



final

AGENDA

Fire Brigades Union

84th Annual Conference, Scarborough

13th, 14th and 15th May 2009

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

NATIONAL JOINT COUNCIL AND NEGOTIATIONS

1. PAY PERCENTAGE 2008

Conference notes the 2008 pay offer of 2.45% accepted by the Executive Council on behalf of the membership.

However, we demand to see evidence that the calculation and figure was that which the National Pay Formula agreed in the 2003 Pay Agreement would have produced.

We further call that the information used to calculate the annual rise be sent to the membership as soon as it is available.

LOTHIAN & BORDERS

2. PAY 2008 – CONSULTATION

This Conference notes the 2.45% pay offer accepted by the Executive Council on behalf of the Membership for 2008.

We demand clarification on whether other issues, discussed at the same NJC meeting, were linked to the pay figure itself.

If this is the case we condemn the lack of consultation with the membership. We also demand that in future any offer must be sent to the membership for consultation in a proper timescale, as per Conference Policy.

LOTHIAN & BORDERS

3. NATIONAL PAY LEVELS

Conference notes with concern that currently, FBU members carrying out the same roles as their colleagues in other Fire & Rescue Services receive varying levels of remuneration in the form of payments over and above that of the NJC agreed pay rates. In effect, FBU members receive different remuneration for doing the same role depending on CPD levels and other locally agreed allowances. Conference believes this has the potential to cause division between FBU members.

Conference therefore instructs the FBU's pay negotiators, when entering into future pay negotiations, that they do so with a view to consolidating these varying payments (excluding agreed London weighting arrangements), to ensure that all roles within the UK Fire Service receive the same levels of remuneration for carrying out the same duties.

HUMBERSIDE

Amendment

In line 2 after "same" **insert** "or similar"

In line 5 after "same" **insert** "or similar"

In line 12 after "same" **insert** "or similar"

SHROPSHIRE

4. PAY POLICY

Conference is mindful of the current economic crisis, both global and national. The volatility and unpredictability of financial infrastructures will provide a difficult backdrop to pay negotiations for 2009 and 2010.

Given these circumstances, Conference believes that our members, at this time, would be best served and protected by a two year deal on pay, encompassing 2009 and 2010.

Therefore, Conference instructs the Executive Council to negotiate a two year pay deal for the years 2009 and 2010.

NORTHERN IRELAND

Amendment

In line 5, after "by", **delete** all. **Insert** "a three year deal on pay, encompassing 2009, 2010 and 2011. Therefore, Conference instructs the Executive Council to negotiate a three year pay deal for the years 2009, 2010 and 2011."

KENT

5. PAY

This conference believes that the “A” pay scale introduced as part of the 2003 agreement is unnecessary and has been used by employers as a divisive tool to unsettle our members.

This conference also notes that the guidance issued to determine “A” and “B” pay scales was wholly inadequate and has been applied differently in each service.

This conference therefore instructs the Executive Council to negotiate with the employers to seek the removal of the “A” pay scale.

SHROPSHIRE

Amendment

At the end of the resolution **remove** the full stop, **insert** “and ensure that all applicable pay points revert to the agreed “B” scale pay rate.”

STRATHCLYDE

6. LOSS OF PAY

Conference deplores the actions of Fire and Rescue Authorities who remove members from their place of work as a result of the employer unilaterally deciding that the member has breached their contract of employment, this without any disciplinary investigation, hearing or appeal.

Conference reaffirms that the discipline procedures as contained within Section 6 of the National Joint Council for Local Authority Fire and Rescue Services Scheme of Conditions of Service Sixth Edition 2004 are the only agreed procedures that have a process that includes possible loss of pay which can only be enacted after full investigation, hearing and appeal.

Conference therefore calls on the Executive Council to enter into discussion with the employers' side of the National Joint Council with immediate effect with a view to reaching agreement which will be circulated to Fire and Rescue Authorities instructing those Authorities that the only punitive procedures to be used regarding employees covered by the Grey Book are the agreed discipline procedures. Progress on this issue is to be reported back to Annual Conference 2010.

MERSEYSIDE

Amendment

Add a comma after the word 'procedures' at the end of the first sentence in the last paragraph and **insert**, "or agreed procedures that carry equivalent rules, protections and provisions for natural justice as in the discipline procedures".

DEVON & SOMERSET

7. WORKING HOURS

Conference instructs the Executive Council to explore options for achieving a reduction in the working week for those members who currently work the 42 hour week. A Sub Committee of the Executive Council should be established and a report with any recommendations circulated to all brigade/sectional committees before Annual Conference 2010.

NOTTINGHAMSHIRE

Amendment

After first sentence **insert**, “In exploring this issue the Executive Council should also give consideration to the need to support those members engaged in campaigns to defend the current shift duty system as outlined in Section 4 of the Grey Book. Nothing should be done to undermine the campaigns of these members. The Executive Council will need to consider in full the implications which a claim for a reduction in hours might have on the current Grey Book shift duty system.”

HUMBERSIDE

Amendment

In line 2 after “working week” **delete** remainder of sentence.

WEST MIDLANDS

8. WORKING HOURS

Conference instructs the Executive Council to begin negotiations with the National Employers to seek a reduction in the average hours worked by FBU members from the current 42 hours to 35 hours per week. Negotiations should seek to achieve this reduction without any subsequent reduction in pay.

TAYSIDE

Amendment

In line 2 **remove** the word “average”, **insert** “current number of contractual”.
In line 2 after “worked by”, **insert** “wholetime”.

STRATHCLYDE

9. REDUCTION IN WORKING HOURS

Conference notes with concern the widespread attempts by local employers to introduce/implement new shift patterns, which invariably disadvantage our members. Local employers often seek to justify such changes under the erroneous guise of being “family friendly”.

In order to facilitate positive “family friendly” change for our members, Conference demands that:

- The Executive Council establish a working-party in order to inform negotiations at National level with the objective of achieving a reduction in the basic hours worked by all uniformed staff covered by The National Joint Council for Local Fire and Rescue Services Scheme of Conditions of Service.
- Such negotiations must preclude any negative impact on agreed pay scales.
- A report on progress to be made to Annual Conference 2010.

NORTHERN IRELAND

10. STUDY INTO THE EFFECTS OF PRE-ARRANGED OVERTIME ON ESTABLISHMENT LEVELS

This conference calls upon the Executive Council to carry out a study into whether the introduction of pre-arranged overtime has had any effect on establishment levels within UK Fire and Rescue Services. The findings of this study to be reported to Annual Conference 2010.

CLEVELAND

Amendment

After the word “levels” in line 3 **insert** “and also the effectiveness of current monitoring arrangements”

STRATHCLYDE

Amendment

In line 2 **delete** “whether”, **insert** “what effect”, **delete** “any effect”.

WEST MIDLANDS

11. OVERTIME BAN

This Conference notes that the Fire Service Pay and Conditions Heads of Agreement 2003 states that “pre-arranged overtime will not be used to make up any planned shortfall in the overall staffing level set out in the Fire Authority’s risk management plan.”

Conference also notes that FRS management in many areas have not complied with this criteria and have instead been reducing establishments and utilising pre-arranged overtime in order to manage establishment shortfalls.

