



final

AGENDA

Fire Brigades Union

82nd Annual Conference, Southport

9th, 10th and 11th May, 2007

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

INTERNAL

1. VICTIMISATION

This Conference condemns recent developments where FBU members have been victimised by the British National Party or other right wing organisations. This Conference demands that the B&EMM National Committee formulate a strategy to give full commitment and support to all B&EMM members who receive such harassment.

B&EMM

Amendment

In line 4 **delete** the word 'B&EMM'

TYNE & WEAR

Amendment

In line 4 **delete** the word 'B&EMM' **replace** with the word 'FBU'.

MERSEYSIDE

Amendment

Line 3 **delete** "B&EMM National Committee" and **insert** "E.C."

Line 4 **delete** "B&EMM" and **insert** "FBU".

CLEVELAND

Amendment

At the end of the Resolution **insert** new paragraph. 'This Strategy to be endorsed by the Executive Council.'

GLOUCESTERSHIRE

Amendment

Line 3 **delete** 'B&EMM National Committee' and **insert** 'Executive Council'.

Line 4 **delete** 'B&EMM'.

WEST YORKSHIRE

2. RACE EQUALITY ISSUES

This Conference calls upon the Fire Brigades Union to report annually and provide a league table of all Fire Brigades within the British Fire Service, in their performance on race equality issues.

The criteria for such a report to be in agreement with the B&EMM National Committee.

The first report to be produced for Annual Conference 2008.

B&EMM

Amendment

In paragraph 2, **delete** "in agreement with" and **replace** with "produced by" Paragraph 2. At the end of the sentence **delete** the full stop and **insert** ", in agreement with the Executive Council."

In the last sentence, after the word "produced" **insert** "by the Executive Council"

GLOUCESTERSHIRE

Amendment

Title: **delete** RACE.

3rd line **delete** race.

4th line **delete** B&EMM, **insert** relevant.

5th line **add** 's' to Committee.

WEST MIDLANDS

3. RACE EQUALITY SCHEME

This Conference calls on the Fire Brigades Union to produce a race equality scheme.

This race equality scheme to be produced in line with the Race Relations Act (Amended 2000), Specific Duty.

This is to be produced in agreement with the B&EMM National Committee, and produced by Conference 2008.

B&EMM

Amendment

Line 5 **delete** "in agreement with" and **insert** "by"

Line 6 **delete** "produced by" and **insert** "presented to Annual"

SOUTH YORKSHIRE

Amendment

In the last sentence, **delete** "in agreement with" and **replace** with "by"

In the last sentence, **insert** after the comma "endorsed by the Executive Council"

GLOUCESTERSHIRE

4. AGM PROCESS

This Annual Conference recognises that the NWC has the responsibility within the FBU of dealing with issues that 'primarily concern women'. Women recognise that the issue contained within this Resolution may affect the other sections but it is being persistently raised by women through their structures at brigade, regional and national level.

This Annual Conference acknowledges that changes were made at Annual Conference 2002 which enabled the National Women's Committee to submit 3 Resolutions to Annual Conference, however, currently the National Women's Committee cannot amend their own Conference Resolutions, cannot amend any other Conference Resolutions or policy statements, cannot submit Emergency Resolutions, cannot submit rule changes or proposed amendments to Annual Conference Standing Orders.

This Annual Conference calls upon the Executive Council to formulate the relevant changes to the processes required to address this issue and for this to be reported back to the Women's AGM 2007 and will include the required rule changes which shall be submitted to Annual Conference 2008.

NWC

Amendment

In the last paragraph, last sentence, after the word "submitted" **insert** "by the Executive Council".

GLOUCESTERSHIRE

5. PFI

This Annual Conference has seen first hand problems surrounding facilities for women at many new build PFI Fire & Rescue Service workplaces.

Examples of these problems include:

- Unisex facilities – affording little privacy
- No floor to ceiling partitions on toilets and showers
- Joint locker rooms
- Lack of sanitary machines and sanitary disposal vestibules.

This Annual Conference believes that the finances required to provide adequate facilities for women at these workplaces are being sacrificed in order to maximise profit for the private companies who have gained the PFI contract.

This Annual Conference believes that the above circumstances add further authority to the FBU policy of opposing PFI buildings within the UK Fire & Rescue Service and demands that the Executive Council produce an up to date record of all PFI buildings within the Service which lists the facilities provided for women at each.

This record to be produced by the 2007 Women's AGM.

NWC

6. CONTROL STAFFING

This Conference instructs the Executive Council to investigate the present staffing levels within controls in relation to secondments out of the controls and their replacements. Many controls are now running at less than minimum staffing, and the level of experience is diminishing. This is also placing an onerous burden on staff to work overtime, which is often above the 24 hour a month (averaged over a 6 month period) national agreement. This report to be completed within 6 months.

CSNC

Amendment

In the first sentence **replace** "in relation to" with the word "including"

And the end of the Resolution **delete** the full stop and **insert** "and should include recommendations on how Officials should deal with its findings."

GLOUCESTERSHIRE

7. CONTROL SECTION ELECTIONS

Given recent decisions by West Yorkshire Brigade Committee in the current Control EC member's election, Conference demands that when Control EC/National Secretary's and Chair's are at nomination stage, to be nominated for office, that when the relevant section holds a Branch meeting that the decision of the section be upheld by the relevant Brigade Committee.

We further instruct the Executive Council to prepare and put the relevant rule changes to Annual Conference.

CSNC

Amendment

Line 2: **Delete** the word 'Control' at end of line and **replace** with the word 'Sectional'

MERSEYSIDE

Amendment

Title **delete** "Control Section" **insert** "Sectional"
2nd line **delete** 2nd Control **insert** "Sectional"

WEST MIDLANDS

8. NATIONAL HR STRATEGY DOCUMENT

This Conference notes with concern the National HR Strategy Document developed by CFOA. CFOA claims that this strategy document has been developed through the collaborative work of HR Practitioners and supported by external stakeholders. It is notable that the objectives of this document are at odds with a range of FBU policies.

Amongst the issues of concern raised by the document are multi-level entry, a role for the private sector in provision and delivery of service and means of attracting leaders from other sectors. Such issues have significant implications for officer/middle management members.

CFOA recommends this document to key National stakeholders and intends that it will be the subject of regular reports to the Practitioners Forum.

