

**Record of
2004
Annual
Conference
Decisions
Bridlington and
Reconvened Southport**

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Motions Carried ...

EXECUTIVE COUNCIL STATEMENT ON INTEGRATED RISK MANAGEMENT PLANNING

Conference recognises that the shift to Integrated Risk Management Planning as the basis for planning future fire service activity in the areas of Prevention, Protection and Intervention has the real potential to improve the safety of communities, to reduce the risk to firefighters and to reduce property loss at emergency incidents.

The move to this system of emergency cover deployment and service delivery requires a significant change in the way that Fire Authorities approach their planning to reduce risk in the short, medium and long term.

Conference knows that safety will only be improved and losses reduced if Fire Authorities plan effectively and are prepared to invest considerable increased resources in the Fire Service.

Conference views with concern the Westminster Government's fire death reduction target to reduce the number of accidental fire related deaths in the home by 20% averaged over the 11 year period to 31st March 2010 compared with the average recorded in the five year period to 31st March 1999 – with no local authority fire brigade having a fatality rate of more than 1.25 times the national average by 31st March 2010.

The Westminster Government's target effectively ignores whole sections of the population, including those whose deaths are caused by fires which have not been classified as being 'accidental' in origin. In effect the Government target creates a postcode lottery for planning of emergency cover. Those communities most at risk from death or serious injury as a result of fires not classified as having been started accidentally have been deliberately excluded from the target.

Conference further condemns the position of the Scottish Executive who to date have refused to set a target for reducing fire deaths in Scotland.

Conference recognises that the FBU's ZERO FIRE DEATHS target is the only target that is acceptable and justifiable in a civilised society. For the purposes of the FBU ZERO FIRE DEATHS target, a fire death is defined as being:

“The death of a person occurring as the direct result of a fire or the products of fire in any building or fixed structure howsoever caused, but not including the death of a person caused by fire or the effects of fire as the direct result of a deliberate act or omission of that person which is intended to end their own

life prematurely, or any death resulting from an act whereby a person has been deliberately restrained against their will by a third party in such a manner that they cannot escape from fire or the effects of fire or raise an alarm of fire in such a manner that they may then reasonably expect to be rescued from fire."

The high numbers of rescues carried out by firefighters every year consistently demonstrates the effectiveness of intervention as the primary control measure aimed at saving lives in fires, irrespective of whether the fire is started accidentally or not. Early detection and/or first call to the fire & rescue service, call handling and mobilisation by Emergency Fire Control Staff, coupled with effective speed of response and weight of attack (as determined by the Critical Attendance Standard [CAST] for the incident type), remain the critical factors in the success of this control measure.

Accordingly Conference endorses the Executive Council's recommendation to pursue the following IRMP strategy:

- Support the principle of Integrated Risk Management Planning;
- Support the campaign for a ZERO Fire Deaths target;
- Support the campaign for a Critical Attendance Standard (CAST);
- Public protection must be improved;
- Safety of firefighters must not be compromised;
- Integrated Risk Management Planning should directly address risk to life;
- Integrated Risk Management Planning should reduce risk to property;
- Integrated Risk Management Planning should reduce risk to heritage;
- Integrated Risk Management Planning should reduce risk to the environment;
- Campaign for increased funding;
- Campaign for commensurate staff levels;
- Maintain the best possible conditions of service;
- Formalise the establishment of FBU IRMP Committees at all levels to further advise the FBU IRMP Unit/Department;
- Continue the FBU IRMP training and awareness campaign

Conference gives full support to any Brigade that takes strike action against a local employer who is attempting to divert Integrated Risk Management Planning from a process which should be aimed at reducing risk to a process which is purely cost-driven and which puts at risk public safety or firefighter safety, cuts jobs, or detrimentally affects conditions of service.

EXECUTIVE COUNCIL POLICY STATEMENT ON EDUCATION REVIEW

Introduction

It was reported to Annual Conference 2002, that the General Secretary, with the Executive Council's support, had commissioned a review of the Union's education policy. The review was to be carried out by Professor Bob Fryer, who was then head of Trade Union Studies at Southampton University. However, due to a number of factors Professor Fryer was unable to conclude his review, and in his place the Executive Council decided to engage the services of Professor Mary Davis, Head of Trade Union Studies at London Metropolitan University.

Professor Davis completed her strategic review and presented her findings to the Union early in February 2004, a copy of which has been sent to Brigade Secretaries.

