



preliminary AGENDA

Fire Brigades Union

80th Annual Conference, Bridlington

11th, 12th, 13th and 14th May, 2004

FIRE BRIGADES UNION

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

preliminary agenda

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

PAY

1. PAY

This Conference demands that if by 01 July 2004 a qualified firefighters pay is not £25,000 as per the National Fire Service Pay and Conditions Agreement, there must be a recall Conference with a view to industrial action.

BUCKINGHAMSHIRE

2. RECALL CONFERENCE

This Conference instructs the Executive Council to immediately re-call Conference with a recommendation to ballot for strike action, should there be any failure or delay by the Employers to pay, in full, the agreed Stage 3 Pay Increase.

WEST YORKSHIRE

3. PAY AWARD

Conference demands that if by 1st July 2004, Firefighters and Control Room Staff do not receive their full pay award as agreed in the Heads of Agreement, the EC take action to ballot FBU members on industrial action.

NORTHUMBERLAND

4. RETAINED PAY

Conference acknowledges that the 2003 pay agreement introduced significant changes to the method of payment for firefighters working the Retained duty system and that additional payments over and above this agreement are being made for a six month period until the effect of these changes can be ascertained. If however, these changes to the method of payment do not achieve the significant improvement envisaged, then this matter be re-negotiated.

LANCASHIRE

5. REGIONALISED PAY

This Conference recognises that the future of the British Fire Service will involve the regionalisation of Fire Brigades. However this Union will do all in its power to resist any attempt to introduce regionalised basic pay scales, and will if necessary ballot members for industrial action up to and including strike action.

SOUTH WALES

6. FLEXIBLE DUTY ALLOWANCE

The ODPM and the National Employers have shown, by their method of calculating stoppages of pay during the recent disputes, that Officers conditioned to the flexible duty system are being paid far less than the National Minimum Wage during standby/callout periods.

This Conference instructs the Executive Council to immediately enter in to negotiations for an increase of the flexible duty allowance to a level equivalent to the National Minimum Wage.

ONC

NATIONAL JOINT COUNCIL

7. BANK HOLIDAY PAY

Conference demands that Officers who are on duty over a Bank Holiday period receive payment at premium rates of pay and also time in lieu in line with other ranks within the Fire Service.

STAFFORDSHIRE

8. JOINT SECRETARIES POSITION STATEMENT

Conference notes the contents of Paragraph 7.1 of the Joint Secretaries Position Statement dated 20th October 2003 with reference to the acceptance of mixed crewing, and that the arrangements for the detailed application of this Paragraph are subject to consultation. This consultation must ensure maintenance of required establishment levels and protect against any casualisation of the Fire Service workforce.

LANCASHIRE

9. MIXED CREWING

Conference notes that the Joint Secretaries Position Statement of the 20th October 2003 states in Paragraph 7.1 *"Paragraph 3.3 of the Fire Service Pay and Conditions Agreement 2003 made it clear that whole-time and part-time employees on the shift, day crewing and day duties system should be free to undertake retained duties where appropriate. With effect from 7th November 2003 there is no barrier to any employee working on a combination of different whole-time, part-time and retained duty systems at the same or different places of work or to employees working on different duty systems making up the crew of the same appliance. The arrangements for the application of this agreement should be the subject of consultation between the fire authority and recognised trade unions."*

Conference instructs all Fire Brigades Union Officials to ensure that before any agreements are reached between fire authorities and the Fire Brigades Union that the following criteria are met:

1. All members of any crew must be either in the development or competent phase of their role.
2. Mixed crewing will not be carried out to supplement whole-time stations or crews when the approved watch/station strength has not been achieved.
3. All competences must be demonstration and auditable within IPDS.
4. At no time shall agreement be reached when any mixing of differing duty system personnel would mean an extended turn out time of a fire appliance or specialist appliance.
5. At no time shall agreement be reached when the crewing of an appliance by personnel on differing duty systems would allow the reduction of current (2003) establishment levels.

GLOUCESTERSHIRE

10. STAFFING LEVELS

In light of the increased workloads on all aspects of the Fire Service Statutory responsibilities following the agreed Pay and Conditions Agreement 2003, this Conference demands the Executive Council actively negotiates with our employers to increase all staffing levels on pumping appliances to six.