This Conference demands that the Executive Council develops a strategy with ONC Representatives, aimed at challenging the objectives of this document that do not comply with FBU policies and ensuring that FBU policies are not swept aside whilst CFOA's recommendations are foisted on and adopted by various FRS's.

ONC

Amendment

At the end of the Resolution **insert** a new paragraph.

"The FBU strategy should be the subject of regular reports to the Practitioners Forum."

GLOUCESTERSHIRE

9. ULF PROJECTS

This Conference acknowledges the work of the FBU Learning Fund Projects in providing learning opportunities for our members and providing another benefit of being a member of the FBU. Conference is also aware that the current funding is due to finish in April 2008 with no guarantee of further funding being made available post 2008.

Conference therefore instructs the EC to set up a working group from the ULF Project Committee and Regional Education Officers to look at how lifelong learning is mainstreamed into the FBU at all levels.

A report from the working group, along with recommendations and any proposed rule changes should be made available to the EC by October 2007 and presented to Annual Conference 2008.

LONDON

10. NON-STATUTORY ELECTIONS – POSTAL BALLOTING

Conference notes with concern:

- The significant workload placed on brigade secretaries in relation to the administration of workplace ballots for elections under FBU rules.
- The fact that in recent national elections conducted as workplace ballots significant numbers of members have been disenfranchised as a result of procedural errors by branch officials, such that the number of votes not included in the ballot exceeds the margin of victory of the successful candidate.

Conference considers that this is unacceptable.

Conference therefore believes that all non-statutory national and regional elections should be conducted by postal ballot using the same procedures as are currently used for statutory elections. Conference instructs the Executive Council to bring the appropriate rule changes to conference 2008.

LONDON

11. LIFELONG LEARNING

This Conference reaffirms our support for the provision of Lifelong Learning opportunities for the FBU membership and acknowledges many hundreds of our members have already taken advantage of the opportunities provided. This is another positive benefit of FBU membership and places the FBU at the forefront of Lifelong Learning within the UK Fire and Rescue Services.

Conference further recognises that the current funding arrangements are due to end in 2008. We recognise the advances that the Lifelong Learning Project has made within the FBU since Resolution 65 of Annual Conference 2004. However, Conference believes that in order to sustain the spirit of that Resolution and to mirror the recent moves within the TUC UnionLearn, we need to act quickly to ensure the sustainability of the Lifelong Learning agenda beyond April 2008.

To this end Conference instructs the Executive Council to form a Working Group from members of the ULF Project Committee and Regional Education Officers to produce a report for no later than 1st October 2007 for the Executive Council with recommendations and any proposed rule changes and presented to Annual Conference 2008.

SUFFOLK

12. VOTING RIGHTS

Conference recognises the contribution made to the FBU by the Black and Ethnic Minorities Members National Committee, the National Gay and Lesbian Committee and the National Women's Committee, collectively known as the Equality Sections.

Conference also recognises the concern of members that the voting entitlement of representatives of the Equality Sections may result in a distorted reflection of the view of the overall membership's intent on any particular issue.

Therefore, with the aim of reflecting as democratically as possible the membership's view on any particular matter, Conference instructs the Executive Council to bring the appropriate rule changes to Annual Conference 2008 so that the role of representatives from the Equality Sections will be purely advisory and without voting rights at all levels of the Union.

NORTHERN IRELAND

Amendment

2nd para, 1st line, **delete** "also"

WEST MIDLANDS

13. ACCIDENT & INJURY FUND

Conference instructs the Executive Council, at its first meeting following Conference 2007, to take the necessary actions in order to reinstate Accident and Injury Fund benefits to the levels payable immediately prior to Conference 2004. This change is to be applied retrospectively to all AIF claims submitted since 24th August 2006.

NORTHERN IRELAND

14. ELECTIONS FOR OFFICIALS

This Conference demands that elections for officials when due, must run in accordance with the FBU rule book.

HAMPSHIRE

15. ALL DIFFERENT ALL EQUAL

Conference demands that when a member has appealed to the General Secretary against a Regional Committee decision not to grant representation under All Different/All Equal, that member be informed in writing of the result of that appeal within 14 days of the date the appeal was received at Head Office. The All Different/All Equal policy to be amended accordingly.

TYNE & WEAR

16. EDUCATION

Conference demands that in line with future education programmes that schools/seminars are introduced for Brigade Officials, Divisional Officials and Brigade Membership Secretaries to deal with all aspects of membership issues.

TYNE & WEAR

Amendment

Remove from “schools/seminars...” to “.... to deal”, **replace** with “training be provided to officials at all levels to assist them in dealing”

TAYSIDE

17. TEXT MESSAGING

This Conference calls upon the Executive Council to carry out a feasibility study into the use of mobile phone text messaging, as an additional means of communicating with our members. This study should consider the cost, and all other practical issues regarding the implementation of this communication medium.

A report should be submitted for consideration by the Executive Council no later than 6 months after the close of this Conference. Details of the report, and the Executive Council decision on whether or not to implement this particular measure should be circulated to the members by means of an All Members circular as soon as possible following the Executive Council meeting at which the report is discussed.

CLEVELAND

18. LIFELONG LEARNING

This Conference reaffirms our support for the provision of lifelong learning opportunities for the FBU membership and acknowledges the many hundreds of our members who have already taken advantage of the learning opportunities provided by the FBU Union Learning Fund Projects. This is another positive benefit of FBU membership and places the FBU at the forefront of lifelong learning within the UK Fire & Rescue Services.

Conference further recognises that the current funding arrangements are due to end in 2008. We recognise the advances that the lifelong learning project has made within the FBU since Resolution 65 of Annual Conference 2004 however; Conference believes that in order to sustain the spirit of that Resolution and to mirror the recent moves within TUC Unionlearn we need to act quickly to ensure the sustainability of the lifelong learning agenda beyond April 2008.

To this end Conference instructs the Executive Council to form a working group from members of the Executive Council Education Sub-Committee, FBU ULF Project Committee and Regional Education Officers to produce a report for no later than 1st October 2007 for the Executive Council. This report should include proposed recommendations on how lifelong learning is embedded.

FIFE

19. REGIONAL MANAGEMENT BOARDS

This Conference recognises the increased influence Regional Management Boards are having on members conditions of service and working practices.