In her strategic review, Professor Davis outlined the methods to be used, including:

- consulting, by means of a questionnaire and meeting, with regional education officers, representatives from the six national sections;
- examining current procedures;
- analysing current Union policy which was adopted in 1998
- by interviewing the National Officer responsible for education.

In considering the overall aim and purpose of trade union education and training and the specific role of the Union in delivering this to FBU members, Professor Davis analysed current practice across all regions and sections and compared this to the union's aims and objectives.

Professor Davis makes the following comments and recommendations:

Summary of 1998 policy

The Education Review of 1998 recommended that the union ought to provide regionally based education and training in four key areas; Branch Official Training; Health and Safety Rep Training; Fairness at Work Training and general education within Regions and Brigades. The Review also suggested that additional regional education and training should be encouraged with the aim of "increasing the knowledge of students on the wider aspects of trade unionism, current affairs, politics and the FBU."

It was further recommended and accepted that nationally organised regional schools would be provided centrally and that 'National School' would remain the flagship of FBU education. The 1998 review recommended maintaining a two-year approach to National School. Marking a staged approach to FBU education in order to ensure uniformity of student's knowledge and expectations.

The 1998 review also recommended a central database of student records be kept and this has now been implemented so that the education and training of officials can be properly monitored.

Professor Davis's review found that "the letter and the spirit" of the 1998 recommendations had been implemented somewhat 'patchily', although this did not 'mean that there has been a lack of educational activity in the Union'.

However, Professor Davis recognised that the pay dispute inevitably disrupted much of the planned education and training activity for 2002 and 2003.

In terms of National School, Professor Davis noted the cancellations in 2001 and 2002. In particular, she noted that the intended feeder courses had not got off the ground since the 1998 review (although a number were planned for 2002 but were subsequently severely disrupted because of the national pay campaign) and that this fact therefore had implications for the Union's 'flagship' education and training event.

2003 however saw a one off national school attended by 56 students with an aim of analysing the dispute.

Feedback suggests that this school achieved in the main its aims.

Professor Davis found that Regions were concerned that they did not always have enough information about students attending nationally organised schools. However, a method of informing regions has now been developed and implemented to ensure regions have this information.

Professor Davis also noted that despite the 1998 review recommendation for a greater use of accreditation for schools there was little evidence of accreditation being achieved. In fact only 2 regions had developed any recognised accreditation.

Additionally, Professor Davis found that in spite of the 1998 recommendation, there was little evidence to show any improvement in the standardisation of course materials.

Purpose of T.U Education

Professor Davis's review found that Union officials believed that the primary purpose of Trade Union education could be broken into 2 sets of functions:

- An educative/awareness raising role,
- A training and skills development role.

Professor Davis concluded that in order for the FBU to fulfil both these functions and provide courses of a high standard encompassing both of the above functions the Union's commitment to education would have to be significantly increased in

terms of finance and official's time. Professor Davis's view is that the FBU should not attempt both. She felt that the FBU was already engaged in a unique (in relation to other British Trade Unions) education function: which was:

- Raising the political awareness of members,
- Developing an understanding of the politics of change,
- Deepening an understanding of the equality agenda and the practical implications of its application.

Professor Davis concluded that the Union should concentrate its resources and improve the way it delivers its education programme based on the above themes and that in addition:

- it should ensure that it institutes a system whereby specific specialist issues relating to changes in managerial techniques, collective bargaining, representative functions are speedily addressed.
- it should build on the strength of the educational work already under way by the equality sections and some regions
- it should have an integrated national education programme which preserves and strengthens regional and sectional initiatives
- it should ensure that it has a staged programme of education with clearly demarcated but interlocking regional, sectional and national roles
- it should build a pool of its own trained tutors, seeking actively to ensure that this includes women, gay and lesbian and BME members (including women BME members)
- it should create a programme which, to quote one regional education official, 'sees education as a journey not a destination'

It is therefore recommended that the recommendations contained in Professor Davis's Strategic Review are implemented as outlined below;

1) Training – TUC/STUC/WTUC/ICTU

In order to ensure that the FBU carries out the educational functions above, it should divest itself of its training role. It is not necessary for the FBU to be involved in the basic training and skills development of its elected representatives where these are generic skills required of all lay trade union reps and shop stewards for example, meeting procedure, handling members' problems, representing members, grievance & discipline procedure, involving members. (This applies to TUC Health & Safety courses, of which there is currently some take up by FBU H&S reps). Indeed there are clear advantages for the FBU if it encourages its members to attend regional TUC shop stewards courses and Health & Safety courses. These are offered on a day release basis over 20 days for stages 1 (10 days) & 2 (10 days): The advantages are as follows:

- i) the union will save money, courses offered by the TUC are free to affiliates
- ii) this will overcome the problem of the patchy and non-standardised provision for FBU branch officials currently on offer
- iii) FBU branch officials and health and safety reps will be entitled to more education. Most branch officials' courses offered by the FBU are only 2 days duration, this is far less than the legal rights to paid time and

consequently far less than the entitlement gained by shop steward/representatives in other unions.

