ground available to firefighters in the UK Fire and Rescue Service. These often include no toilet facilities, no sanitary provision and no means for sanitary disposal.

We call upon the Executive Council of the Fire Brigades Union to formulate a "Best Practice Policy on Fire Ground Facilities". The Policy must cater for all fire service personnel regardless of sex/gender, comply with existing guidelines and legislation and pay particular attention to the dangers of toxic shock syndrome. Conference further demands that upon completion of the policy, the Executive Council put pressure on the employers' representatives at the National Joint Council to adopt this policy as a basic standard and a human right to dignity when on the fire ground.

Conference further calls upon the Executive Council to report back the progress on this issue to Annual Conference 2009.

DEVON & SOMERSET

Amendment

In the final line of the final paragraph ~~delete~~ "to" **insert** "no later than"

STRATHCLYDE

55. HIV/AIDS POLICY

This Conference understands the importance of the health and safety and welfare of our members. A number of years have passed since the Union policy on HIV/AIDS was written. We therefore request that the Executive Council and Health and Safety Committee work in conjunction with the G & L committee to amend this policy and make it more comprehensive.

NATIONAL GAY & LESBIAN COMMITTEE

56. PRACTICAL ASSESSMENT

This Conference demands that the Executive Council, at the earliest available opportunity, campaigns for and seeks through consultation and negotiation with the appropriate bodies/organisations, the introduction of a form of practical promotion assessment, in relation to all roles other than firefighter and those roles designated as 'Control specific' within the United Kingdom fire service.

TYNE & WEAR

57. NATIONAL POSITIVE ACTION STRATEGY

This Conference calls upon the Fire Brigades Union to enter into negotiations at National Joint Council level in regards to a national positive action strategy. This would ensure best practice with the sharing of ideas, resources and more importantly personnel, especially where particular brigades have a low number of B&EM members. This strategy should allow B&EM members in a brigade to have paid time off in order to support positive action activities in another Brigade.

BLACK & ETHNIC MINORITY MEMBERS COMMITTEE**Amendment**

1st sentence **delete** "enter into negotiations at National Joint Council level in regards to"

In the 1st sentence after "to" **insert** "raise at the Practitioners Forum the establishment of"

WEST MIDLANDS

TRADE UNION AND LABOUR MOVEMENT

58. SLAVE TRADE COMMEMORATION

A campaigning group called Memorial 07 have acquired a space for, and been granted permission in Hyde Park for a permanent memorial to the enslavement of African people. They need to raise a substantial amount of money to commission and maintain a suitable memorial.

The Brent MP, Dawn Butler, launched a campaign in April 2007 to acknowledge the bicentennial of the Slave Trade Abolition Act by having an official day in commemoration of the enslavement of African people.

This Conference calls upon the Executive Council to:

- Donate a sizeable donation to the permanent memorial in Hyde Park in consultation with the B&EMM National Committee.
- Research and distribute information about Memorial 07 and encourage regions to support plans for the permanent monument in commemoration of the slave trade abolition.
- Support and encourage regions to join the campaign for an official day to commemorate African enslavement.
- Continue FBU support for the Anti-Slavery movement that continues to campaign against modern slavery

BLACK & ETHNIC MINORITY MEMBERS COMMITTEE

59. TRADES UNION FREEDOM BILL

The Trades Dispute Act 1906 introduced a system for immunities from tortious liability for unions when organising industrial action.

Conference recognises that these rights have been eroded over the last 30 years and, in addition to this, we now see union members, and officials, being disciplined and/or dismissed for carrying out legitimate Trades Union activities.

The proposed Trades Union Freedom Bill (TUFb) has five main principles, namely:

- (1) better protection for striking workers.
- (2) simpler and fairer industrial action balloting and notice procedure.
- (3) restricted use of injunctions by employers.
- (4) allowing solidarity action in certain circumstances.
- (5) preventing the use of replacement labour during strikes.

We believe these principles are basic human rights therefore Conference calls upon the Executive Council to join the campaign for the introduction of the TUFb by offering both financial and political support.

GREATER MANCHESTER

60. HUMAN RIGHTS ABUSES IN BURMA

Conference is appalled at the continued widespread oppression and grave human rights violations inflicted on the people of Burma by the military junta and undemocratic Government.

We continue to witness the development of a silent humanitarian crisis that leaves the general population and workers of Burma in extremely vulnerable conditions. Those at greatest risk are the ethnic nationality groups, for example the Karen people and also the members and activists of political groups and trade unions that speak out against the human and workers rights abuses perpetrated by this dictatorship.