With this in mind Conference accepts the need for FBU Regional Officials to engage and where necessary negotiate with the Regional Management Boards on all issues affecting FBU members.

STAFFORDSHIRE

20. HEALTH & SAFETY HANDBOOK

This Conference demands that the Executive Council secure production of an up to date FBU Health and Safety handbook containing guidance on current Health and Safety legislation for FBU Health and Safety representatives.

STAFFORDSHIRE

Amendment

At end of Resolution **add** new sentence.

“This handbook to be produced within 6 months of the close of this Conference.”

CLEVELAND

21. BALLOT PROCESS FOR ELECTIONS

Conference believes that to best ensure proper accordance with the democratic process and to ensure that members with the right to vote receive ballot papers and associated information, there must be postal ballots for all elected positions from Regional/Sectional Officials upwards, where statute does not otherwise provide that a postal ballot is compulsory. We therefore demand that the Executive Council bring forward, to Annual Conference 2008, the relevant rule changes to ensure this change in voting procedure is incorporated into the Union Rule Book.

HUMBERSIDE

Amendment

Fourth line **delete** after positions up to “where”

WEST MIDLANDS

22. NEW EQUIPMENT/PRACTICES

This Conference demands that it becomes national policy that all brigade committees challenge new working practices/equipment before they are introduced into their workplace to ensure that they are within the relevant rolemap. All challenge results should be placed on the LRD website to allow other officials an opportunity to recognise the issues.

NORTH YORKSHIRE

Amendment

In line 2 **delete** the word ‘new’ and **insert** ‘any detrimental changes to’.

In line 3 after the word workplace, **delete** rest of sentence and **insert** the words “and ensure that any such practices/equipment are used by members within the appropriate role map only.”

TYNE & WEAR

Amendment

In the first sentence **delete** “to ensure that they are within the relevant rolemap”

GLOUCESTERSHIRE

23. CONFERENCE CANCELLING

This Conference believes that any decision to cancel Annual Conference should only be taken after consultation with members by a postal ballot. We therefore demand that the Executive Council bring forward to Annual Conference 2008 the relevant rule changes to ensure this process is incorporated into the Union rule book.

NORTH YORKSHIRE

Amendment

Line 2: **delete** 'by a postal ballot'.

Line 2: **insert** 'all' before the word 'members'

MERSEYSIDE

24. ANNUAL CONFERENCE

This Conference condemns the decision taken last year by the Executive Council to cancel Annual Conference 2006. Any cancellation of Annual Conference should only be taken after an all members postal ballot has been undertaken. We therefore demand that the Executive Council bring forward to Annual Conference 2008, the relevant rule changes to ensure this process is incorporated into the Union Rule Book.

WEST YORKSHIRE

Amendment

Line 3: **delete** 'an all members postal ballot' **replace** with 'full consultation with all members'.

MERSEYSIDE

25. EDUCATION

Conference believes that the current FBU education programme is not effective and is not meeting the needs of our officials. We therefore instruct the Executive Council to carry out an immediate review of the education programme, to include the areas of:

- Access
- Accreditation
- Suitability
- Recording

Following this review, we instruct the Executive Council to bring to Annual Conference 2008, a revised Executive Council Policy Statement on education, which better meets the requirements for officials than is currently the case.

DORSET

Amendment

Remove sentence 1.

Amend sentence 2 to read:

Conference instructs the Executive Council to carry out immediately a complete review of the education programme.

TAYSIDE

26. MOTORING EXPENSES

With the massive increase in petrol prices and insurance premiums; this Conference demands an immediate review by the Executive Council, with a view to increasing the out-of-pocket motoring expenses paid to lay officials and representatives.

SHROPSHIRE

27. AIF

Conference recognises the recent turmoil that the Accident and Injury Fund has gone through and therefore instructs the Executive Council set up a full review into all aspects of the Fund. This review to be completed (all findings with recommendations to amend) in time for the Executive Council to submit its recommendations to Annual Conference 2008.

GREATER MANCHESTER

28. UNION FINANCES

Annual Conference acknowledges the improvements in the Union's financial position over the last 2 years in placing the Union finances in a stronger position to face the continuous campaigning and work as a trade union in representing our membership in all spheres of the workplace, and political, trade union, socialist and international movement.

Our acknowledgement is not without concerns of the vital elements of budgeting and accountability of our finances to ensure a strong long-term financial basis required to continue as an important and independent organisation within the Fire and Rescue Service and trade union movement.

Following the 2002 'Red Book' of the FBU Financial structure it is 5 years since this was agreed we therefore instruct the Executive Council to review the Union finances and the current levels of all Union expenditure to report and make recommendations to the 2008 Annual Conference on the Union's current and future financial strategy.

BERKSHIRE

29. ULF

This Conference acknowledges the work of the FBU Union Learning Fund Project in providing learning opportunities for our members and providing another benefit of being a member of the FBU. Conference is also aware that the current funding is due to finish in April 2008 with no guarantee of further funding being made available post 2008.

Conference therefore instructs the Executive Council to set up a Working Group from the ULF Project Committee and Regional Education Officers to look at how lifelong learning is mainstreamed into the FBU at all levels.

A report from the Working Group, along with recommendations and any proposed rule changes should be made available to the Executive Council by October 2007 and presented to Annual Conference 2008.

NOTTINGHAMSHIRE

30. EQUALITY SECTIONS

This Conference recognises the need for the three equality sections within the Fire Brigades Union and the valuable work they undertake. Conference also recognises the harassment, bullying and discrimination that members of minority groups have suffered in the Fire Service and deplores such treatment.

However, it is Conferences belief that a cornerstone of trade unionism and the Fire Brigades Union is that every member should have an equal voice. Conference is concerned that full voting rights for the equality sections compromises this belief.

Conference therefore believes that the three Executive Council members representing the equality sections should be present at the Executive Council in an advisory capacity only, with no voting rights, and instructs the Executive Council to bring the appropriate rule changes to Conference 2008.

NOTTINGHAMSHIRE

31. EDUCATION

Conference acknowledges the good work undertaken by the National Education Committee and recognises that the education of our members is crucial in giving them the skills and confidence to be effective Union Officials.