Consequently, this Conference resolves to re-introduce a national Pre-Arranged Overtime ban, with immediate effect.

**GRAMPIAN
SUFFOLK**

Amendment

Delete last paragraph, **insert** new paragraph:

“Conference calls on the Executive Council to demand the National Joint Council Employers ensure their constituent members adhere to the national agreement on pre-arranged overtime, and inform them the FBU will ballot for pre-arranged overtime bans in every FRS that has failed to comply within six months, and if needs be move to reintroduce a national pre-arranged overtime ban from FBU Conference 2010.”

DEVON & SOMERSET

12. SICK PAY

This conference notes the continuing problems our members are facing since the introduction of finite sick leave payments.

The present Grey Book [section 5 part B – Occupational Health – Paragraphs 10 & 11] allows an authority to pay full sick pay for 12 months if the illness or infirmity is Due to Service [DTS] and 6 months if Not Due to Service [NDS].

This then reduces to half pay after either 12 months DTS or 6 months NDS.

After another period of six months our members' pay is then reduced to nil even with the caveat that fire authorities can extend sick pay [Section 5 Part B Para 12].

Unfortunately experience shows us that most, if not all fire authorities, only allow this discretion extremely rarely.

Members who are off with long term sickness often drift into the half/nil pay arena due to the slow service of the authorities' medical advisors and then with a lengthy treatment process that takes many months.

This conference calls upon the Executive Council to meet with the employers to discuss and come to an agreement to increase the time scales for sick leave payments to 18 months full pay for DTS injury/illness and 12 months NDS injury/illness.

By increasing the sick pay time scales it allows our members a proper period of treatment, rest and recuperation thus allowing a return to work without the added burden of financial penalties.

LONDON

13. CPD REMOVAL AND PAY

This conference calls on the Executive Council to negotiate the end to the perverse practice of removing CPD payments from our members whilst they are undertaking temporary promotion, acting up, under development or following a disciplinary award.

BERKSHIRE

14. CPD SCHEMES

Conference notes with concern that the application of the CPD payment scheme varies massively from one Fire and Rescue Service to the next. This is largely due to how Fire & Rescue Service managers decide to interpret the National Joint Council Application Guidelines and is also dependent on local policies.

This has resulted in firefighters in one Fire and Rescue Service receiving their CPD payment whilst in another Fire and Rescue Service firefighters may have had their CPD application refused, when they are in fact performing to the same or even a higher level in the required standards contained within the application process.

This conference is also of the opinion that it is perverse, in that a Fire Authority/Fireboard's funds are boosted, the higher the number of unsuccessful CPD applications that are submitted by those eligible to apply.

This conference therefore calls upon the Executive Council to raise this matter at the next meeting of the National Joint Council with a view to renegotiating the National CPD Scheme to include that the annual CPD budget for eligible applicants within a Fire & Rescue Service is shared by those applicants that are successful in accordance with a revised NJC application/guidance process that gives further clarity and instruction to Fire and Rescue Service managers.

HUMBERSIDE

15. CONTINUAL PROFESSIONAL DEVELOPMENT

This Annual Conference is disappointed by the way the Continual Professional Development scheme has been implemented by some individual Fire Authorities.

Conference therefore demands that the Executive Council raises this issue with the employers at a national level to ensure the agreed NJC guidelines on the CPD scheme are adhered to by all Fire Authorities.

WEST MIDLANDS

16. CONTINUAL PROFESSIONAL DEVELOPMENT

This Conference demands that the Executive Council starts negotiations with the employers to ensure that Continual Professional Development payment is not lost on temporary or substantive promotion.

WEST MIDLANDS

17. REDUCED RETAINING FEES

Following the success of the FBU in securing the 120 hour measurement for full retaining fees, many brigades have been adjusting the availability of new recruits so it falls just below 120 hours. This revised figure then allows them to pay a reduced retaining fee. This is resulting in many of our RDS members being in receipt of retaining fees that are below what was paid prior to the settlement of the 2002 pay dispute, often for providing a mere handful of hours less cover.

Therefore, this Conference demands that the Executive Council meet with the NJC and negotiate the removal from the Grey Book of the facility for fire and rescue authorities to reduce the retaining fee by up to 25%.

NORTH WALES

18. RETAINING FEE

Conference demands that the Executive Council use all necessary resources to negotiate and agree a substantial increase to the Annual Retaining Fee paid to Retained Duty System (RDS) employees.

The current and inadequate Annual Retaining Fee can no longer be deemed acceptable as it fails to recognise the commitment of RDS firefighters, the disruption to their family life and the adverse effect on their primary employment, together with the increasingly high expectations from Fire & Rescue employers.

NATIONAL RETAINED COMMITTEE

19. DEATH LEVY

Conference notes the disgraceful increase in the number of deaths of members whilst on duty.

Conference recognises the devastation this has on members' families. Conference also notes the financial burden that many members' families may then face.

Therefore, Conference calls on the Executive Council to explore (with the national employers, for agreement with UK Fire and Rescue Service Authorities) the feasibility of establishing a national death levy scheme. Such a scheme will consist of members automatically giving £1 from their salary, through a deduction at source, on each occasion a member dies on duty.

DUMFRIES & GALLOWAY

20. DISCIPLINE PROCEDURE

Conference demands that the Executive Council address the ever growing problem of the application and use of discipline within Brigades.

Since the introduction of the new procedures more of our members have been disciplined and dismissed than under the old Fire Services Discipline Regulations. Conference is particularly concerned that in many cases of dismissal an appeal to an independent body outside of the Fire Service is not allowed.

Conference demands that the Executive Council report back, with recommendations, no later than Conference 2010 with a detailed report of the application of the Discipline Regulations across Brigades.

DERBYSHIRE

21. DISCIPLINE & GRIEVANCE PROCEDURES

This Conference notes that the Discipline & Grievance Procedures, as contained within the Sixth Edition of the NJC Conditions of Service (Grey Book), do not afford equitable or fair processes, and are contrary to natural justice.

These procedures have been used by Fire & Rescue Service managers to discipline an increasing number of members and award overly punitive punishments, including an unprecedented number of dismissals.

Consequently, Conference instructs the Executive Council to raise this matter at the next meeting of the National Joint Council, with a view to negotiating the introduction of a new National Fire & Rescue Service Discipline Code & Grievance Procedure, which will include the right of appeal to the Fire & Rescue Authority.

**GRAMPIAN
LONDON**

22. NJC DISPUTE PROCEDURES

This Conference is concerned with the practical implementation of the disputes procedures by Fire and Rescue Authorities/Boards, as contained within the Sixth Edition of the NJC Conditions of Service (Grey Book).

These procedures, rather than affording robust and effective processes for resolving differences, have merely served to prolong issues and fail to resolve them.

Consequently, Conference instructs the Executive Council to raise this matter at the next meeting of the National Joint Council, with a view to negotiating new, fairer and more robust dispute procedures.

STRATHCLYDE

23. COLLECTIVISM VERSUS INDIVIDUALISM

Conference is appalled by some local employers, notably Merseyside Fire and Rescue Authority, who are intent on acting in a manner which is fundamentally in breach of the guiding principles and conditions of the Grey Book, such as breaching the agreed conditions in relation to pre-arranged overtime (Section 4, Part B, Para 25), by requesting individuals to bypass this element of the Grey Book by voluntarily varying their contract; this despite those Authorities being a part of the constitutional membership of the National Joint Council along with the Fire Brigades Union.