- iv) The objection frequently made that the particularities of the fire service make it essential for the FBU to have separate provision for its members are no more valid than that for other industries. Most other unions have seen definite advantages in having a mix of industries and unions on skills/training courses on the grounds that there is much to be learnt from different experiences in tackling the generic issues of creating effective workplace organisation, representing members and dealing with management.
- v) All TUC 10 day courses are taught by trained TUC tutors, usually in publicly funded colleges and use regularly updated courses materials provided by the TUC.

All TUC courses are accredited. This is in line with FBU aspiration for accreditation expressed in the 1998 review.

2) Skills and training: the FBU

We need now to examine what groups of FBU officials are not covered by TUC provision and whether there is specific/specialist subject matter, relevant to the FBU alone, related to training and skills, not covered by TUC provision. It should be noted that all schools should deal with the concerns of all FBU members (Officers, Control and Retained) and **MUST** as a matter of course deal with equality and fairness at work issues. (Notwithstanding the fact that Fairness at Work should continue as a separate course.)

Brigade officials and others

Thus far the suggestion is that branch officials and health and safety officials should pursue the training and skills programme provided by the TUC. What of other elected officials not covered by this and currently not explicitly catered for in the existing FBU programme, notably brigade officials, regional officials and section officials?

Brigade officials

As has been noted above, some regions already provide courses for brigade officials. Whilst it is true that brigade officials require all of the skills and knowledge of branch officials, it is nonetheless the case that they need to develop this at a deeper level in order to carry out an extended range of functions including negotiating skills, dealing with latest management techniques (e.g. integrated risk management), conference motions and procedure, campaigning skills etc. It would be sensible for regions to provide this kind of education since much of it will be of a specialist nature and will need to respond to changing local and national circumstances.

Regional officials

It is presumed that regional officials will be experienced FBU members and will, as a consequence have undergone some trade union education and/or training. Nonetheless, Regional Officials and members of Regional Committees may also need regular updates on new policies and initiatives. Regional officials will be responsible for a range of duties developing strategy, initiating and conducting

campaigning work, advising members on Employment Tribunals for which training should be provided. This can be accommodated by means of seminars provided regionally or nationally. The courses run at the TUC National Education Centre are a resource that can be utilised.

Some Regional Officials teach on FBU courses. This is to be encouraged, but such officials should have access to training in educational methods in order to ensure a high and consistent standard of delivery.

Section officials

Some section officials have experienced little or no trade union education/training have expressed a desire for some skills training, in order to carry out their new functions effectively. This should be provided by the FBU as part of its national programme.

Some Section Officials teach on their sectional equality courses. This is to be encouraged, but such officials should have access to training in educational methods in order to ensure a high and consistent standard of delivery.

3) Specialist FBU subject matter

The survey of Regional education officials indicated a wide range of subjects currently covered on FBU courses, some of which will not be covered by the more generic TUC courses. For example:

- Best value
- Body mapping
- Specific fire service health & safety issues
- Fire cover review

Seminars on these and other issues should be provided by regions individually or jointly, in response to local demand.

Updates and skills development

TUC provision for generic skills and training for all branch and H&S officials will not cover everything. There remain specialist areas for which FBU members will need to provide information and updates for its key activists at national and regional level. This can take the form of seminars or longer courses and may involve the use of outside specialists.

4) Education: the FBU

All courses provided by the FBU at regional or national level, not defined as skills/training should ensure that they have the following 3 educational aims in mind:

- raising the political awareness of members,
- developing an understanding of the politics of change,
- deepening an understanding and the practical implications of the equality agenda

The level and manner into which these aims are incorporated into course syllabi will be a matter for further discussion among those most centrally involved in the

education programme of the union. What follows below is a proposal on the structure and organisation of courses to be provided by the FBU in order to meet the objectives described above.