However, Conference has real concerns that there is no coherent education strategy that links together training in regions and nationally or any audit trail to evaluate training in place.

Conference therefore demands that the Executive Council develop a national strategy that links in with the regions to enable the Union to embark on a comprehensive training policy and with sufficient budget to achieve results. This strategy to be developed and in place by Conference 2008.

DERBYSHIRE

32. ULF

This Conference acknowledges the work of the FBU Union Learning Fund Project in providing learning opportunities for our members and providing another benefit of being a member of the FBU. Conference is also aware that the current funding is due to finish in April 2008 with no guarantee of further funding being made available post 2008.

Conference therefore instructs the Executive Council to set up a Working Group from the ULF Project Committee and Regional Education Officers to look at how lifelong learning is mainstreamed into FBU at all levels.

A report from the Working Group, along with recommendations and any proposed rule changes should be made available to the Executive Council by October 2007 and presented to Annual Conference 2008.

DERBYSHIRE

33. MEMBERSHIP

Conference instructs the Executive Council to review membership eligibility and membership fee rates, to ensure recent changes within the British Fire Service are taken into account.

On completion of this review a paper will be prepared and submitted for Conference 2008.

NORTHAMPTONSHIRE

Amendment

Line 2: ~~delete~~ 'British' replace with 'UK'.

MERSEYSIDE

34. ULF

This Conference acknowledges the work of the FBU Union Learning Fund Project in providing learning opportunities for our members and providing another benefit of being a member of the FBU. Conference is also aware that the current funding is due to finish in April 2008 with no guarantee of further funding being made available post 2008.

Conference therefore instructs the Executive Council to set up a Working Group from the ULF Project Committee and Regional Educational Officers to look at how lifelong learning is mainstreamed into the FBU at all levels.

A report from the Working Group, along with recommendations and any proposed rule changes should be made available to the Executive Council by October 2007 and presented to Annual Conference 2008.

NORTHUMBERLAND

35. FBU STRATEGY

Conference instructs the Executive Council to bring to Annual Conference 2008 a detailed, long term strategy for dealing with the Fire Service management's approach to consultation, negotiation and the modernising agenda.

There is a need for a detailed debate and clear strategy on how the FBU is to tackle national and local employers in seeking to achieve the objects of the Union (Rule 3 of our Rule Book) in order to best represent the interests of FBU members and the public, both of whom are under attack by today's modern management.

The long term strategy brought to Conference 2008 will be debated in closed session.

WILTSHIRE

Amendment

At the end of the Resolution **insert** a new paragraph "The Executive should produce a detailed guidance document for all Officials within 6 months of Conference 2008 outlining what the strategy is and how all the recommendations should be implemented."

GLOUCESTERSHIRE

36. ULF

This Conference reaffirms our support for the provision of lifelong learning opportunities for the FBU membership and acknowledges many hundreds of our members have already taken advantage of the opportunities provided. This is another positive benefit of FBU membership and places the FBU at the forefront of lifelong learning within the UK Fire & Rescue services.

Conference further recognises that the current funding arrangements are due to end in 2008. We recognise the advances that the Lifelong Learning Project has made within the FBU since Resolution 65 of Annual Conference 2004; however Conference believes that in order to sustain the spirit of that Resolution and to mirror the recent moves within TUC Unionlearn, we need to act quickly to ensure the sustainability of the lifelong learning agenda beyond April 2008.

To this end Conference instructs the Executive Council to form a working group from members of the ULF Project Committee and Regional Education Officers to produce a report for no later than 1st October 2007 for the Executive Council with recommendations and any proposed rule changes and presented to Annual Conference 2008.

LEICESTERSHIRE

NJC

37. RETENTION OF WOMEN FIREFIGHTERS

This Annual Conference notes that some brigades spend a lot of time and thought on encouraging women to become firefighters because of the Government's targets, but very little work is done to ensure that women remain in their chosen profession. Complacency towards breaches of equalities policies is the normal response. Complaints are difficult to make, and when made are often dealt with poorly. Women leave rather than put up with an isolating and unfriendly environment.

Women have been full-time firefighters in the UK for more than 23 years. Many women have joined the Service, but numbers of women are still very low due to the Fire and Rescue Service being unable to retain women. Retention rates are not being made available to the Fire Brigades Union.

We therefore demand that the Executive Council negotiate within the NJC an effective strategy for brigades to create workplaces which women are happy to work and remain in.

NWC

Amendment

Line 13 **delete** "women" and **insert** "all employees"

SOUTH YORKSHIRE

38. FLEXIBLE DUTY SYSTEM

This Conference calls upon the Executive Council and Brigade Officials to resist any attempts by the national and/or local employers from implementing any proposals to alter the flexible duty system supplement as currently contained within the Scheme of Conditions of Service (Sixth Edition).

ONC

Amendment

Line 3 after "proposals to" **insert** "detrimentally"

SOUTH YORKSHIRE

39. STABILITY IN THE UK FIRE AND RESCUE SERVICE

Conference calls on the UK Fire and Rescue Service Employers to recognise that the last five years have witnessed a degree of turmoil and chaos that has been extremely damaging to the UK Fire and Rescue Service, especially in terms of failure to resolve issues, through constructive dialogue, and in terms of staff alienation and disaffection Conference believes no one has won from this turmoil, and the result has been a worse service both for staff and for the public.

Conference therefore calls for all sides to try and put the chaos of these last years behind us, and to this effect calls on the Employers to join the FBU in a serious and concerted attempt to re-establish stability and order in the management of the UK Fire and Rescue Service.

In order to achieve this, Conference calls in particular for the Employers to give a commitment to extend the pay formula, as agreed in the 2003 pay agreement, and to ensure that the National Joint Council meets regularly and meaningfully.

DEVON

Amendment

In the first paragraph **delete** “no one has won from this turmoil, and”

In paragraph 2 **delete** “therefore calls for all sides to try to put the chaos of these last years behind us, and to this effect”

GLOUCESTERSHIRE

40. PAY FORMULA

Conference demands that the Executive Council are resolute in securing a pay formula linked to Associate Professional and Technical Workers. The continuation of the pay formula agreed in 2003 will assist in stabilising industrial relations during an important time in the British Fire Service.

AVON

Amendment

Line 1: **delete** the word ‘a’ **replace** with the word ‘the’.