The Grey Book places the Council as the supervisory body, from a national point of view, of all questions affecting Conditions of Service. Conference notes that those Fire and Rescue Authorities in breach, or intending to breach the Grey Book Conditions of Service fall within the scope of Paragraph 2 of the Preface of the Grey Book and as such Conference demands that action is taken by the Council to bring those rogue Authorities back in line with the national agreement as a matter of urgency (or in any case at the next NJC meeting or relevant sub committee), progress to be reported back to regional committees on a quarterly basis.

MERSEYSIDE

24. LOSS OF GREY BOOK POSTS

This Conference is concerned with the increasing number of Grey Book posts being re-aligned to other contractual conditions of employment. This Conference instructs Brigade Committees to resist all attempts for such re-alignments and to ensure the Executive Council is kept informed of such attempts.

OFFICERS NATIONAL COMMITTEE

25. CIRCULAR NJC 10/08 – ROLEMAPS AND NATIONAL OCCUPATIONAL STANDARDS

Conference views with concern the contents of the above NJC circular 10/08 Rolemaps and National Occupational Standards. In agreeing to this it allows employers the opportunity to request that additional tasks, roles or functions be required of our members. This conference instructs those FBU Officials who form part of this sub committee that they should not agree to any detrimental changes in the agreed rolemaps until instructed to do so by the Executive Council.

TYNE & WEAR

26. FIRE SERVICE DRIVERS AFFORDED LEGAL REPRESENTATION FUNDED BY EMPLOYERS

This conference demands, that as a consequence of the inclusion of element FF9 in the agreed NJC rolemaps and Fire Authorities increasingly requiring firefighters to 'drive, manoeuvre & redeploy' emergency vehicles on the basis they claim this is now contractual, the Executive Council immediately seek the employers agreement via the National Joint Council that should any driver be involved in any road traffic accident and subsequently require legal representation, the respective Fire and Rescue Service will be responsible for the provision and associated costs of any such legal representation.

Conference believes that driving emergency vehicles to incidents places additional responsibilities, stress and an increased risk of involvement in road traffic accidents on the driver, therefore the 'requirement to drive' which is being increasingly expected and utilised by Fire and Rescue Services now places the moral duty firmly with them to provide legal representation and support for their employees. At the same time the Fire Brigades Union will provide full support and advice/guidance to any driver member involved in any road traffic accident.

SOUTH YORKSHIRE

27. MOTORING ALLOWANCES

This Conference instructs the Executive Council to undertake research into improving the mechanisms to enhance the reimbursements for all vehicle user schemes and to report the findings to Conference 2010.

OFFICERS NATIONAL COMMITTEE

HEALTH, SAFETY & WELFARE

28. PERSONAL PROTECTIVE EQUIPMENT

This Annual Conference is appalled that many Fire & Rescue Services (FRS) have adopted a “one size fits all policy” in regard to the provision of some items of personal protective equipment (PPE). Women members are often excluded from specific workplace activity such as water rescue and chemical incidents due to the PPE provided being too big for them to wear safely.

This situation is unacceptable and therefore Conference demands that the Executive Council:

- Urgently seek to rectify this negative situation affecting our women members by raising this issue at the National Joint Council as well as any other relevant national forums.
- Mount a campaign in Firefighter and any other written form, to highlight and encourage our members to report ill fitting PPE as a near miss.
- Set up a data base to monitor and assess the situation within each Fire and Rescue Service.

Conference further instructs the Executive Council to report back any progress made to the National Women’s Committee within 6 months of Annual Conference 2009.

NATIONAL WOMEN’S COMMITTEE

29. COMPENSATORY LEAVE FOR SAFETY REPRESENTATIVES

This conference calls on the Executive Council to enter into negotiations at NJC level (or other appropriate level) in order to secure compensatory leave for FBU Health & Safety Representatives carrying out their functions, or training, as defined in the Safety Representatives & Safety Committees Regulations 1977 that are performed during their rota days.

FBU Health & Safety Representatives should encourage cooperation between employer and employees in promoting and developing essential measures to ensure the Health, Safety & Welfare of our members. It is not intended to be an unpaid part-time job.

By failing to allow accredited FBU Health & Safety Representatives to take compensatory leave, the time spent performing their functions on rota days becomes unpaid and, therefore, means Health & Safety Representatives become disadvantaged for doing it.

Receiving compensatory leave would ensure FBU Health & Safety Representatives working shifts do not suffer a detriment for fulfilling their functions, therefore increasing the potential for more FBU members to become actively engaged in trade union activism and making our workplaces a safer place to be.

BERKSHIRE

30. HEALTH & SAFETY TRAINING – TIME OFF

Conference recognises the vital role played by FBU Health & Safety Representatives in making our workplaces safer and reducing accidents and injuries. Conference further recognises the increasing workloads being placed on Health & Safety Representatives at Regional, Brigade and Branch level, together with the importance of training for those Representatives to keep their skills up to date.

Consequently, all the necessary training that is required can significantly add to the workload and already high level of commitment of each Health & Safety Representative. Conference therefore calls on the Executive Council to seek an agreement with the NJC which reinforces a Health & Safety Representative's right to paid time off to attend training courses by recognising that any time spent on a training course during a day off from work, shall then be classed as part of that Representative's normal working hours.

NORTHUMBERLAND

Amendment

Add third paragraph:

"Conference also calls on the union to campaign at all levels for the Government to amend the Safety Representatives and Safety Committees' Regulations 1977 (as amended) to ensure that safety representatives' functions undertaken outside their working hours are legally recognised as work time, whether or not they are paid for these duties."

DEVON & SOMERSET

31. RISK ASSESSMENTS

Conference instructs the Executive Council to conduct a national survey of Fire and Rescue Services to establish what work has been, and is continuing to be, carried out on risk assessments in relation to each individual fire authority's IRMP. The survey should identify whether or not all risks to life, property, heritage and the environment have been adequately assessed and that:

- Appropriate and acceptable control measures are put in place to deal with all identifiable risks.
- Sufficient resources are available to deal with all identified risks, at all times.
- All equipment and safe systems of work to deal with those risks are fully risk assessed by competent persons.
- Risk assessments are being regularly reviewed and consultation on such is taking place with FBU Brigade Officials.
- Whether any best practice can be identified or concerns highlighted.

The survey to be completed and a report made available to Brigade Officials prior to Annual Conference 2010.

NORTHUMBERLAND

32. IMPLEMENTATION OF THE FBU MINIMUM WORKPLACE FACILITIES, BEST PRACTICE DOCUMENT

This Annual Conference notes that the Executive Council at its meeting held on the 16th – 18th September 2008 endorsed the FBU 'Health, Safety and Welfare Minimum Workplace Facilities, Best Practice' document and agreed to publish and circulate it to Brigade Officials.