Regional provision

Regions must continue to play an important part in FBU educational provision. It is proposed that regions should have responsibility for:

- Induction for new members
- Brigade official courses stage 1
- Fairness at Work courses stage 1
- Politics of change stage 1
- Seminars for key regional activists.

National provision

The following courses should be organised nationally. They fall into 4 categories:-

Nationally organised regional training

- Brigade officials stage 2
- Fairness at Work courses stage 2
- Politics of change stage 2.

National schools

The following schools should be held on an annual basis:

- Education methods
- Equality section officials training
- **National (Political) school.**

This school should, without doubt, remain the 'jewel in the crown' of FBU education and should continue to be 'the forum in which students and tutors debate the social economic and political environment (nationally internationally) and their relationship to the fire service and FBU' (1998 Review). Some have argued that it should be shorter; however, if properly planned and organised a week might not be long enough! Nonetheless serious attention must be paid to the issues of childcare and other dependents commitments, not all of which can be resolved by crèche facilities (although this latter is, of course, a 'must').

The tutor, in close consultation with the national education committee should draw up the syllabus for both years of the national school. However, it should be clear that the national schools should build upon, and not re-iterate, that which has been learned in previous schools. It should develop a more advanced understanding of the nature of the relationship between capital, labour and the state. Consideration should be given to the involvement of other unions in part of the school. The second year of the school should look at the theoretical and practical implications of the new imperialism ('globalisation') and should be internationalist in character perhaps involving trade unionists from countries with which the FBU has a close connection and/or

inviting the participation of firefighters/control staff from other countries as well as representatives of the PSI (Public Services International).

National seminars

- For particular groups of staff e.g. control, officers and retained
- For specific issues (e.g. legal updates, industrial tribunal work, political fund) and campaigning work.

Equality sections

- Each section should continue to run its own annual school, with facilities to hold a year 2 school for those who have completed year 1
- Joint schools between sections should be held on a regional or joint regional basis
- Education methods courses to be provided for tutors and facilitators on equality section schools.

5) Tutors

The survey of existing provision indicated that very few regions use trained tutors, TUC or otherwise. The proposals in this report will, if implemented, have several important consequences:

- The TUC education service will be used systematically to ensure the training of all Health & Safety reps and all branch officials. Trained TUC tutors teach all these courses
- Specialist skills and updating courses/seminars will use specialist trade union tutors
- FBU internal regional courses will be taught and facilitated by FBU tutors who have completed a TUC education methods course and have themselves undergone a requisite amount of FBU education. (Usually they should have completed year 2 of the National School)
- Tutors teaching on the equality section courses should also have completed an education methods course
- None of the above will exclude the union at regional or national level from using the services of outside tutors and specialists with whom it has developed a relationship of trust. It is intended, however, by these means to create a wider pool of tutors and in addition to empower officers of the union to develop their own skills as educators and organisers. The National Official responsible for education should ensure that women and BME members are actively encouraged to become tutors
- Tutors for the national school should be agreed by the National Education Committee.

6) Course materials/syllabi

Syllabi and course material for all courses (as opposed to seminars) outlined above will have to be written and regularly updated. This task can be contracted out to an approved institution or accomplished in-house. It is essential that the new courses e.g. brigade officials 1 & 2, FAW 2 use course materials provided nationally. FAW 1 course should be revised to ensure that it covers sexuality in addition to sexism and

racism. It will be important to assess the effectiveness of new courses and course materials. This can be done in 2 ways:

- New courses should be piloted in a selected region before they are generally used. This will involve a tutor assessment as well as a student evaluation process
- Course evaluation in general should be more systematic. A new evaluation form should be designed and used on all courses. Completed forms should be analysed by the appropriate officer/official in conjunction with the course tutor and a report made to the national education committee.

7) Organisational matters

National Education Committee

The FBU's National Education Committee should be re-constituted, meeting **at least** twice a year in order to have an overview and regular input into the conduct and progress of FBU education. This committee will report to the Executive Council. It should consist of:

- 4 Executive Council members
- 4 regional education officers (to be elected by the annual meeting of regional education officers)
- 3 representatives from the equality sections (1 elected from each of the equality committees)
- the education committee should be chaired by the Vice-president
- the annual meeting of regional education officers should continue.

Data base

The national officer responsible for education should ensure as a matter of priority that the FBU membership database includes details of courses each member has attended. This will entail greater liaison between regional education officers and the national official and vice versa. The process of progression through the education programme will be impossible without a tracking procedure.