Add new final paragraph, ‘Failure to secure the continuation of the pay formula will result in a Recall Conference to debate national strike action.’

MERSEYSIDE

41. FIRE SERVICE PAY

Conference instructs the Executive Council to use all means at its disposal to maintain the Associate, Professional and Technical linkage as the means of determining Fire Service pay in July 2007.

NORTHERN IRELAND

42. REDUCTION OF PAY

This Conference is concerned by the number of members who are being placed on half pay, and then no pay, during periods of prolonged sick leave.

Conference instructs the Executive Council to carry out a national study of the number of members in each Fire and Rescue Authority who are currently on either half pay or no pay, while on sick leave.

Following this national study an assessment should be made of the number of Authorities who are failing to use discretion before reducing the pay of staff.

This issue should then be raised with the Employers at the NJC.

CLEVELAND

Amendment

After the 3rd paragraph, **insert** new paragraph:

“The result of the study should form the basis of a best practice guidance note for Officials to refer to when lodging appeals against any pay reductions for our members. This guidance should be produced within 6 months of Conference ending.”

GLOUCESTERSHIRE

Amendment

1st paragraph, 2nd line, **delete** the words “sick leave” and **replace** with “sickness absence”.

2nd paragraph, last line, **delete** the words “sick leave” and **replace** with the words “sickness absence”.

NORTHERN IRELAND

43. FLEXIBLE WORKING

Conference welcomes the introduction of the right to ask for flexible working which aims to help employers and workers agree on work patterns that suit everyone. However since the introduction of this legislation the application of this in the UK Fire and Rescue Service appears to be patchy with brigades applying criteria, considered to be relevant, differently. Others seem to be unaware of the responsibility to deal with such requests timeously and fairly or of their obligation to supply not only a reason for refusal but an explanation of why the request was refused.

Therefore, Conference instructs the Executive Council to carry out a survey of brigades to ascertain the types of flexible working that have been requested and the experiences of members making these requests with a view to preparing a document which can highlight good practice and aid FBU officials in assisting members making such requests.

FIFE

44. COMPETENCE

This Conference instructs the Executive Council to negotiate a nationally agreed system for carrying out workplace assessment for the purpose of assessing competence.

STAFFORDSHIRE

45. RANK TO ROLE STRATEGY GROUP

Brigades and Regions around the country are at different stages of the rank to role process and the in depth understanding of this topic by local officials will have a great bearing upon the future of all FBU members both financially and otherwise.

Due to this important subject having contractual implications on FBU members, Conference demands that the Executive Council immediately form a Strategy Group to advise, assist and provide education for Officials involved in the local Consultation/Negotiation of the Rank to Role process.

HUMBERSIDE

46. PAY FORMULA

This Conference instructs the Executive Council and the FBU negotiators who will be negotiating a pay formula in 2007 that under no circumstances will detrimental changes to the Grey Book and the constitution of the NJC be discussed in relation to a pay formula.

WEST YORKSHIRE

47. DRUG AND ALCOHOL DEPENDENCY

We call on Conference to instruct our Executive Council to set up a Working Group to look into the effects of drug and alcohol dependency on our members.

We, as the FBU, stand shoulder to shoulder with those that suffer from drug and alcohol dependency and do not cast them aside as management have done, as it is more convenient these days to sweep this socially embarrassing and growing problem under the carpet.

At a time when members need our support the most, we need to show them that we are there with them and will give that support and help in any way we can.

This issue is to be raised at the earliest opportunity within the National Joint Council and encourage a positive and supportive statement from the national Employers, in line with the Grey Book, Part B, Occupational Health.

WEST YORKSHIRE

48. NJC

Conference deplores the apparent lack of commitment from Fire and Rescue Employers both nationally and locally to the principle role and effective functioning of the NJC, as evidenced by the disgraceful actions of Merseyside Employers resisting the involvement of NJC Joint Secretaries, and their reluctance to convene regular NJC meetings.

Conference demands the Employers give a firm commitment to the primacy of the NJC and to ensuring its constitutional aims, structures, resourcing and the role of the NJC Joint Secretaries are fully supported.

DORSET

Amendment

In 2nd paragraph after the word demands, **insert** “that the Executive Council seek from” **delete** the word ‘give’. In next line **delete** the word ‘ensuring’ and **insert** “ensure that”

TYNE & WEAR

Amendment

In paragraph 1, line 4, after the word “Employers” **insert** “and Authorities in Region 13 including Cornwall, Dorset, Gloucestershire and Wiltshire in”

GLOUCESTERSHIRE

49. ADDITIONAL RESPONSIBILITY ALLOWANCES

To allow for a consistent approach in local negotiations by Brigade Officials; this Conference instructs the Executive Council to produce national guidelines on minimum levels of payments for additional responsibility allowances.

SHROPSHIRE

50. MATERNITY UNIFORM

This Annual Conference notes the progress made by some Fire & Rescue Services in updating their maternity policies using the FBU Model Maternity policy as guidance, but is concerned that the issue of maternity uniform is still a big problem for our women members whilst pregnant.

Conference believes that if the Fire & Rescue Service is serious about wanting to retain and recruit more women, then it needs to seriously look at the provisions of such uniform and ensure that where good policies are written that they are implemented correctly.

Conference calls on all Brigade Officials to revisit the Brigade's Maternity policy with their management and when doing so to emphasise the importance of correct fitting maternity wear for our women members to be available through all stages of pregnancy. We further call upon the Executive Council to report progress of this issue back to Annual Conference 2008.

HEREFORD & WORCESTER

51. EQUAL OPPORTUNITIES FOR TRAINING

This Annual Conference notes that many members who are primary carers are being restricted from partaking in some Fire and Rescue Services training courses due to management's lack of consideration for childcare. We believe that all our members should be given the same opportunities for training without the individual incurring unnecessary childcare costs.

Conference calls on all Brigade Officials to enter into negotiations with management to ensure that childcare is given serious consideration when planning and offering courses to employees. We further call upon the Executive Council to report this issue back to Annual Conference 2008.

HEREFORD & WORCESTER

52. WEEKLY HOURS

Conference instructs the Executive Council to begin negotiations, at National Joint Council, to seek a reduction in the average weekly hours worked by FBU members (Wholetime) from 42 hours per week to bring them in line with the national average working week as published by the TUC, without any subsequent reduction in salary.