To ensure that further implementation of it is carried out, Conference calls upon the Executive Council to:

- Negotiate at the National Joint Council for better facilities within Fire and Rescue Service workplaces using the FBU Health, Safety and Welfare Minimum Facilities, Best Practice Document.
- Highlight at the National Joint Council the problems faced by our members regarding inappropriate facilities in the workplace.
- Carry out annual workplace surveys, via Health & Safety Representatives, to determine the standards of the facilities in each Fire and Rescue Service and
- Regularly review and update where necessary the FBU Health, Safety and Welfare Minimum Facilities, Best Practice Document.

NATIONAL WOMEN'S COMMITTEE

Amendment

Insert new bullet point between bullet points 2 and 3 to read:

- Educate FBU members continuously regarding the reason and need for separate facilities and why those facilities need to be respected.

NATIONAL WOMEN'S COMMITTEE

33. DRUG, ALCOHOL AND SUBSTANCE MISUSE – NATIONAL GUIDANCE

This Conference recognises the increasingly stressful circumstances faced by FBU members not only at work but in their day to day lives and its impact on those members.

At the same time Conference notes the corresponding rise in the number of issues relating to drug, alcohol and substance misuse dependency being negotiated on by officials, many of whom are not fully cognisant of the causes, effects, scope or support and assistance available to affected members. This is unacceptable.

This conference demands that the FBU undertakes a study incorporating within its span the extent, causes and effects of such dependencies, whilst auditing existing Drug, Alcohol and Substance Misuse Policies, both within the British Fire Service and in the workplace in general, thus establishing best practice.

The findings of this study to be used to produce a national guidance document to assist officials in negotiations.

WEST YORKSHIRE

FIRE AND RESCUE SERVICE POLICY

34. RE-EMPLOYMENT

This Conference notes that many Fire & Rescue Services are offering members re-employment. Conference also notes that many members are taking up this option.

Conference notes that, due to Government driven modernisation methods such as the removal of arrangements under Section 19, Brigade Officials are now under increasing pressure to secure and improve upon establishment levels.

Therefore, Conference resolves that members will not be supported by the Union if their application for re-employment negatively affects the establishment of uniformed posts.

GRAMPIAN

35. PENSION ABATEMENT

Conference notes with concern the increasing trend whereby members are availing of 'Pension Abatement'. It is clear that this practice:

- Is detrimental to establishment levels.
- Is outwith best practice with regard to recruitment and selection procedures.
- Will undermine our ability to defend current retirement ages as outlined in the pension schemes applicable to Fire Service personnel.

Therefore, Conference instructs the Executive Council to initiate a report to evaluate the continued merits of current policy, in the form of Resolution 83 from Annual Conference 2007.

This report, including recommendations, to be made to conference 2010.

NORTHERN IRELAND

36. IMPACT OF WORKING TIME LEGISLATION

This conference demands that the Executive Council set up or delegate a sub committee to assess the potential impact of existing and impending working time legislation on the UK Fire & Rescue Service. That this sub committee produce a report to focus on the potential impact on all duty systems, in particular the Retained Duty System, and that this report be presented to Annual Conference 2010. Should any recommendations or issues be identified that require action prior to this date, the Executive Council will initiate the appropriate actions.

NORTH WALES

37. ELECTED FIRE AUTHORITY/BOARD MEMBERS IRMP INFORMATION PACK

Conference requires that all elected members of fire and rescue authorities/boards are provided with an information pack, which clearly indicates the obligations they have, not just to FBU members, but the public they are elected to represent and themselves when considering proposed IRMPs. This information should also be accessible to the general public.

This information to clearly indicate that any IRMP is the property of the authority/board that approves it and not that of the senior manager who proposes it; consequently issues which arise as a result of an inappropriately designed IRMP are also the responsibility of that authority/board and not the senior manager involved.

The purpose of this resolution is to provide information which should focus the minds of those responsible for the potential introduction of measures, which may have a detrimental impact on the safety of firefighters and communities.

TYNE & WEAR

38. MINIMUM ATTENDANCE STANDARDS

Conference instructs the Executive Council to undertake a campaign in support of a return to minimum attendance standards in the UK Fire and Rescue Service. Conference acknowledges and welcomes the commitment given by the Scottish National Party to reintroduce minimum attendance standards applicable to the eight Fire and Rescue Services in Scotland.

TAYSIDE

Amendment

In line 2 after the word "to" **insert** "robust and effective"

STRATHCLYDE

39. UNFUNDED FRS ACTIVITY

Conference demands that the Executive Council secures from all UK fire and rescue services, by any means possible, data which accurately indicates any costs associated with the provision of “New Dimensions” activities, in excess of that which is funded by CLG and costs incurred for providing other services outwith fire service statutory obligations, for which the individual FRS concerned is not funded.

These costings should focus on two main areas:

- 1) Actual financial outlay associated with such work, which is unfunded through normal means.
- 2) Estimated amount of hours allocated to such work, or associated training, development or research.

TYNE & WEAR

Amendment

In Line 4 after CLG **delete** “and”, **insert** “and other devolved administrations the”

STRATHCLYDE

40. COMMUNITY FIRE SAFETY – STUDY

This Conference notes the continuing government targets for local Fire and Rescue Services within the national framework for community fire safety and the corresponding increase in Home Fire Safety Visits done by our members.

Conference seeks to support such Community Fire Safety policies where they strive to save lives and reduce damage to properties whilst reflecting and incorporating the policies of the FBU.

However, in implementing these policies employers must ensure safe places of work for our members. It should be the aim of this union to seek to eradicate the risks posed to our members whilst working on Home Fire Safety Visits in domestic properties.

Examples of these risks being:

- Working at Height.
- Exposure hazards to substances contained within building fabric and materials in domestic premises.
- Safe methods of fixing smoke alarms and detectors in domestic premises.
- Insurance provision for personnel whilst carrying out Non-Emergency Duties in domestic properties.

Conference demands that a study be undertaken by the FBU of all elements of work carried out as part of Community Fire Safety Home Fire Safety Visits and their associated hazards. The findings of this study to be used to create a best practice document to aid Officials in negotiating and enforcing such policies.

WEST YORKSHIRE

Amendment

After line 11, **insert** new bullet point:

- Lone working

KENT

41. AUDIT COMMISSION REPORT 2008

Conference notes with concern the publication, in December 2008, of the Audit Commission Report 'Rising to the Challenge'.

Those brigades praised by this report have achieved 'modernisation' by making savings via:

- Changing shift duty systems
 - Depleting frontline fire cover
 - Cutting establishment figures
- and other such draconian measures.

The use of league tables produced in such reports as a measure of performance cannot be sustained and as seen when used in other public service industries, only leads to employers competing to slash standards to the detriment of the public and employees alike.

Conference calls upon the Executive Council to mount and co-ordinate a national campaign of opposition to the use of such reports as a basis for standards of fire cover, and re-iterate the requirement for a risk based, properly resourced fire service.

GREATER MANCHESTER

42. AUDIT COMMISSION REPORT (TRVs)

This Conference is alarmed at the cost cutting measure contained within the Audit Commission's report "Rising to the Challenge", of replacing conventional pumps with Target Response Vehicles (TRVs).

TRVs are designed to deal with small known fires and not to replace pumps. Smaller crewing levels and the limitation of equipment means they are not capable of replacing pumps, without seriously increasing the risk to the safety of firefighters, members of the public and property.