BUCKINGHAMSHIRE

11. ACTING UP ALLOWANCE

This Conference demands that any member of a Brigade who is required to perform the duties, of another of the Brigade of higher rank for a period of one day or more shall be paid at the hourly rate of the higher rank for any such period(s).

The current allowance of one fifth of the difference between the member's current weekly rate of pay and the weekly rate of pay of the higher rank for each shift worked, does not equate to the weekly difference between ranks, for current Fire Service shift patterns.

CHESHIRE

12. OVERTIME PAYMENTS

This Conference demands that overtime payments are extended to all Officers as applicable to other ranks.

ONC

13. ANNUAL LEAVE RATE

This Conference demands that the Executive Council negotiate a national weekly annual leave rate for each Retained rank/role.

NORTH WALES

14. RETAINED

This Conference recognises the financial and other pressures on non-Fire Service employers of Retained Firefighters and calls upon the Executive Council to enter into negotiations with the National Fire Service Employers to bring about a package of benefits and incentives to alleviate these pressures.

LINCOLNSHIRE

15. SICK PAY

Conference calls upon the Executive Council to use all means at its disposal to ensure that Retained members become entitled to the same benefits in terms of sick pay, as Wholetime members on sick leave.

NORTHERN IRELAND

16. TRAVEL EXPENSES

Conference demands that the Executive Council raise with the National Joint Council their intention of achieving reimbursement, for employees, for travelling expenses occurred over and above the normal travel to their place of work e.g. Bridge Tolls, Congestion Charge etc.

HUMBERSIDE

17. CONDITIONS OF SERVICE

This Annual Conference is appalled at the employers' continual use, of the need to recruit more women in the Fire Service as an excuse to make changes to our conditions of service, in particular the shift patterns. This is immediately discredited by the fact the Emergency Fire Control Staff, predominantly women, have enjoyed this shift pattern for the past 25 years and which assists with family life.

We call upon the Executive Council to immediately make clear to the employers that, to use women as an excuse for any proposed detrimental changes to our conditions of service is not only cowardly but transparently divisive.

NWC

18. CAPABILITY

This Conference deplores the actions of Fire Authorities to dismiss Control Staff through capability. We urge all Control Staff members to support whatever action is necessary to stop such dismissals.

CSNC

OFFICE OF THE DEPUTY PRIME MINISTER (ODPM)

19. FIRE SERVICE BILL

This Conference demands that any detrimental changes to our Conditions of Service and restrictions on our right to strike arising from the Fire Service Bill are vigorously opposed by any means possible.

DURHAM

20. FIRE SERVICE BILL

Conference demands, that an active campaign is mounted against the Fire Service Bill.

TYNE & WEAR

21. STANDARDS OF FIRE COVER

Conference instructs the Executive Council to vigorously campaign for the re-introduction of a national standard of fire cover.

GREATER MANCHESTER

22. IRMP'S

This Conference condemns the use of Integrated Risk Management Plans as the mechanism to reduce establishment levels, by Brigades. Conference demands that the Executive Council resist any attempt to reduce establishment levels by the use of Integrated Risk Management Plans.

HEREFORD & WORCESTER

23. IRMP'S – FLEXI DUTY SYSTEM

This Conference demands that the Executive Council and all Brigade Committees, oppose any attempts by Brigade Management to use the implementation of IRMP's, to cut the number of Officer Posts or attack the Flexi Duty System. The safe implementation of incident command systems requires that, the correct level of supervision and adequate numbers of specialist officers are available, when required at an incident. Recent years have seen an ever-increasing workload placed on Officers, with resultant stress and related illnesses. Any reduction in Officer numbers can only exacerbate this situation and must be opposed by all available means.

ONC

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LOTHIAN & BORDERS

25. CREWING LEVELS

Conference calls on the Executive Council to ensure that safe crewing levels are maintained in all Brigades at all times and that the health, safety and welfare of FBU members is not compromised by reduced establishment levels.

NORTHERN IRELAND

26. CREWING LEVELS

Conference demands that upon the implementation of IRMP's and on grounds of Health and Safety, all one pump station appliances are crewed at all times with 5 Firefighters and the EC enter into negotiations to ensure this.