A report back on these negotiations to be given by no later than Annual Conference 2008.

GREATER MANCHESTER

Amendment

At the end of 1st paragraph **add** new sentence "Any subsequent change in shift patterns must be jointly agreed."

TYNE & WEAR

53. IPDS

Conference condemns the actions of Chief Fire Officers/Firemasters and Fire and Rescue Authorities in their implementation of the Integrated Personal Development System within UK Fire and Rescue Services.

Conference demands that the Executive Council address as a matter of urgency, the fairness and equality aspects of the Integrated Personal Development System and ensures the system is open transparent and auditable. To that end Conference demands that the Executive Council pursue through the NJC that jointly agreed guidance notes are produced that safeguards equality of access and provides an agreed and prescriptive procedure to address any and all malpractice.

MERSEYSIDE

Amendment

In line 1, **remove** "/Firemasters"

TAYSIDE

54. PUBLIC HOLIDAY SHIFTS

Conference deplores the actions of the Merseyside Fire and Rescue Authority, and any others, who intentionally remove operational fire cover on public holiday shifts below that which is set within the local IRMP, in order for firefighters to be instructed not to attend for their rostered duty.

Conference condemns this practice as being one that removes fire cover in order to result in a reduction of an overall wage bill for a period that attracts premium rates of pay, a practice that is immoral, unsafe and provides a lesser Fire and Rescue Service for the community at that period.

Conference instructs that Brigade Committees oppose such reduction in fire cover by all means necessary up to and including strike action.

MERSEYSIDE

Amendment

Line 10 after "cover" **insert** full stop. **Delete** all after.

SOUTH YORKSHIRE

55. UNSOCIAL HOUR'S PAYMENT

This Conference recognises that the established duty systems are under attack by Chief Fire Officers and Fire Authorities alike.

Conference therefore demands that should a Fire Authority remove the provision for members to take 'rest periods', as defined under Appendix C of the Grey Book (2004) that there should be available an 'unsocial hour's payment'.

This payment should be negotiated at NJC level and Conference therefore instructs the Executive Council to enter into negotiations at this level as a matter of urgency.

NOTTINGHAMSHIRE

56. ITOP/ADC

This Conference acknowledges the changes in the promotion procedure, with the abolition of the examination system and practical assessment to the introduction of the ITOP and ADC system. However, Conference believes that these systems are fundamentally flawed with no consistency of application or practical assessment of potential and are surrounded in secrecy. All this has a potentially detrimental effect on the health and safety of our members.

This Conference demands that the Executive Council set up a Working Group to look at the new systems of advancement throughout the country and report back to Conference 2008 with recommendations to take forward to our employers.

DERBYSHIRE

57. NEGOTIATING BODIES

Conference acknowledges that in 1999 and 2002 the decision was taken for Brigade Officials not to sit on Committees with FOA and the RFU respectively.

Conference acknowledges the difficulties that this caused Brigade Officials given that National Officials did sit on Committees with these organisations.

Conference demands that the Executive Council negotiates with the national employers a revision to the constitution of the NJC that will result in the setting up of negotiating bodies for:

- Full and part time employees
- Employees working the Retained Duty System
- Officers (for Station Managers and above)

Membership to the negotiating bodies for each group will be open to trade unions and staff groups who can show they have at least 30% national membership of the appropriate group of staff for each of the negotiating bodies.

GLOUCESTERSHIRE

58. SECOND CONTRACTS

This Conference condemns Fire Authorities attempting to introduce second contracts for firefighters, to undertake additional duties that fall within their role maps. Whilst performing these duties firefighters should be covered by all Grey Book Conditions of Service, including overtime payments.

Therefore, this Conference demands the FBU ensures that all duties that are undertaken by firefighters and that are within their role maps are covered by the Grey Book.

CHESHIRE

59. SECONDARY CONTRACTS

Conference demands that operational Trainers/Instructors, who have a commitment to train Local Authority firefighters and control staff, are employed under and in accordance with the current NJC 'Scheme of Conditions of Service' (Grey Book). This is unless it is specialist training being given and that the skills are not currently available in-service.

LANCASHIRE

60. MILEAGE ALLOWANCE

This Conference demands that the Executive Council negotiate a national mileage allowance for members that volunteer to use their own vehicles in circumstances that currently fall outside the existing casual or essential car user rate. This should include a mileage allowance for firefighters that use their own vehicle to undertake detached duties at a station other than their normal place of work.

LANCASHIRE

61. PAY FORMULA

Conference instructs the Executive Council to ensure the current pay formula that links annual pay rises in the Fire Service to the average pay rise achieved by the Associate, Professional and Technical group of workers is retained for the long term. Conference also insists that this be agreed without prejudice to any existing pay, conditions or national agreements.

We urge all members to support whatever action is necessary to achieve this, up to and including strike action.

STRATHCLYDE

Amendment

Third line – after the word “retained” **insert** full stop and **delete** remainder of sentence.

NORTHERN IRELAND

62. WATER RESCUE

Conference demands that the Executive Council secure a national agreement that ensures all Fire Authorities seeking to introduce or already providing a water rescue service adhere to the following principles.

- A water rescue service is only introduced after full consultation with and the agreement of Fire Brigades Union Officials.
- All training courses for boats/personal water craft are to Royal Yachting Association standard.
- An agreed standard for **a)** all communications when working on in or near water and **b)** for all personal and other protective equipment.
- The provision of appropriate and safe access slipways.
- An agreed inoculation programme and regular health checks to protect against water borne diseases, for all members working on water.
- Nationally agreed procedures for training and attendance in/or around water rescue incidents.
- An agreement to pay additional responsibility payments to those personnel who undertake such duties. Failure for such a payment to be made will result in personnel withdrawing from undertaking any water rescue responsibilities.

STRATHCLYDE

Amendment

Delete the entire first bullet point.

GLOUCESTERSHIRE

63. CO-RESPONDING SCHEMES

Conference applauds the stance taken by members at Retford Branch in Nottinghamshire and their refusal to be forced into undertaking Co-responding duties that are not part of their contractual obligation.

Conference also welcomes the decision of the High Court in October 2006 that ruled that Co-responding duties were not part of a Firefighter's Rolemap and should only be undertaken on a voluntary basis.