We have widespread drug addiction and the increase of HIV/AIDS, that leaves the more vulnerable members of any society at even greater risk.

Members of free trade unions find themselves imprisoned, these individuals also facing an uncertain future as membership to such groups remains punishable by death. There continues to be forced labour, torture, ill treatment, sexual violence and child labour, together with starvation and forced migration.

This is totally unacceptable to us all living and working in a free and democratic society and we need to be acting now to prevent the continuation of such violations.

We call on the Executive Council to lead a political campaign of FBU activists and members, together with TUC affiliates to lobby the British Government to apply by whatever means possible the political pressure to prevent the continued oppression of the Burmese people.

In particular, we call for

- All human rights abuses inflicted on the people of Burma by the military junta to end
- That the people inflicting such abuses should be held fully accountable for their actions
- Forced labour and migration should cease
- The immediate release of all political prisoners, including members of Trade unions
- The commencement of a political transition that will lead to a democratically elected government

In addition we ask that contacts and working relationships are developed between the FBU and Burmese Trade Unions to provide whatever assistance available that will better able them to continue with their very difficult and dangerous work.

TYNE & WEAR

61. PALESTINE

This Conference deplores the ongoing subjugation of the Palestine people.

This Conference therefore demands that the Executive Council launches a high profile campaign to support the struggle of the Palestinians in their right to an internationally recognised homeland of their wishes.

This campaign to include regular updates of the political, economic and welfare situation within Palestine.

These updates to be published in the Firefighter journal at twice yearly intervals.

WEST MIDLANDS

Amendment

Insert at beginning of first paragraph:

"In this, the 60th anniversary of the 1948 'Nakba' when 800,000 Palestinians were forcibly expelled from their land and homes,"

Insert new second paragraph:

"Palestinians today face not only the legacy of that injustice, but continue to suffer ongoing Israeli occupation, further illegal annexation of land and resources for Israeli settlements, strangulation of the economy, and the imposition of a system of colonial control reminiscent of apartheid."

After the word "recognised" in paragraph two, **insert** a comma, and **insert** "viable and sovereign".

At the end of paragraph three, **replace** full stop with a comma, **insert** "and promote links at all levels of the union with communities and projects working for Palestinian independence."

DEVON AND SOMERSET

Amendment

Insert at the end of the first sentence in paragraph two:

"Conference further calls on the EC to put forward a motion at the TUC Annual conference aimed at ensuring the TUC adopts a policy of urging all trade union members to join the boycott of Israeli goods and services and also agrees to lobby the UK Government to implement a meaningful programme of divestment and economic sanctions until such time as Israel ends its illegal occupation of the occupied territories."

STRATHCLYDE

62. GUANTÁNAMO BAY

This Conference applauds the release of the four British residents from the United States military prison at Guantánamo Bay in December 2007. However, Conference is concerned that it took several years and a change of leadership in the British Government before this was achieved.

It is noted that the United States Government has illegally detained over 700 individuals from across the world without allowing them access to a fair trial, and some of those who are still being held have now been detained for over six years.

It is also noted through Amnesty International reports that during this period, Donald Rumsfeld the US Secretary of Defence, approved the use of interrogation techniques that included; hooding, stripping, sensory deprivation, isolation, the use of the stress position, the use of dogs to 'induce stress', environmental manipulation and sleep deprivation.

This Conference condemns the US Government's disregard for international law and the basic human rights of those illegally detained. In particular, Conference condemns the US Government's use of torture during interrogation and is concerned at allegations that the British security services may have collaborated by accepting information known to have been gained under torture.

This Conference requires the Executive Council to raise with the relevant Government Minister the above concerns, and to urge the British Government to do all in its power to obtain open and fair trials for those still detained, or to secure their immediate safe release.

LANCASHIRE

63. LABOUR PARTY

Conference continues to oppose re-affiliation to the Labour Party and is further angered that the Labour Government continues to allow attacks on our conditions of service and health and safety, whilst at the same time shedding crocodile tears for our fallen comrades in Warwickshire.

DERBYSHIRE

Amendment

3rd line after "safety" **delete** comma, **insert** full stop, **delete** rest of sentence.

WEST MIDLANDS

Amendment

At end of resolution, **add** new final sentence:

"Conference therefore reaffirms the ability of the Union to support political bodies that maintain the aims and objectives of the FBU."