To date no adequate evaluation of these vehicles and the increased risks have been carried out and therefore have not been factored into the exaggerated efficiency savings contained within the report.

We call on the Fire Brigades Union to continue to highlight our safety concerns regarding these vehicles and to produce our own report that challenges the credibility of this cost cutting Audit Commission report.

CHESHIRE

43. NATIONAL STANDARDS OF FIRE COVER

Conference calls on the government to recognise the sharp increase in firefighter fatalities since 2003 as evidence of fatal flaws in their modernisation policies.

Conference believes that the government must act in light of that sharp rise in firefighter fatalities and return towards a national standard to promote consistency throughout the national fire and rescue service.

MERSEYSIDE

44. "FIREGUARD"

This conference is dismayed at the introduction of "Fireguard" at a cost of £10 million per annum and believes that this provision will be used to break strike action anywhere in the UK.

Therefore in the event of "Fireguard" being used in areas where our members are on strike, this conference will be recalled with a recommendation for national strike action.

SHROPSHIRE

45. PERSONAL QUALITIES AND ATTRIBUTES (PQAs)

Conference wishes to register concern as to the use of Personal Qualities and Attributes (PQAs) as a method to assess suitability for employment and promotion in the Fire service.

Conference feels that PQAs discriminate against certain areas of the community and existing workforce and instruct the Executive council to discuss the matter at the appropriate level with a view to identification of a suitable replacement measure fair to all.

Conference instructs the Executive council to report back progress to Annual Conference 2010.

LEICESTERSHIRE

46. ASSESSMENT AND DEVELOPMENT CENTRES

This conference believes that Assessment and Development Centre (ADC) tests have reached a point where they desperately need increased funding or will be in danger of complete failure in the Fire Service.

Therefore this conference instructs the Executive Council to negotiate with the appropriate bodies to ensure that adequate funding for ADCs and the associated tests are provided.

The outcome of this negotiation is to be reported back to Brigade Secretaries within six months after Conference 2009.

SHROPSHIRE

47. PROMOTIONS

Conference demands that the Executive Council seeks through consultation and negotiation with appropriate bodies, the introduction of National Standards of Examination in order to achieve promotion within the UK Fire and Rescue Service.

HEREFORD & WORCESTER

48. ITOP AND ADC

This conference calls on the Executive Council to carry out an NJC level review of the ITOP and ADC process with a view to abolish this dangerous and unfair promotion system and explore alternative safe and fair methods for promotion.

The Executive Council to present the review to annual conference 2010 with recommendations.

BERKSHIRE

49. PROFESSIONAL DEVELOPMENT

Fire Control staff are currently supported through a range of development schemes, IPDS and established training courses for professional development and career progression.

This is developed by in-house FRS departments and specialist external contractors. The courses are delivered to mixed groups from all areas of the FRS in order to benefit from the knowledge and experiences of a diverse workforce.

In line with the “twin-track” approach CSNC call for negotiations to begin with any future employer, alongside negotiations on contractual matters, to make arrangements with a host FRS to provide career development courses and professional support for Fire Control personnel. The outcome of these negotiations to be reported to the Executive Council member for Control.

CONTROL STAFF NATIONAL COMMITTEE

50. PROVISION OF FUNDING WATER RESCUE CAPABILITIES

Conference acknowledges the recommendations following the Pitt review, and the importance of providing the service to our communities. Conference demands that the Executive Council seeks urgent talks with Communities and Local Government in order for Fire and Rescue Authorities to be fully funded to provide this capability.

HEREFORD & WORCESTER

Amendment

In line 5 before “to provide this capability”, **insert** “and given the statutory authority”.

WEST MIDLANDS

51. AERIAL APPLIANCE CREWING

This conference deplores the growing national trend of reducing dedicated Aerial Appliance crewing. Conference instructs the Executive Council to implement an urgent review into the implications of this for Firefighters and communities, this review to be completed and reported back no later than FBU Annual Conference 2010.

DEVON & SOMERSET

52. TRANSFERABILITY

Conference endorses the principle that a firefighter is a firefighter regardless of what type of duty system they work. In accepting this principle, it is necessary that all personnel working the Retained Duty System (RDS) have equality of access to all assessment and development opportunities relevant to their role.

Conference therefore demands that the Executive Council negotiate and agree a national policy whereby RDS personnel have the same opportunities to apply for a transfer to internal vacancies that arise for their role, regardless of the type of duty system.

NATIONAL RETAINED COMMITTEE

Amendment

In Paragraph 2, line 1, after 'Council', **delete** 'negotiate'.

In Paragraph 2, line 1, after 'Council', **insert** 'develop'.

In Paragraph 2, line 2, before 'national', **delete** 'a'.

In Paragraph 2, line 2, after 'national', **delete** 'policy'.

In Paragraph 2, line 2, after 'national', **insert** 'guidance to facilitate local negotiations'.

NATIONAL RETAINED COMMITTEE

53. TRAINING ON LGBT ISSUES FOR FRS STAFF

Conference is appalled at the ongoing issues of bullying and harassment faced by Lesbian, Gay, Bi-Sexual and Trans (LGBT) staff, within the Fire and Rescue Service (FRS), highlighted in the recent firefighter survey by the CLG.

The issue seems to be one area where the FRS struggles in terms of Equality and Diversity. There is no proper way of recording any statistics on this, as many people are reluctant to report incidents, for fear of 'outing' themselves.

Conference therefore calls on Brigade Secretaries to enter into dialogue with FRS managers to establish a programme of training and education on LGBT issues. This will give all staff the tools and education to make informed decisions and therefore break the cycle of homophobia and transphobia currently faced.

Conference further asks that a way to monitor what individual FRSs around the UK are doing, be set up by the FBU through its Fairness at Work committee and this work to be reported to Annual Conference 2010.

NATIONAL GAY & LESBIAN COMMITTEE

54. DISABILITY DISCRIMINATION ACT, PROTECTING OUR MEMBERS' RIGHTS

Lesbian, Gay, Bisexual and Trans members of the FBU note with concern the recent decision by the House of Lords in the case of *Malcolm v London Borough of Lewisham*. The case involved an interpretation of less favourable treatment with regards to the protection afforded under the Disability Discrimination Act 2005 (DDA). Although the case did not mention employment, it has had major implications for employment law as it cuts to the definition of 'less favourable treatment' within the meaning of the legislation.

Recently a member diagnosed with HIV took their employer to an employment tribunal as a result of the application of sickness and absence monitoring and the threat of disciplinary action for time off through sickness and treatment directly attributable to their HIV condition. As a result of the application of the interpretation of the DDA with the *Malcolm* case, our member was left without the vital protection that the DDA was intended to provide.

The implications of this new legal interpretation have far reaching consequences, not only for our members, but members of all unions.

Conference calls on the General Secretary to consult with our solicitors on how best to challenge the legal interpretation of the *Malcolm* case. As this matter concerns members of all trade unions, we also call on the General Secretary to raise this matter with the TUC General Council with a view to joint funding for any necessary legal challenge.