However, Conference recognises that despite the industrial action taken in several Brigades and the Union's existing Policy, the practice of Co-responding in the Fire Service is growing at an alarming rate. It is divisive and damaging and cannot be allowed to continue in its current form.

Conference therefore demands that the Executive Council immediately negotiates, at NJC level, a voluntary Co-responding scheme that addresses all the concerns raised in the FBU's Co-responding Policy Document and also attracts an Additional Responsibility Allowance commensurate with the level of expertise and knowledge required to undertake such voluntary duties.

LEICESTERSHIRE

64. UNSOCIAL HOUR'S PAYMENT

This Conference recognises that the established duty systems are under attack by Chief Fire Officers and Fire Authorities alike.

Conference therefore demands that should a Fire Authority remove the provision for members to take 'rest periods', as defined under Appendix C of the Grey Book (2004) that there should be available an 'unsocial hour's payment'.

This payment should be negotiated at NJC level and Conference therefore instructs the Executive Council to enter into negotiations at this level as a matter of urgency.

LEICESTERSHIRE

65. CO-RESPONDING SCHEMES

Conference applauds the stance taken by members at Grantham Branch in Lincolnshire and Retford Branch in Nottinghamshire and their refusal to be forced into undertaking Co-responding duties that are not part of their contractual obligation.

Conference also welcomes the decision of the High Court in October 2006 that ruled that Co-responding duties were not part of a firefighter's rolemap and should only be undertaken on a voluntary basis.

However, Conference recognises that despite the industrial action taken in several Brigades and the Union's existing policy, the practice of Co-responding in the Fire Service is growing at an alarming rate. It is divisive and damaging and cannot be allowed to continue in its current form.

Conference therefore demands that the Executive Council immediately negotiates, at NJC level, a voluntary Co-responding Scheme that addresses all the concerns raised in the FBU's Co-responding Policy document and also attracts an additional responsibility allowance commensurate with the level of expertise and knowledge required to undertake such voluntary duties.

LINCOLNSHIRE

66. PAY

Conference demands that the negotiations around the 2007 pay rise attracts only increased payment for existing duties that are set out in the current rolemaps.

Conference demands that any future pay award/formula is not in any way linked with further additional duties the employers may wish members to undertake.

LINCOLNSHIRE

67. OVERTIME PAYMENTS

Conference is concerned at the increasing number of members who are prepared to work above and beyond their contracted hours per week for remuneration of pay at basic rate as opposed to overtime rate. We envisage this will lead to lower pay rises, lower pensions and a smaller workforce of members who will become dependant on flat rate overtime to maintain their standard of living. Some Fire Authorities are proposing to use secondary contracts to achieve their goal of getting existing members working more hours on the cheap.

We call upon Conference to make all members aware of the damaging effect of working flat rate overtime and to reinforce the criteria laid down within the current Grey Book i.e. that all hours worked above our contracted working week are paid at the overtime rates prescribed in the National Scheme of Conditions of Service 6th Edition 2004.

SURREY

Amendment

Line 12 ~~delete~~ "National"

SOUTH YORKSHIRE

CLG

68. TRAINING INDUCTION

This Conference instructs the Executive Council to raise with the relevant committees a realistic minimum training induction programme for all Firefighter/Control staff. The minimum 3 weeks that some brigades currently undertake is totally unrealistic due to increasing workloads and complexity of Firefighter/Control duties.

CSNC

69. INCIDENT COMMAND SYSTEM

This Conference demands that the Executive Council ensures the views of officer members are represented in any review of the incident command system.

To that end this Conference calls on the Executive Council to constitute a working group to consider any proposals to amend the current incident command system.

ONC

70. REGIONAL CONTROL CENTRES

Annual Conference acknowledges the need for and fully supports the FBU Campaign against RCC's, however, given that the Government continues to press ahead with these ill thought out plans for Regional Control Rooms it is time that the Union put into place a national strategy to secure the best redundancy or redeployment packages for staff not wishing to seek employment at RCC's. This strategy should be seen as running parallel with and not in place of the campaign of opposition to the RCC.

AVON

71. WORKPLACE RELATED CANCERS

Conference demands that the Executive Council mounts a national campaign to look into the dangers of workplace related cancers in the UK Fire Service with a view to having them included on the industrial illness list. This campaign should include a survey of all UK Fire Services to establish the possible causes of contracting cancer in the workplace.

TYNE & WEAR

72. FIREFIGHTING AT SEA

The 1998 Executive Council Policy Statement (as amended by Lothian & Borders, Cleveland and Strathclyde on Firefighting at Sea, including the use of helicopters) provides Brigade Committees with comprehensive guidance on what the minimum requirements should be achieved for Firefighting at sea.

However, in light of the Marine and Coastguard Agency (MCA) Marine Incident Response Group (MIRG) being formed Conference must now recognise that Firefighting at Sea is no longer an issue that Brigade Committees can deal with effectively without assistance from the Executive Council.

Therefore, Conference demands that the Executive Council's Sub Committee on Firefighting/Helicopters at Sea is reformed with a view to reviewing FBU policy with consideration of MIRG.

LOTHIAN & BORDERS

73. HEALTH & SAFETY POLICIES

Conference instructs the Executive to carry out a full audit of all FBU Health & Safety policies, this to be completed by no later than Annual Conference 2008. On completion these should be promulgated to all Brigades who should then confirm whether they have achieved the various policies.

GREATER MANCHESTER

74. AERIAL TELECOMMUNICATION MASTS

Conference views with concern the ongoing practice of the siting and usage of aerial telecommunication mast installations and associated ancillary equipment on Fire Service premises and workplaces. Conference further recognises the scientific research that indicates that such installations and equipment are potentially unsafe and could cause health problems for members on affected workplaces and accordingly demands that the Executive Council produce a report in time for Conference 2008 which will include findings that take into account the research regarding the relevant health risks members may be exposed to. Such a report to be undertaken with the assistance of Regional Committees.

MERSEYSIDE

75. TARGETED RESPONSE VEHICLES

This Conference condemns the use by Fire Authorities of Targeted Response Vehicles with 3 riders to deal with small FDR3 and car fires. This practice does not allow safe systems of work and adherence to Technical Bulletin 1/97 and CAST planning scenarios.