MERSEYSIDE

64. PRIVATISATION

This Conference welcomes the Government's decision to provide additional funding over and above the allocated Government grant in order to build several new fire stations across North West England. However, Conference condemns the fact that this much needed new money will only be released through private finance initiative funding (PFI).

Conference believes that this Government is continuing to pursue a policy of privatising many of the public sector services by the back door by the use of schemes such as PFIs, privately sponsored schools (academies), privately run clinical assessment treatment and support centres (CATS) and most recently, the setting up of Local Authority controlled private limited companies (LACCs) to run the proposed regional control centres (RCCs).

Conference re-affirms its opposition to the use of PFI within the Fire Service and reminds all officials, representatives and members of the Fire Brigades Union to continue to support national and/or local trade union campaigns that fight to protect the public services from these ongoing attacks.

LANCASHIRE

65. MIGRANT WORKERS, HEALTH & SAFETY

Conference demands that the Executive Council mounts a national campaign to look into the issues surrounding migrant workers and the lack of Health and Safety Training given to them.

This includes fire evacuation drills and fire warning notices available in their own language as well as English.

ISLE OF WIGHT

PENSIONS

66. ADDITIONAL RESPONSIBILITY ALLOWANCES

Conference instructs the Executive Council to take all necessary measures via the Firefighters Pension Committee (FPC) and other forums to ensure that any additional responsibility allowances are deemed pensionable.

An update should be given to the Executive Council following each FPC meeting.

Conference further calls upon the Executive Council to report back progress on this issue to Annual Conference 2009.

DEVON & SOMERSET

67. RE-ENGAGEMENT

In light of recent changes to pension legislation, this Conference demands a National Agreement on re-engagement following a member's decision to retire under the conditions of the Firefighters Pension Scheme.

DURHAM

68. PENSIONS

This Conference demands that should the employers try to detrimentally amend, change or in any way erode the current Firefighters or New Firefighters Pension Schemes without negotiation or consultation, that an immediate ballot of members should be held, with a recommendation for industrial action.

WEST YORKSHIRE

69. PENSION AND COMPENSATION SCHEME

Conference demands that the criteria for qualification for the granting of an ill health pension and payments under the firefighters compensation scheme for death and serious injury on duty be revised in accordance with the guidance issued by the DCLG in 2004.

Conference is advised that the most recently issued guidance from the DCLG has resulted in a more stringent criteria being applied to the compensation scheme that will in practice mean that very few firefighters, or any beneficiaries, shall qualify for a compensation payment.

Conference further demands that this issue be raised as a matter of urgency with the DCLG and that a political and industrial strategy be adopted by the Executive Council to ensure that the guidance is revised as demanded.

STRATHCLYDE

70. GUIDANCE FOR INDEPENDENT QUALIFIED MEDICAL PRACTITIONERS

Conference notes the guidance for IQMPs as contained in the CLG FPS circular 8/2007. The guidance sets out criteria within the pension scheme on permanent disability, fitness for regular work, qualifying injury and degree of disablement.

The IQMP guidance makes it clear that in order to satisfy the criteria for a pension, a member must be incapable of all duties of their role, not just those of firefighting, and disablement must be permanent.

Although the IQMP is there to provide FRAs with a medical opinion, the guidance also makes reference to the following non-medical areas:-

- Case Law
- Reasonable adjustments
- Managerial submissions, and
- That all appropriate treatment options have been exhausted.

This guidance is resulting in members who are unable to perform their duties due to ill health, with no other employment available within the FRA, being subject to having their employment terminated on medical capability.

This is totally unacceptable.

Conference instructs the Executive Council to urgently highlight and raise this matter with representatives of CLG and ministers to seek amendments to the current guidance agreed by all parties.

The Executive Council should also raise awareness with members and officials of the union with an industrial campaign aimed at bringing about changes to the guidance.

LINCOLNSHIRE

71. BOARD OF MEDICAL REFEREES

Following the quite appalling decision of the Board of Medical Referees (BMR) to declare 3 of our retired members not permanently unfit and for their fire authority to use this as justification of stopping our members' pensions – and the subsequent acceptance by the CLG that the BMR had acted unlawfully – this Conference urges the Executive Council to enter into talks with the CLG, through whatever channels available, to consider changing the make up of the BMR.

One requirement should be the chair of the BMR should be non medical but who has legal knowledge and that the expert witness (in the appellant's infirmity) should be agreed by both sides.