NATIONAL GAY & LESBIAN COMMITTEE

55. BRITISH NATIONAL PARTY MEMBERSHIP

The leaking of the BNP membership list in November 2008 exposed a minority of fire service employees who are members of that organisation. This Conference reiterates our abhorrence of that organisation's ideology. This Conference strongly supports the Race Relations Amendment Act 2000 and the general statutory duty placed on Fire and Rescue Authorities to promote good race relations.

The FBU must continue to lobby the Fire and Rescue Service to make a clear statement to its current employees and new applicants, that members of these extremist organisations are not welcome in the Fire and Rescue Service.

We applaud those who have already made clear statements that these people are not wanted by their Fire and Rescue Service.

This Conference therefore calls upon the Fire Brigades Union to:

- 1) Clarify its policy on what action will be taken if any FBU member is found to be a member of a far right or extremist organisation whose policies are in direct opposition to the policies and Rules of the FBU.
- 2) Bring all relevant Rule Changes to Annual Conference 2010 allowing for the expulsion from the FBU of any member who is also a member of the BNP and other similar fascist organisations.
- 3) Ensure that all FBU educational processes discuss the far right and the real threat they pose to democracy in the UK and Europe.
- 4) Lobby the Government to ensure that the Fire and Rescue Service can have the same rights as the Police and Prison services to dismiss members of extremist organisations from their employment.

BLACK & ETHNIC MINORITY MEMBERS

56. REHABILITATION OF OFFENDERS ACT 1974

The Rehabilitation of Offenders Act 1974 has strict limitations on disclosure of spent convictions. Some professions are exempt from the regulations on disclosure, including the Police and Prison Service. The Fire and Rescue Service however has no such exemption, and therefore should not be requesting information on spent convictions especially from new entrants.

Despite this, there is evidence that some Fire and Rescue Services are requesting disclosure of spent convictions during the recruitment process.

This conference therefore calls upon The Fire Brigades Union to:

- 1) Obtain the correct legal position on exemptions from the Rehabilitation of Offenders Act 1974.
- 2) Raise this issue at the first Practitioners Forum after Annual Conference 2009.
- 3) Issue a Brigade Officials circular requesting information as to how many brigades are asking for spent convictions disclosure as part of their application process.
- 4) Demand that CLG send out a guidance note to all Fire and Rescue Services on this issue.

BLACK & ETHNIC MINORITY MEMBERS

57. RACIAL ABUSE WHILST CARRYING OUT DUTIES

During a routine home fire safety visit in Merseyside an FBU member was the victim of racial abuse and not for the first time. The police took no action against the perpetrator, as the law says it is not a criminal offence under the Public Order Act to verbally abuse anyone in your own dwelling.

Fire and Rescue Service members are not alone, as other public sector workers have also been victims of this form of abuse.

This conference believes that this form of abuse should be classified as a hate crime and should be prosecuted as such.

This Conference therefore calls upon the Fire Brigades Union to:

- 1) Instruct all our members not to continue with home fire safety visits in residences where members are abused, and to report any incidents through their incident recording mechanisms as well as informing the appropriate authorities.
- 2) Use their good office to lobby all appropriate bodies to launch a campaign calling for an amendment in the law so that perpetrators can be prosecuted.
- 3) Raise this at the Practitioners Forum as a Health, Safety and Welfare issue.

BLACK & ETHNIC MINORITY MEMBERS

58. PUBLIC AWARENESS CAMPAIGN

Conference demands that the Executive Council carry out a full survey of the day to day commitment given to the Fire & Rescue Services by members conditioned to the Retained Duty System. This should include the sacrifices made by their families and primary employers.

This information to be used to generate a National Public Campaign to highlight the value and contribution made by Retained Firefighters, in order to raise public profile and awareness of this essential element of many UK Fire & Rescue Services.

NATIONAL RETAINED COMMITTEE

TRADE UNION AND LABOUR MOVEMENT

59. CUBA

This Conference notes that the new administration in the US Government is advocating change.

Consequently, Conference agrees that the opportunity must be taken to demand that the US Government finally ends its illegal trade blockade of Cuba.

The US Government must recognise that Cuba has the right to exist as an independent nation, and that the people of Cuba must be free to choose their own method of government, without duress or consequence from outside nations.

Conference therefore calls upon the UK and devolved governments to make the necessary representations to the US Government, demanding they immediately end their illegal blockade of Cuba.

DUMFRIES & GALLOWAY

Amendment

Insert new paragraph before the first paragraph:

“Conference congratulates Cuba on the 50th anniversary of the revolution, and celebrates Cuba’s many achievements domestically and internationally. These achievements must be applauded even more in the context of the disgraceful commercial, economic and financial blockade of Cuba by the USA since 1962, and its many other efforts to undermine Cuba, including literally hundreds of attempts to assassinate President Fidel Castro.”

DEVON & SOMERSET

60. PALESTINE

Conference instructs the Executive Council to campaign for an immediate recognition of the Palestinian State based on the 1967 border with Israel. In doing so, conference calls on the Executive Council to support any boycott of Israeli goods and services and to condemn the continued occupation of Palestine by Israel.

TAYSIDE

Amendment

Add at the end of the resolution:

“For the purpose of clarification, boycott does not include actions by FBU officials travelling to or through Israel in order to meet with Palestinian or Israeli organisations working for peace and justice in line with this resolution.”

DEVON & SOMERSET

61. ISRAELI OCCUPATION OF PALESTINE

Despite international condemnation of the Israeli occupation of Palestine, via UN resolutions and rulings from the International Court of Justice, Israel continues to ignore its duties under international law.

Conference supports the statement, made in December 2008 by Luisa Morgantini, Vice President of the European Parliament, when supporting the EU Parliament suspension of the vote on the upgrade of EU/Israeli relations, that ‘It’s time for the Israeli Government to stop considering itself above the law and start respecting it, beginning by freezing all settlement-building activities and ending its siege on the Gaza strip’.

Conference also supports the campaign to Boycott Israeli Goods (BIG) and calls upon the Executive Council to further campaign in calling for sanctions on Israeli institutions until such time as Israel ends its occupation of Palestine.

GREATER MANCHESTER

Amendment

Add at the end of the resolution:

“For the purpose of clarification, boycott does not include actions by FBU officials travelling to or through Israel in order to meet with Palestinian or Israeli organisations working for peace and justice in line with this resolution.”

DEVON & SOMERSET

62. PALESTINE SOLIDARITY

This conference condemns the ongoing occupation, annexation and ethnic cleansing of Palestine by Israel.

Israeli oppression of the Palestinian people continues in breach of international law, and despite condemnation of Israel's actions from many United Nations' resolutions, the International Court of Justice and Human Rights Organisations both in Israel and internationally.

This conference believes that since Israel has consistently failed to uphold its duties under international law, the international community must apply more pressure on Israel to reform, similar to the way Apartheid South Africa was challenged.

Conference therefore calls on the Executive Council to organise and promote a campaign calling for boycott, sanctions and dis-investment from Israeli institutions until it ends its occupation of Palestinian territory and allows a viable and sovereign Palestinian state to be established.

Conference calls on the Executive Council to raise and seek support for this matter within the trade union movement.

DEVON & SOMERSET

63. CND

Conference reaffirms its opposition to the UK's nuclear weapons of mass destruction and notes the UK Government's continued commitment to renewing Trident at a minimum cost of £70 billion.