This Conference therefore demands that the Fire Brigades Union work with the Health and Safety Executive to ensure that this practice is stopped.

CHESHIRE

76. 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 normal crewing levels to four riders.

This Conference reaffirms its commitment that fire appliances responding as the pre-determined initial response to incidents that may require the use of breathing apparatus (BA) teams, must under normal circumstances be crewed with five riders to ensure that adequate BA entry control procedures are implemented.

In addition, and in light of these recent attacks on firefighters safety, this Conference instructs the Executive Council to make representation at national level, to ensure that guidance governing BA safe operating procedures, as detailed in Technical Bulletin 1/97, are not compromised and that Fire Authorities IRMP's adhere to national standards.

LANCASHIRE

77. IRMP'S

Conference instructs the Executive Council to explore the possibilities of the FBU's Health and Safety Committee working closely with the Health and Safety Executive with reference to IRMP's throughout the UK Fire and Rescue Service. The Executive Council to produce a report on this matter by the end of December 2007.

NORTHUMBERLAND

78. SKILLS DECAY

Prevention and intervention are two distinct roles. Many Fire Authorities are setting targets for prevention at the expense of the intervention role. This in many cases is leading to a skills decay with the potential to affect the operational effectiveness and the Health Safety and Welfare of our members and public alike.

This Conference therefore demands the Executive Council set up, with immediate effect, a Sub Committee to examine the apparent skills decay throughout the UK Fire Service, and report back to Annual Conference 2008.

SOUTH YORKSHIRE

TRADE UNION AND LABOUR MOVEMENT

79. CLIMATE CHANGE AND ENVIRONMENT REPS

Conference recognises the urgency of the need to tackle climate change and therefore calls upon the Executive Council to do the following:

1. To press the Government to give statutory rights to Trade Union Environment Reps to inspect, be consulted and trained similar to rights enjoyed by Trade Union Safety Reps.
2. To take a lead within the Trade Union movement by becoming environment champions by, for example, performing environmental audits of all FBU offices and practices and by raising awareness within the membership, the wider Trade Union movement and the TUC itself of the challenges and possible solutions to tackle climate change.
3. To press Unionlearn to provide appropriate training for reps and officers.
4. To participate in Earth Day (April 22) every year and to encourage all TUC affiliated Trade Unions to do the same.
5. To encourage Employers to work in partnership with the FBU and The Carbon Trust with the aim of making every Fire and Rescue workplace carbon neutral within two years.

DEVON

80. VIOLENCE AT WORK

Conference commends the work of the STUC and the Scottish Executive led by a seconded FBU official on tackling violence at work. This has resulted in an unprecedented response from all sectors involved in serving the public and provided a platform for similar work in other areas of the UK and Europe.

However, Conference notes that Fire and Rescue Services in Scotland, apart from superficial acknowledgements have not participated and prefer to condemn attacks on firefighters rather than enter into proactive attempts to train staff in protection techniques including the psychology of rage and how to manage conflict.

Conference believes that attacks on any FBU member or anyone serving the public are unacceptable. However until staff are properly trained and protected these attacks will continue and our members placed in unacceptable danger.

Conference therefore calls on the Executive Council to use the resources provided by the Scottish Executive to:

- Provide guidance for FBU members in understanding the psychology of rage and anger and protection techniques which do not involve physical restraint.
- Place the success of the STUC/Executive campaign and resources available on the negotiating table with Fire and Rescue Service managements.
- Promote the success of the trade union movement in bringing about real change for workers in the workplace.

FIFE

81. SUPPORT TO POLITICIANS/ORGANISATIONS

This Conference recognises the work that has been and continues to be undertaken by numerous politicians and political organisations in the UK in support of the Fire Brigades Union.

Conference also recognises the devolved Governments of Scotland, Wales and Northern Ireland and notes that those respective Regions have been engaging with the politicians within their own political structures.

Conference notes that this Union is no longer nationally affiliated to any Political Party.

In light of this, Conference agrees that Brigades and Regions can utilise the Union's Political Fund in order to offer financial support to such politicians/organisations within their respective Brigades/Regions, whom they consider to be supportive of the policies and principles of the Fire Brigades Union.

STRATHCLYDE

Amendment

At end of Resolution **add** new paragraph.

"Details of any such offer of financial support must be circulated to and ratified by the relevant Brigades/Regions membership."

TYNE & WEAR

82. AFFILIATION

This Conference demands that, with immediate effect, the Fire Brigades Union affiliate to the Labour Party.

SOUTH YORKSHIRE

PENSIONS

83. PENSION ABATEMENT

Conference demands that the Executive Council makes every effort to have any rule within:

- The Firefighters Pension Scheme
- The New Firefighters Pension Scheme
- The Local Government Pension Scheme

which allows abatement of our members pension payments, removed or amended to stop this practice.

Conference instructs the Executive Council that if this cannot be done by negotiation then legal action should be considered.

KENT

84. ILL-HEALTH RETIREMENT

This Conference is concerned that many Fire Authorities are using the Disability Discrimination Act, and the amendments to The Firefighters Pension Scheme implemented in September 2004 to prevent our members retiring on ill health.

Members who have no prospect of returning to operational duty are being forced to either return to work in unsuitable day duty positions, or are being faced with the prospect of resigning from the Service following prolonged periods on half pay, or no pay, with subsequent loss of pension entitlements.

Conference instructs the Executive Council to carry out a national study into the scale of this problem and to produce a report within 6 months of the close of this Conference.

CLEVELAND

85. SURVIVORS CLAUSE

Conference demands that negotiations are commenced in order to achieve the addition of a 'survivors clause' into the old Firefighters Pension Scheme.

NORFOLK

Amendment

Line 2: **delete** the word 'old'.

MERSEYSIDE

86. PENSIONS

Conference is appalled at the discrimination in the Firefighters Pension Scheme brought about by Rule K4. This Rule unfairly financially disadvantages any member who wishes to continue work in the Fire Service after drawing their pension. Members who retire and go to work in employment other than the Fire Service are not subjected to the same financial loss.

We call upon the national Executive Council to use every means possible to challenge Rule K4, and have it removed from the FPS. This includes working with other trade unions, whose members suffer the same detriment.

SURREY

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 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 Congress 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.