The position at the moment allows the same chair and witnesses attending nearly all the appeals causing a familiarity with the employer's side to the detriment of our member's appeal.

Finally Conference further applauds the efforts made on behalf of our 3 retired members by head office, Thompson's solicitors and the wider membership.

LONDON

INTERNAL

72. BRIGADE OFFICIALS CAR ALLOWANCE

Conference acknowledges the current Car Allowance paid to FBU Brigade Officials. However this does not reflect the expenditure in the maintenance and running costs of their vehicles for undertaking FBU duties, and therefore seeks an increase in this allowance to £1,500 per annum.

ISLE OF WIGHT

73. TRAVEL EXPENSES – INCREASE IN MILEAGE RATES

Due to the ever increasing cost of fuel, this Conference calls on the Executive Council to carry out a review of the current out of pocket mileage expenses incurred by lay officials, with a view to increasing them.

As these rates have been unchanged for many years this review is to be carried out and its findings to be put before the Executive Council for approval without delay.

WEST YORKSHIRE

74. ACCIDENT INJURY AND DEATH BENEFIT FUND

Following the tragic incident at Atherstone-on-Stour, Warwickshire and the terrible effects it has on our members families, this Conference demands that all members must automatically be included into the Accident Injury and Death Benefit Fund.

Therefore Conference demands that the Executive Council makes the appropriate rule changes required to enact this decision and bring them before Conference no later than 2009.

WARWICKSHIRE

75. VOLUNTARY CONTRIBUTIONS FOR DEATH IN SERVICE

This Conference recognises that many members voluntarily contribute the sum of £1 in the unfortunate circumstances when a member dies in service. Whilst not enforcing individuals to contribute, we ask that the Executive Council urge all members to increase this sum to £5 for all future donations.

ESSEX

76. CONTROL FBU MEMBERSHIP

Conference demands that, should Control members be employed in Regional Control Centres, that the necessary rule changes are brought into effect in order to allow their full membership of the Fire Brigades Union to be maintained. The rule changes must also facilitate membership for any subsequent Control employees who wish to join the Fire Brigades Union.

NOTTINGHAMSHIRE

77. LGBT ANNUAL SCHOOL

This Conference instructs the Executive Council to enter into talks with other Fire & Rescue TUC recognised unions with a view to looking at an annual school in October to bring together views from all over the service and allow more networking of LGBT employees in the Fire & Rescue Service.

NATIONAL GAY & LESBIAN COMMITTEE

78. MEMBERSHIP MONITORING

Conference notes that the issue of sexuality monitoring is a sensitive subject that has been the centre of mixed debate.

It is broadly recognised that there are six main strands of equality. Conference calls on the Executive Council to develop and distribute an all members monitoring form, enabling members to detail which strands they identify with.

Conference further asks that all future membership application forms have included within them monitoring forms.

All information collated on monitoring forms must be treated with confidentiality with regard to the protection of individuals' identification.

NATIONAL GAY & LESBIAN COMMITTEE

79. REPRESENTATION

This Annual Conference believes that the decision of Annual Conference 2004 and 2005 which carried resolution 58 and the subsequent change to rule 25(3)(a) respectively, has proved detrimental to the Fire Brigades Union's policy 'All Different All Equal' (ADAE). This Annual Conference is concerned that in cases of bullying, harassment and discrimination, where assistance is subsequently removed from a member following an ADAE investigation, that the FBU is representing members who do not have an arguable defence for bullying and harassing others. This Annual Conference believes that this sends a negative message to the many women that are suffering at the hands of these bullies and will deter women members from making justifiable claims of harassment and bullying.

This Annual Conference calls for the ADAE policy to revert to its original position of withdrawing representation from a member who is accused of discrimination, bullying and/or harassment until such time as an arguable defence is located by the relevant Regional Committee.

We therefore call upon the Executive Council to amend the ADAE policy document accordingly and to present the required rule changes at Annual Conference 2009.

NATIONAL WOMEN'S COMMITTEE

80. ELECTIONS

This Annual Conference believes that accountability and democracy are at the heart of the Fire Brigades Union. In regard to the election of the Women Members Executive Council Member, National Chair and Secretary, this Annual Conference is concerned that Rule 19 (3) (e) which enables Brigade Committees to nominate one woman member as a candidate for these positions, does not afford true democracy and accountability to women members. This Annual Conference believes that the constituent group (Brigade Womens Committees), to whom the relevant official is subsequently accountable, should therefore be the nominating committee.