NORTHUMBERLAND

27. SAFE CREWING LEVELS

This Conference condemns Chief Fire Officers who continually put Firefighters lives at risk by allowing pumping appliances to be mobilised from a station whilst below safe minimum crew levels. We demand that the Executive Council take up this issue with the appropriate body in order to stop pumping appliances responding to incidents with a crew level below five.

NRC

28. IRMP'S

This Conference demands that in the event of the death or injury of a member of the Fire Brigades Union as a result of the implementation of an integrated risk management plan, which produces a reduction in emergency cover, the Executive Council is to pursue every possible avenue open to them, including Legal Action, Industrial Action and Corporate Manslaughter, to bring to account the Fire Authority concerned and its Brigade Management.

WEST YORKSHIRE

29. CONTROL MERGERS

This Conference reaffirms its opposition to Fire Service Control mergers between Brigades or with any other emergency service. Amalgamation of Fire Service Controls and/or shared joint control room arrangements will seriously affect the ability of Fire and Rescue Services to deal with incidents as efficiently and will place many firefighters and the public in danger.

Therefore, we call on the Executive Council and all of the FBU membership to use all means at their disposal to fight the introduction of Control mergers wherever they occur.

FIFE

30. FIRE CONTROL ROOMS

Conference condemns the Mott MacDonald recommendation that Fire Control Rooms be amalgamated into 9 Regional Control Rooms serving England and Wales.

All Firefighters know that the expertise of locally based Fire Control Room Staff enhance the safety of both public and firefighters alike and it is therefore perverse to reduce any safety standard by this method.

Conference instructs the Executive Council, Regional and Brigade Committees to instigate a campaign, coordinated by the EC to fight these ill thought out and dangerous amalgamations, by any means necessary up to and including a ballot for industrial action.

GLOUCESTERSHIRE

31. JOINT CONTROL ROOMS

This Conference reaffirms the FBU policy on opposition to the introduction of joint service/authority control rooms.

CSNC

32. CO-RESPONDERS

Conference demands that the Executive Council reiterates the opposition to any 1st or co-responder schemes, as outlined in the statement to Conference 2001.

HUMBERSIDE

33. OFFSHORE FIREFIGHTING

This Conference reaffirms the policy statement on Offshore Firefighting passed in 1998 and acknowledges the work being done by the MCA with the 'sea of change' project.

Any implementation of a National Strategy must be with the agreement of the Fire Brigades Union.

CORNWALL

34. CONTINUATION TRAINING

This Conference demands that the Executive Council uses all means at its disposal to protect the Health, Safety and Welfare of Members by pursuing policies that will result in one full day per month being dedicated to continuation training for Retained personnel in addition to the existing “Drill Night”.

We believe that the time required for training has been eroded by growing commitments to checks and maintenance and the two hour “Drill Night” is no longer sufficient.

NRC

35. PROTECTION FOR EMERGENCY WORKERS

Conference welcomes the Scottish Parliament’s commitment to “protect emergency workers from assault or obstruction”, but is concerned that the White Paper in its current form will not go far enough to protect firefighters and other emergency workers in Scotland who find themselves victims of assault by virtue of carrying out their jobs.

Conference therefore calls on the Executive Council to campaign to maximise the coverage of any legislative change through a package of non-legislative measures designed to create a Zero Tolerance position on attacks on emergency workers and in particular to demand that the Scottish Parliament provide all emergency workers greater protection whilst at work.

FIFE

36. GAS FUEL VEHICLES

This Conference demands that the Road Vehicles (Construction and Use) Regulations 1986 be amended, that gas or dual fuel vehicles are permanently and easily identifiable in a fire situation and this identification forms part of the certification. The numbers of these vehicles is on the increase and the potential risk in a fire situation is wholly unacceptable.

CHESHIRE

37. STATE MEDAL

Conference instructs that the Executive Council work towards securing the ‘State Medal for Service to the Community’ for members who served in Northern Ireland Fire Service during the years of troubles.

LEICESTERSHIRE

PENSIONS

38. PENSIONS

In light of the Government's Pensions Bill and the implications for the Firefighters' Pension Scheme, this Conference reaffirms its commitment to vigorously oppose any detrimental changes to our pension provision.

DURHAM

39. FIREFIGHTERS PENSION SCHEME

This Conference will use any means necessary, including strike action, to oppose any detrimental changes to the Firefighters Pension Scheme.