This was a gross misuse of public funds prior to the economic crisis and would now represent an unpardonable folly at a time when public expenditure is due to face massive cutbacks.

Conference further calls for the labour and trade union movement to support CND by mounting a mass campaign of opposition to reverse current Government policy and have the renewal of Trident cancelled.

STRATHCLYDE

64. TRADE UNION RIGHTS

This Conference condemns the failure of the UK Labour Government to repeal the Anti Trade Union Laws, despite their promise when in opposition, to do so when they took power.

This Conference considers this to be entirely unacceptable and calls on the Executive Council to instigate and pursue a political and trade union campaign, exploring all possible avenues, to effect the revocation of the anti trade union laws.

FIFE

65. LABOUR PARTY DISAFFILIATION

This conference calls upon the Executive Council to carry out a study into the effects that disaffiliation from the Labour party has had on the FBU. This study to consider how disaffiliation has affected the ability of the FBU to engage and influence local and national Labour party politicians, and the effect disaffiliation has had on the link between the FBU and the wider working class Labour movement. This study to be completed and a report placed before Annual Conference 2010.

DURHAM

66. EUROPEAN ELECTION 'HOPE NOT HATE' CAMPAIGN

Conference reiterates its condemnation of the BNP as a far right racist organisation whose main policy is to incite hatred and division in society.

It is noted that the BNP will be standing candidates in the European elections on the 4th June 2009 and their leader, Nick Griffin, will be standing as a Member of the European Parliament for the North West.

Conference recognises the danger that this poses to the safety and security of all sections of our communities as the BNP attempt to gain a foothold in mainstream politics.

Historically, European elections have a relatively low voter turnout. Because the voting system for the European elections is a form of proportional representation, conference recognises the importance of there being a high voter turnout in order to ensure BNP candidates do not win any seats on the 4th June.

To this end, conference instructs the Executive Council to write to all FBU members immediately following conference, reminding members of the importance of there being a high voter turnout, and to urge all members to physically support their local 'Hope Not Hate' Group in the final stages of the anti BNP European election campaign.

LANCASHIRE

67. EQUALITY REPRESENTATIVES

Conference acknowledges the work of the Trade Unions, the TUC and Government in recognising, developing and supporting the work of representatives in the workplace with a specific role of progressing equalities issues. Many unions have specific Equalities representatives, in the FBU these roles are often covered by the Equality Sections representatives, including officials of the National Gay and Lesbian Committee.

One barrier these representatives constantly have to overcome is the lack of facility time provided by our employers.

Disappointingly proposals in the Single Equality Bill fail to provide equality representatives with legislative provision of time off to conduct their duties, similar to that of Health and Safety and Union Learning representatives.

Conference calls on the Executive Council to work with the TUC and affiliates in developing a campaign to bring about change by the Government to implement the required change to legislation that facilitates paid time off to carry out their duties, a report on progress to be provided back to conference 2010.

NATIONAL GAY & LESBIAN COMMITTEE

68. HUMAN TRAFFICKING

Annual Conference condemns the appalling and unacceptable escalation of human trafficking, which predominantly targets women and children.

Internationally, human trafficking is the fastest growing organised crime, with around two million people being forced into the sex trade every year. This is nothing short of 21st century slavery and must be wiped out.

Therefore this Conference calls upon the Executive Council to:

- Campaign within the TUC and sister unions to seek adequate Government resources to prevent and deter the perpetrators, and to provide support and refuge for the victims.
- Publicise and oppose this form of exploitation and abuse.
- Work closely with organisations such as Amnesty International and other relevant agencies to highlight and to eradicate this slavery.

NATIONAL WOMEN'S COMMITTEE

PENSIONS

69. IQMP GUIDANCE

Conference is concerned that application of the IQMP assessment is not consistent across FRAs. This situation means our members who are suffering ill health may still end up with no pension and not able to work due to illness or injury. Conference instructs the Executive Council to carry out the following:

- 1) Establish what guidance is being used in each FRA in assessing our members for ill health.
- 2) Raise this matter at the next Firefighters Pension Committee meeting and request that until such a time that we have an agreed method for how assessments are to be conducted to place members on lower or higher tier, all members who retire on ill health do so with the full 7/60th ill health enhancement.
- 3) A circular updating all officials of the current position is sent out.
- 4) If no agreement can be reached then the Executive Council implement the final paragraph of Emergency Resolution 2 passed at 2006 recall conference:

“If negotiations should break down or should fail to produce a result that is satisfactory, Conference instructs the Executive council to meet immediately to discuss the launch of a ballot for strike action.”

NOTTINGHAMSHIRE

70. NEW FIREFIGHTERS PENSION SCHEME 2006

Conference demands that the terms involved with the member initiated early retirement, that reduces a member's pension by 5% for each year that they retire before the age of 65, are removed from the scheme. (This also affects deferred pensions).

DORSET

INTERNAL ADMINISTRATION

71. DRIVER REPRESENTATION

This conference instructs the Executive Council to issue national guidance to officials on representation for drivers involved in a road traffic collision.

CENTRAL

72. SURVEY INTO PERSONAL VEHICLE INSURANCE FINANCIAL PENALTIES

This conference instructs the Executive Council to conduct a survey to determine if any FBU member has suffered any financial penalties on their personal vehicle insurance as a result of an on duty accident or incident whilst driving a fire and rescue service vehicle.

The findings of this survey are to be reported to Annual Conference 2010.

CLEVELAND

73. EMERGENCY FIRE APPLIANCE DRIVING

It is now over 40 years since the first FBU conference policy was agreed that related to members not driving through red traffic lights. Since this time, there have been numerous resolutions and conference debates, both supporting and opposing subsequent variations to the original resolution.

Conference is aware that this is a contentious issue, and many FBU members continue to drive through red traffic lights, albeit with caution, when responding to emergency incidents.

Conference instructs the Executive Council to undertake a full review of all issues relating to emergency fire appliance driving and related FBU policies, to report back with its findings to the FBU Conference in 2010.

LANCASHIRE

74. ACCIDENT AND INJURY FUND

This conference notes the current rule book and the Accident and Injury Fund contained within.

Conference also notes that there are timescales for claimants but none for payments.

Consequently, Conference instructs the Executive Council to define workable timescales for initial payments, final payments to be made subject to the correct paperwork being supplied and verified, these timescales to be enacted from the time they are agreed by the Executive Council and then incorporated by change of rule at the next available opportunity.

FIFE

75. UNION LEARNING FUND

This Conference instructs the Executive Council to produce a detailed Action Plan, including timescales, in order to progress the full integration of the Union Learning Fund into the Union's structures.

Any consequential and required Rule/Policy Changes will be submitted by the Executive Council to Annual Conference 2010.

**FIFE
SUFFOLK**

76. RESTRICTIONS ON FBU EMAIL SYSTEM

This conference condemns the restrictions placed on the use of the Fire Brigades Union's Email system by the Executive Council which is preventing Brigade Officials from effectively communicating information necessary for resolving issues within their own brigades. We therefore demand that these restrictions are removed.

DURHAM

77. HOLOCAUST MEMORIAL DAY

This conference is appalled at the acts of genocide committed by Nazi Germany, and more recently in Cambodia, Rwanda, Bosnia and Darfur for example.