Therefore; this Annual Conference instructs the Executive Council to formulate the required rule changes in order to address this issue. These rule changes to be presented to the next rule change Conference.

NATIONAL WOMEN'S COMMITTEE

81. TUC DELEGATION

Conference demands that, with effect from this Conference [2008] the delegation to the Trades Union Congress Annual Conference shall consist of the General Secretary, the President and four other officials, two of whom will be nominated and elected by the FBU Annual Conference.

LONDON

82. EMPLOYMENT TRIBUNALS REPRESENTATION

This Conference instructs the Executive Council to encourage a more positive commitment to taking on members' cases at employment tribunal level. All cases should be judged on merit and a case Conference between Thompsons and regional committees deciding if the case should be represented if Thompsons original advice is not to represent.

HAMPSHIRE

Amendment

In the fourth line after "represented" **insert** full stop. **Delete** remainder of the resolution.

STRATHCLYDE

Amendment

4th line, **delete** "and regional committees" **insert** "and the relevant regional and brigade officials"

MERSEYSIDE

83. BOYCOTT THE WORLD FIREFIGHTER GAMES 2008

As a gesture of support and solidarity with fellow Merseyside members in the face of continued management victimisation, Annual Conference recommends that members do not attend the World Firefighter Games 2008 hosted by Merseyside Fire and Rescue Service. This is also to be communicated to other firefighter trade unions in the international labour movement.

GLOUCESTERSHIRE

AMENDED MAY 2007

ANNUAL CONFERENCE STANDING ORDERS

1. The Executive Council shall decide the venue and date (or dates) on which the Annual Conference will be held.
2. The Standing Orders Committee as established under Rule 7 will issue a preliminary notice to all Branches at least 20 weeks before the Conference is due to be held. Such preliminary notice to inform Branches of closing date for the receipts of resolutions, amendments, amendments to rules and delegates' names.
3. The Standing Orders Committee shall issue a preliminary agenda containing the resolutions received from the Brigade/National Sectional Committees which have been accepted for inclusion by the Standing Orders Committee acting in accordance with Standing Order No. 5 not later than six weeks before Conference is about to be held. Policy statements from the Executive Council shall also be issued not later than six weeks before conference is about to be held. A Brigade Committee shall have the opportunity to submit amendments to Executive Policy Statements prior to Annual Conference.
4. The Standing Orders Committee shall issue to the Secretary of each Brigade/National Sectional Committee and delegates a Final Agenda containing all motions and amendments, together with amendments to rules, accepted for inclusion by the Standing Orders Committee in accordance with Standing Order No. 5. These documents, together with delegates' names shall be issued not less than 14 days before Conference is due to commence. Any resolution which has been rejected by the Standing Orders Committee shall be circulated to each Brigade and National Sectional delegation, prior to Conference, with the Standing Orders Committee's reason for rejection.
5. Resolutions, amendments, amendments to rules and other business for Annual Conference must be signed by the Chairperson and Secretary of the Brigade Committee by whom they are submitted. Resolutions from National Sectional Committees must be signed by the Chair and Secretary of the respective National Committee. Resolutions must deal with one subject only and not be of omnibus nature.
6. The order in which the resolutions are to be discussed shall be decided by the Executive Council in consultation with the Standing Orders Committee.
7. Brigade Committees shall not be allowed to submit more than three resolutions. Similarly the Executive Council shall not be allowed to submit more than three resolutions.
8. Up to three resolutions from each National Sectional Annual General Meeting may be submitted to Annual Conference. These resolutions will be moved by a delegate from the Section from which they originate.
9. Notwithstanding the provision of the above rule, the Executive Council or any Brigade Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.
10. Brigade/National Sectional Committees are required to co-operate with the Standing Orders Committee in order that resolutions and amendments of a similar nature shall be composited. Any Brigade/National Sectional Committee which ignores a written request from the Standing Orders Committee, to consider a pre-conference compositing proposal, shall have its resolution removed from the Conference Agenda.
11. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
12. The Standing Orders Committee shall submit to the President of Conference a programme of all resolutions and amendments approved by them as being in accordance with the rules and Standing Orders, together with all suggestions for the proper conduct of the business of Annual Conference. They shall also provide all delegates to Conference with a programme of Conference business no later than the night before the opening morning of Conference.
13. The Standing Orders Committee will report to the Executive Council any violation of the rules or Standing Orders that may be brought to their notice with any recommendations agreed upon.
14. The Executive Council shall nominate four tellers and four ballot scrutineers from the names of delegates attending Conference. Names shall be submitted to the Conference delegates for approval.
15. The method of voting at each Conference shall be voice or show of hands, at the discretion of the President. Where, however, a division is challenged by delegates to Conference, voting shall be by card. Before Conference commences the leader of each Brigade Committee delegation shall be supplied with a list showing the voting figures to be used for Trade votes, Political Fund votes and for Accident and Injury Fund votes. Such figures shall record a vote equal to the membership figure of each Brigade as shown on FBU Membership records at 31st December each year. The leader of each Brigade Committee delegation shall be supplied with a voting card, indicating the name of the Brigade which shall be recorded by tellers. When a card vote is to be taken a warning device will be operated and sufficient time will be allowed for delegates to return to the Conference hall. The voting figures will be recorded and tallied by computer. The President will receive a record of the total of the votes in favour, votes against and votes not cast.
16. The voting on a challenge to the President's ruling decision shall be taken by the Vice-President (or someone approved by Conference in his/her absence) and shall in the first instance be by a show of hands. Where the result is unclear and/or in doubt the Vice-President or delegates may call for a numerical count of standing delegates by tellers. Standing delegates must clearly show their delegates credential cards as identification of their rights to vote. On the day (or days) on which Annual Conference is held, the President shall inform Conference of the number of delegates in attendance and entitled to vote, and support for a challenge must be by at least two-thirds (2/3) of the stated number.