HEREFORD & WORCESTER

40. MINIMUM RETIREMENT AGE

This Conference condemns any moves to increase the minimum retirement age of firefighting personnel and calls upon the Executive Council to organise a strategy to oppose any such moves.

LINCOLNSHIRE

41. RETIREMENT AGE

This Conference recognises that Control Staff have a very responsible and stressful job and calls on the Executive Council to negotiate with our Employers that we achieve parity of retirement age with Firefighters. This to be by reduction of retirement age for Control Staff and not to be detrimental to firefighters existing conditions.

CSNC

42. PENSION BENEFITS

Conference demands that the Executive Council take all necessary measures to make changes to the Firefighters Pension Scheme that would allow all benefits under the scheme to be awarded to non married partners, in the same way that HM Forces and Members of Parliament pension schemes have so been amended.

GLOUCESTERSHIRE

43. PENSION LUMP SUMS

This Conference demands that should there be any move by the Government to tax pension lump sums in any public service, the Executive Council through the TUC should seek the support of other public sector Trade Unions to bring about a strong and united opposition to any such intentions.

SOUTH YORKSHIRE

TRADE UNION/LABOUR MOVEMENT

44. LABOUR PARTY AFFILIATION

This Conference views with dismay the actions of the Labour Government during our recent pay campaign, but realises that the only political voice we have is through the Labour movement and the many friends we have within it. We therefore call upon this Union to remain affiliated to the Labour Party, therefore maintaining the influence we have within the Local and National political arena.

CLEVELAND

45. LABOUR PARTY AFFILIATION

This Conference demands that the FBU disaffiliates from the Labour Party Nationally.

This Conference, therefore, under Rule 29 of the FBU Rule Book, withdraws authority for Labour Party National Affiliation.

STRATHCLYDE

46. LABOUR PARTY AFFILIATION

This Conference withdraws the authority given under Rule 29 to affiliate to the Labour Party.

NORTHERN IRELAND

47. LABOUR PARTY DISAFFILIATION

Conference instructs the Executive Council to take the necessary action (including if necessary a revision of rules) to initiate and action a total disaffiliation of the Fire Brigades Union from the Labour Party.

BERKSHIRE

48. DONATIONS

Conference demands that Regions be allowed to donate monies to other political parties and / or candidates, even if they stand in opposition to Labour. In drawing up any needed Rule Changes to allow this, Conference reaffirms its wishes to still remain affiliated to the Labour Party.

KENT

49. ASYLUM SEEKERS

Conference condemns this Government's continual scapegoating of asylum seekers which has fuelled the rise of fascist parties and the 2002 Asylum Bill which has further marginalised and eroded the rights of people fleeing persecution and claiming asylum in the UK. Conference further condemns the proposals contained in the 2004 Asylum Bill.

Conference demands:

- All asylum seekers be given the right to work or claim benefit immediately after lodging their claim for asylum.
- The closure of all detention centres.
- An end to the practice of detaining children.
- An end to forced deportations prior to the exhaustion of the appeals process.
- The scrapping of the "white list" of presumed safe countries and all applications for asylum to be considered strictly on their merits.
- A Government commitment to comply fully with the Geneva Convention on the rights to asylum.

STRATHCLYDE

50. ASYLUM BILL

It is disgraceful that Lesbian, Gay, Bi-sexual and Trans people can still be prosecuted, persecuted, imprisoned, tortured or even executed because of their sexuality, in over 70 countries.

Following the introduction of the Asylum Bill, the rights of LGBT Asylum Seekers have been badly affected.

This Conference instructs the Executive Council to:

1. Apply pressure to the TUC General Council to campaign against this legislation.
2. Encourage Regions to affiliate to the "Stonewall Immigration Group".
3. Support campaigns run by Stonewall and others against the Legislation.

NGLC

51. SINGLE EQUALITY BILL

This Conference notes that the Government has been forced into enacting Equality Legislation because of European Directives. These Directives gave the Government the opportunity to introduce a fundamental change to Equality Law and introduce Equality for all.

Whilst we welcome the changes, we feel that these regulations do not go far enough.

This Conference supports the ideal of a Single Equality Bill to give the same protection under the law to all.

This Conference calls on the Executive Council to support the campaigns which will bring about a Single Equality Bill.