8) Accreditation

It has already been agreed that accreditation is desirable. Steps should be taken to ensure that, if desired, FBU courses can be accredited through a similar process to the TUC system (i.e. via the Open College network). Students will then have the choice of gaining credits which can then be used in Credit Accumulation and Transfer (CATS) system. However, there should be no obligation on the part of students to participate in such a system if they do not wish.

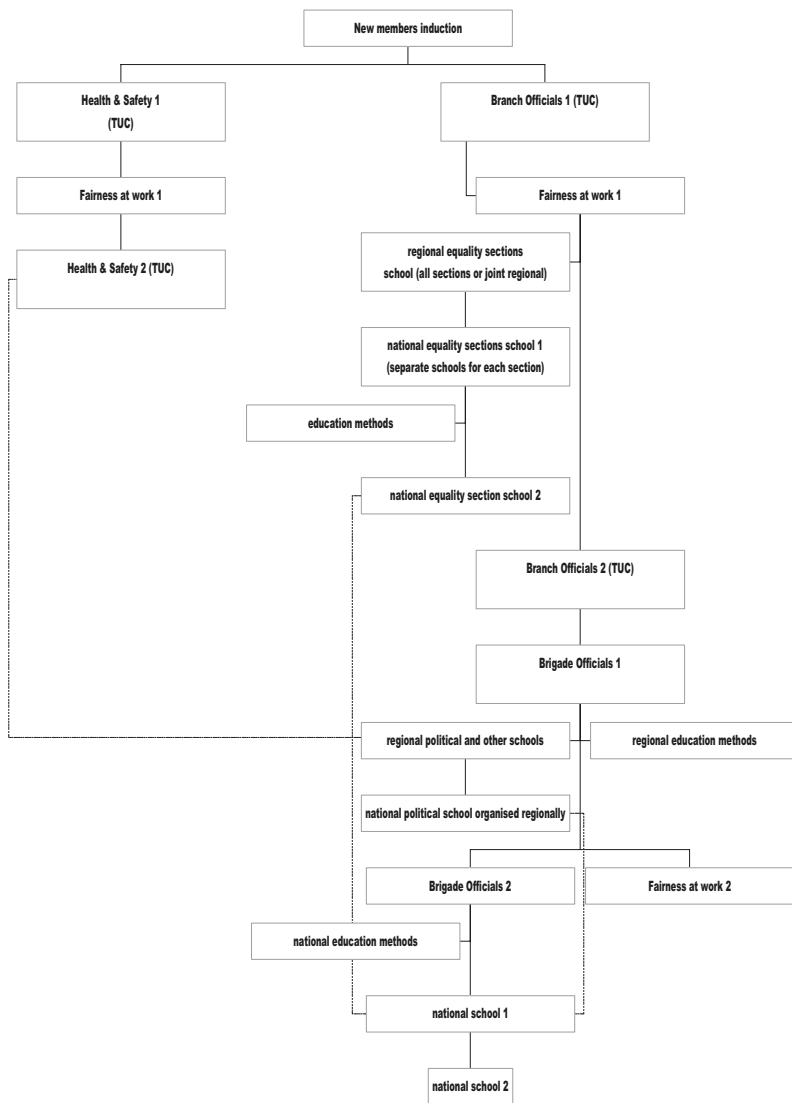
9) Lifelong learning

The FBU should investigate the possibilities for FBU members to continue their educational journey by progressing to higher education courses at undergraduate or postgraduate level. Members will be able to gain credits for prior knowledge and experience gained through trade union courses and trade union responsibilities. The union should investigate the possibility of entering into a Higher Education partnership agreement with a named University(ies) with experience in such

matters. This will be cost effective for the union and will simplify the transition for members who would wish to extend their studies.

10) Structure and Progression routes

The chart below indicates the proposed structure of FBU educational provision.



The following two recommendations made by Professor Davis should be noted and after consideration if it is felt necessary the Executive Council will bring, to a future Annual Conference, appropriate rule changes to allow alteration of the Unions structure.

Regional education officials

Given the importance of regions within the FBU's education provision, consideration should be given to upgrading the status of those responsible for regional education from officer to official.