17. On the day (or days) on which Annual Conference is held, delegates shall assemble at 09.30am prompt, adjourn at 12.30pm, re-assemble at 2.00pm and adjourn at 5.00pm.
18. The Executive Council shall be responsible for the production of a daily Record of Decisions of Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.
19. At each Annual Conference, the agenda compiled by the Executive Council shall be taken as the first business of Conference immediately following the Executive Council and auditors reports.
20. The Chair will be taken by the President or in his/her absence by the Vice-President. In the absence of the President and Vice-President, the delegates shall elect a Chairperson from among their members.
21. After the opening of Annual Conference the Executive Council shall present their report for the past year which shall be laid on the table for discussion. The items on the report shall be discussed seriatim and not as a whole. Delegates may move the reference back of the whole or any part thereof. Each speaker limited to five minutes.
22. Such reports shall be given precedence over all other business provided that where a resolution on the Agenda bears directly upon any part of the report, such resolution may at the discretion of the President be taken in conjunction with such part of the report.
23. The mover of the resolution shall be allowed 10 minutes, the seconder seven minutes, and any or each subsequent speaker, five minutes. No delegate shall speak more than once on a question, except the mover of the original proposition, who alone shall have the right to reply. Should the proposed mover of a composite resolution through no fault of his/her own, be absent from the Conference hall when he/she is called, any other delegate representing a Brigade/National Sectional Committee involved in the composite shall be allowed to move the resolution.
24. Facilities will be made available to enable any speaker to address Conference. If the President rises to call a delegate to order or any other purpose connected with the proceedings, the member speaking shall thereupon, resume his or her seat and no other delegate shall arise until the President authorises the discussion to proceed.
25. Should any delegate cause a disturbance at any session of Annual Conference, and refuse to obey the President when called to order, he/she shall be named by the President and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in Conference proceedings without the consent of the Conference delegates.
26. Previous question, next business, or the closure may be moved and seconded by delegates only who have not previously spoken in the debate and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply.
27. Should the President consider there is no direct difference of opinion among the delegates, he/she shall have the power to stop the discussion and submit the proposition to the vote of the Conference.
28. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.
29. In the case of Special Conferences, the above Orders shall be adhered to as closely as possible. The Standing Orders Committee shall be in session from the outset of any Special Conference in order to allow resolutions to be submitted from Brigade Committees. Neither the Executive Council by decision or the President by his/her ruling shall have the power to deviate from this Standing Order at any Special Conference.
30. These Standing Orders may be suspended, if such suspension is agreed by at least two thirds of the votes cast by the delegates attending Conference.
31. Alterations to the Standing Orders of Annual Conference may be submitted by Brigade Committees or the Executive Council, not later than the closing date for resolutions and are to be circulated to all Branches not later than six weeks before Conference is to be held. Changes to Annual Conference Standing Orders must receive at least two-thirds of the votes cast by the delegates to Annual Conference.
32. There shall be no smoking in the Conference Chamber whilst Conference is in session.