NGLC

52. A WOMAN'S RIGHT TO CHOOSE

This Annual Conference acknowledges that the 1967 abortion law was a huge step forward but it does not go far enough. The current law does not allow a woman the right to choose, the grounds for abortion are badly defined, the system will delay abortion, it does NOT ensure adequate provision of abortion services and it does not extend to Northern Ireland. This Annual Conference demands that we actively support campaigns such as the NAC and the Trade Union Campaign Voice for Choice.

This Annual Conference also supports these principles:

- To change the law to allow women the right to decide for themselves whether or not they are ready for motherhood up to and including 14 weeks of pregnancy.
- To make abortion available with only 1 doctor's approval from 15-24 weeks of pregnancy.
- To place a duty on doctors to declare their conscientious objection to abortion and to refer to another doctor immediately.
- To extend this amended act to Northern Ireland.
- To place a duty on the National Health Service to provide adequate abortion services for local need.
- To establish sexual health and abortion information in Trade Union publications.

NWC

53. BRITISH NATIONAL PARTY

This Conference in applauding the excellent work carried out by many of its members throughout the country in fighting against the resurgence of the British National Party, calls on the Executive Council to formulate a policy which supports these efforts both locally and nationally.

This should include a campaign to educate FBU members and the public against the racist and fascist agenda of the BNP and should highlight and draw on the success of individual campaigns to date.

WEST MIDLANDS

54. IRAQ

As a gesture of solidarity in supporting the General Federation of Trade Unions (Iraq) and their campaign for the withdrawal of all occupation forces the GFTU (Iraq) President and the General Secretary will be invited to the Fire Brigades Union Annual Conference 2005.

GREATER MANCHESTER

INTERNAL

55. DISABILITY DISCRIMINATION

This Conference is aware that in October 2004 the Disability Discrimination Act will apply to operational firefighters.

This will have an impact on many aspects of Fire Service life, including absence control procedures, ill health retirements under the Firefighters' Pension Scheme and firefighter selection criteria.

This will be a new era for the Fire Service and the Fire Brigades Union. We demand that the Fire Brigades Union nationally, carry out a study to determine what impact this Act will have on current policies and issue guidance on those effects to local Officials.

To assist this, affiliation to the Employers' forum on disability is strongly recommended.

WEST MIDLANDS

56. REPRESENTATION

This Conference demands that FBU members applying for representation under "All Different, All Equal" should have the right to appear in front of a Regional Committee meeting in order to give a full and detailed account of why they should be granted representation.

HAMPSHIRE

57. ALL DIFFERENT ALL EQUAL

This Conference wishes the Executive Council to amend the All Different All Equal policy to give the accused representation until the Regional Committee determine whether or not there is an arguable defence.

STRATHCLYDE

58. ALL DIFFERENT ALL EQUAL REPRESENTATION POLICY

Given the experience of vexatious allegations against Fire Brigades Union members by others, including management, Conference resolves a change in Fire Brigades Union policy to enable all members accused of bullying and harassment an interim period of representation between allegation and the completion of an 'arguable defence' investigation and decision.

Conference therefore instructs the Executive Council to amend the policy document accordingly.

BERKSHIRE

59. TUC AUDIT ON EQUALITY

This Conference welcomes the very recent publication of the TUC Equality Audit, after a long period of consultation with affiliated unions. We further welcome and congratulate the TUC on the hard work gone into producing this document with its far reaching findings.

However, we are dismayed at the complete lack of information that the Fire Brigades Union has provided to the TUC from our organisation. When we have long promoted ourselves so widely in the Trade Union movement as being champions on equality.

We are further alarmed at the disgraceful omission of LGBT (Lesbian, Gay, Bi-Sexual and Trans) questions and a subsequent response from the FBU on these issues.

We note that this audit took place during the recent dispute, but we feel that on such a critical issue the response is not good enough.

We must ensure that in 2 years time when the next audit comes around, the Fire Brigades Union should submit a more substantial submission.

This Conference therefore requests a full written report explaining the submission from the FBU and its lack of content.

NGLC

60. WORKING WITH CHILDREN & YOUNG PEOPLE

This Conference instructs the EC to report on activities undertaken by the Fire Service with children and young people.

A policy statement giving best practice will be produced in order for Brigades to develop policies.