Since 2005, Holocaust Memorial Day has taken place on January 27th, and is the international day of remembrance of the victims of the Holocaust and other acts of genocide. January 27th is the anniversary of the liberation of the Nazi death camp Auschwitz-Birkenau.

Conference calls upon the Executive Council and Brigade Committees to do whatever they can to support, and play an active part in, Holocaust Memorial Day.

CLEVELAND

78. RECRUITMENT AND ORGANISING – TRAINING AND RESOURCES

Conference 2008 agreed changes to Rule 3(1) whereby 'other categories of employees as determined by the Executive Council' may be organised by the Fire Brigades Union.

As a consequence a number of brigades have received requests from individuals or groups of individuals for membership to the Fire Brigades Union. If/when accepted as members these individuals may be employed on conditions of service outside the National Joint Council Scheme of Conditions of Service for Local Authorities Fire and Rescue Services, and therefore on wide ranging different contracts of employment.

To enable full representation be afforded to these members, Conference instructs the Executive Council to produce clear guidance and resources for those officials who will be responsible for this representation, this guidance to be circulated no later than August 2009.

Conference further instructs the Executive Council to plan a series of training courses in representing members on other such conditions of service to commence no later than September 2009.

GREATER MANCHESTER

79. FBU MEMBERSHIP

This conference instructs the Executive Council to look at the feasibility of allowing individuals from other fire services, such as M.O.D, airports etc., the opportunity to join the FBU. The Executive Council are to report back to conference 2010.

HAMPSHIRE

80. RETIRED MEMBERS SECTION

At present, when FBU members retire from the Fire Service they can choose to become an 'Out of Trade' member of the Fire Brigades Union. However, as 'Out of Trade' members, they have very little interaction with the union after retirement.

It is recognised that many of these members were extremely active within the Union and would be willing to continue to actively support the aims and aspirations of the Union.

This conference calls upon the Executive Council to undertake a feasibility study into having a 'Retired Members' Section within the Fire Brigades Union structure.

It is understood that this would take extensive research and ultimately Rule changes, so the Executive Council should report back to conference as early as is reasonably practical.

LANCASHIRE

81. RETIRED FBU MEMBERS SECTION

Conference calls upon the Executive Council to investigate the possibility of forming a new section called 'The Retired FBU Members Section'. The Executive Council will give due consideration to the funding and organisation of the Section.

In organising the new section the Executive Council will consider allowing the 'The Retired FBU Members Section' the ability to select its own officials at Brigade, Regional and national level and allowing those officials to attend such meetings as observers.

Conference acknowledges the loss of skills, knowledge, drive and enthusiasm to the FBU when a member retires and applauds the contribution given during their time in Brigades and indeed in elected positions of FBU office.

In proposing this resolution we are aware of the 'Operation Fireguard' proposal and the recent attacks on the ill health pension provisions.

The Executive Council should report back to Annual Conference 2010 with recommendations and necessary rule changes.

OFFICERS NATIONAL COMMITTEE

82. RE-ORGANISATION SUB-COMMITTEE

This Conference instructs the Executive Council, under the auspices of the Re-Organisation Sub-Committee, to immediately seek the views of Regional Committees and Sectional Committees on all matters that they consider pertain to the re-organisation of the Union.

The Re-Organisation Sub-Committee will then produce a Report, based on the views received, which will include recommendations for any changes to the Union's Structures, Working Practices, Rules, Policies or Standing Orders, to Annual Conference 2010.

LONDON

83. FBU POLICY DATABASE

Conference demands that the Executive Council look at relaunching and improving the current policy database that is on the FBU website.

Conference believes that the existing system is not user friendly and does not encourage Officials to submit information for inclusion.

DERBYSHIRE

84. ALL DIFFERENT ALL EQUAL

This Conference recognises and fully endorses the aims and aspirations of the All Different All Equal policy with regards to respect, dignity and fairness at work for all.

To further enhance these aims and aspirations, Conference demands that the All Different All Equal policy is amended so that representation to an individual is not granted until the Regional Committee has met, and has located an "arguable defence".

WEST MIDLANDS

85. FBU OBSERVERS EXPENSES

This conference demands that as of the 2010 FBU Annual Conference, FBU observers to our Annual Conference will be given the same travelling expenses and subsistence as delegates.

STAFFORDSHIRE

86. MEMORIAL FUNDS

This conference calls upon the Executive Council to set up and take responsibility for the management of memorial funds in the event of an FBU member's death on duty.

STAFFORDSHIRE

87. FBU EQUALITY EDUCATION

This conference notes that in 2008 the only specific national equality education that took place was the Equality Impact Assessment Training for Fairness at Work Reps in November.

This conference is very concerned that without a national education programme that deals specifically with Fairness at Work education, the FBU may take a backwards step from our current very positive record on equality.

Therefore this conference calls upon the Executive Council to develop with the National Fairness at Work Committee a programme of FAW education, which will include stage 1 and stage 2 FAW schools.

This programme of FAW education is to be developed as a matter of urgency and must take place within 2009.

STAFFORDSHIRE

88. RETAINED MEMBERS REGIONAL MEETINGS

This conference demands that all Regions that have a Retained Duty System (RDS) establishment ensure that appropriate meetings are called at the very least four times per year; that these meetings are advertised well in advance at all regional RDS branches and that these meetings can only be cancelled in exceptional circumstances. That the minutes from these meetings be made available to all RDS branches and appropriate officials within the Region and its Brigades and the Officials of the National Retained Committee.

NORTH WALES

89. CO-RESPONDING

This conference instructs the Executive Council to suspend the FBU policy on expelling FBU members who are found to be participating in co-responding. This is until a report analysing the effects these expulsions may have on FBU membership is commissioned and completed and that the findings of this report are brought back to conference in 2010 to consider whether expelling of FBU members who are co-responding is in the long term interests of the FBU.

HAMPSHIRE

90. INVOLVEMENT OF CONTROL EXECUTIVE COUNCIL MEMBER

Conference demands the General Secretary, Assistant General Secretary or National Officer with a remit for Controls, invite the CSNC Executive Council Member to all meetings with relevance to RCCs. This invitation to be forwarded as soon as possible, so dates and times can be coordinated.

This is for involvement, information and representation purposes for the benefit of all FF/Control Room Staff.

CONTROL STAFF NATIONAL COMMITTEE

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/National Sectional 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 returned electronically by the Chair or Secretary of the Brigade/National Sectional Committee by whom they are submitted. 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/National Sectional 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. Notwithstanding the provision of the above rule, the Executive Council or any Brigade/National Sectional 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.
9. 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.
10. The Standing Orders Committee will circulate to the delegates attending Conference copies of the composite motions they have approved.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.

17. 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.
18. 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 auditor's reports.
19. 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.
20. 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.
21. 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.
22. 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.
23. 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.
24. 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.
25. 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.
26. 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.
27. Members not being delegates and organisers may attend the Conference as visitors only and shall not be allowed to speak.
28. 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/National Sectional 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.
29. 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.
30. Alterations to the Standing Orders of Annual Conference may be submitted by Brigade/National Sectional 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.