CORNWALL

61. DUTIES OF FBU OFFICIALS

No FBU Official should be allowed to participate as a member of any Joint Management/Employee Working Party formed to investigate an incident associated with Fire Service Disciplinary Regulations or Fairness and Dignity cases.

HAMPSHIRE

62. CREW CAB SAFETY

Conference demands that the protection given to some members by the crew cab safety policy is offered to all members by extending the policy to include all appliances regardless of age, this to be achieved and reported back by Conference 2005.

HUMBERSIDE

63. TOXINS

Conference demands that the Executive Council should, as a matter of urgency, investigate the detrimental health effects of heavy metals and their toxins absorbed, inhaled and ingested by Firefighters' in the United Kingdom Fire Services.

STAFFORDSHIRE

64. DEATH BENEFIT

This Conference resolves that upon the death of a serving member a sum of £2 per FBU member be contributed to the late members next of kin and that this money be deducted at source.

Each Brigade Membership Secretary will be tasked, under the guidance of the National Treasurer, to contact their finance department to forward this on.

An opt out to be made available for members not wishing to contribute, who will then not benefit from the Scheme.

SOUTH WALES

65. UNION LEARNING REPS AND LIFELONG LEARNING

This Conference supports the provision of lifelong learning opportunities for the FBU membership and recognises the key role Learning Representatives will play in providing access to learning in the workplace.

We further recognise and acknowledge the huge benefits for our members of becoming involved in the lifelong learning agenda that is embraced and supported by the TUC. In order to meet the demands of our members, Conference calls on the Executive Council to:

- Encompass Learning Representatives into the Union Rule Book.
- Expand the role of FBU Regional and Brigade Education Officers to include lifelong learning.
- Seek funding through the various Union learning funds.
- Work together with the TUC learning hub and other trade unions to promote learning.
- Continue the work being carried out by the FBU's lifelong learning steering group under the direction of our National Officer.

FIFE

66. EDUCATION PROGRAMME

Conference demands that specialist schools for all Officials based on Press and Media skills are re-introduced to the Union's Education Programme.

TYNE & WEAR

67. EXECUTIVE COUNCIL MINUTES

Conference instructs that all meetings of the Executive Council are minuted. Minutes should be published and circulated within 28 days of the meeting.

LEICESTERSHIRE

68. EXECUTIVE COUNCIL MINUTES

This Conference believes that the membership of this Union should be informed of all issues that affect them and that there should be openness and transparency in all that we do.

Therefore, we call for a copy of the minutes of the National EC meetings be distributed to all Branches as soon as possible after they have been agreed and in any case no later than 5 days after they have been agreed.

ESSEX

69. NATIONAL BRIGADE OFFICIALS MEETINGS

During the National Pay Campaign, several new ways of working and distributing information to Officials were found to be beneficial, one of these being the National Brigade Officials meetings held in London.

We therefore propose that the Fire Brigades Union holds at least two of these every year, at suitable locations in the UK, to allow Officials to gather at first hand, up to date information on many issues affecting the membership. These to be organised by the National Officer with responsibility for organising the Annual Conference.

We also propose that two Brigade Officials (or substitutes) from each Brigade should be able to attend these meetings as well as the Regional Officials, Executive Council members and full time paid Officials.

We further propose that a set of Standing Orders be produced and agreed by those attending at the initial meeting, to govern how future meetings will be run.

ESSEX

70. PAY CAMPAIGN ACCOUNTS

Conference resolves that full expenditure accounts of the Fire Brigades Union Fair Pay Campaign be produced prior to 2005 Conference. These accounts will then be distributed to Regional Committees as part of an evaluation and feedback exercise.

BERKSHIRE

71. ACTIONS ON RESOLUTIONS

This Annual Conference recognises that when resolutions and draft policies are passed through national committees to the Executive Council, there are no time limits set by the Executive Council for them to be actioned.

Therefore, we call on the Executive Council to ensure that when a resolution and draft policy submitted by the National Women's Committee is passed and agreed at Executive Council level, it will be acted upon within twelve months and that interim quarterly progress reports will be made to the National Women's Committee, as a matter of urgency.

NWC

72. INFORMATION BOOKLET

Conference demands that an information booklet outlining the benefits and advantages of membership of the FBU is produced and circulated to all members.

TYNE & WEAR