National education official

The FBU is unusual among trade unions in that it employs so few national officials. This means that the portfolio of each official is enormous. Whilst it is beyond the remit of this report to consider this, it must be noted that the education brief (which will be expanded if this report is adopted), cannot be undertaken with any degree of success by an official with numerous other important tasks to perform. It is therefore suggested that the union elects a new official or appoints a new member of staff to deal with nothing other than trade union education.

11) Conclusion

Finally, the executive council would endorse the conclusion to Professor Davis's review i.e.

"The proposals contained in this report seek to preserve and develop the best traditions of FBU education by freeing its providers from some of the tasks that can be better accomplished by other bodies, notably the TUC. In addition it attempts to provide a genuinely national system of provision while still retaining and respecting the role of the regions. It is imperative that branch officers and brigade officials can expect the syllabus of their courses to be the same throughout the UK. Progression to higher levels of FBU education is meaningless unless the pre-requisites for progression are the same.

Trade union education in its broadest sense is a lifelong journey. It is part of a wider struggle for social change which can only be successful if we strive to understand not only our own unions, not only our own labour movement, not only the international labour movement; but also the forces which shape the context in which we negotiate, campaign and struggle. In other words our notion of lifelong learning is to enable us to better understand the forces of labour, capital and the state – that is the aim of this programme.

Knowledge is power!"

PAY

Resolution 5 – REGIONALISED PAY

This Conference notes the efforts of the Government and Employers to introduce 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
AS AMENDED BY LONDON**

NATIONAL JOINT COUNCIL

Resolution 7 – BANK HOLIDAY PAY

Conference demands that Officers who are on duty on Bank/local Holiday periods receive payment at double rates of pay and also time off in lieu in line with other ranks within the Fire Service.

**STAFFORDSHIRE
AS AMENDED BY LOTHIAN & BORDERS & WEST YORKSHIRE**

Resolution 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 competencies must be demonstrated 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

Resolution 12 – OVERTIME PAYMENTS

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

ONC

Resolution 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

Resolution 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

Resolution 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

Resolution 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 any individual or group as an excuse for any proposed detrimental changes to our conditions of service is not only cowardly but transparently divisive.

NWC

AS AMENDED BY TYNE & WEAR

Resolution 18 – CAPABILITY

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

CSNC

AS AMENDED BY MERSEYSIDE

OFFICE OF THE DEPUTY PRIME MINISTER (ODPM)

Resolution 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 including strike action.

**DURHAM
AS AMENDED BY STRATHCLYDE**

Resolution 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 bringing charges of Corporate Manslaughter, to bring to account the Fire Authority concerned and its Brigade Management.

**WEST YORKSHIRE
AS AMENDED BY LONDON**

Resolution 29 – CONTROL MERGERS

This Conference reaffirms its opposition to Fire Service Control mergers, either 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 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, including strike action, to fight the introduction of Control mergers wherever they occur.

**FIFE
AS AMENDED BY WEST MIDLANDS & STRATHCLYDE**

Resolution 32 – CO-RESPONDERS

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

**HUMBERSIDE
AS AMENDED BY GREATER MANCHESTER**

Resolution 33 – OFFSHORE FIREFIGHTING

This Conference reaffirms the policy statement on Offshore Firefighting passed in 1998.

**CORNWALL
AS AMENDED BY STRATHCLYDE**

Resolution 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 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 workers and in particular to demand that the Scottish Parliament provide all workers greater protection whilst at work.

Conference reiterates its view that the best protection for FBU members is by widespread understanding of the role of the Fire Service and of the neutrality of the Service. Therefore, the Executive Council are instructed to ensure that any campaign on the issue of protection from assault emphasises the independence and neutrality of the Service from the police or other law enforcement agencies.

Conference further calls on the Executive Council to campaign for the same commitment to be shown from Parliament in England, the Welsh Assembly and Northern Ireland.

**FIFE
AS AMENDED BY LONDON, WEST YORKSHIRE & FIFE**

Resolution 36 – GAS FUEL VEHICLES

This Conference demands that the Fire Brigades Union seeks the amendment of the Road Vehicles (Construction and Use) Regulations 1986 so that gas or dual fuel vehicles are permanently and easily identifiable 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
AS AMENDED BY GREATER MANCHESTER & KENT**

PENSIONS

Resolution 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 members pension provision, including new entrants. This opposition shall include a campaign for national strike action should any such detrimental changes be implemented.

DURHAM
AS AMENDED BY SHROPSHIRE & LONDON

Resolution 40 – MINIMUM RETIREMENT AGE

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

LINCOLNSHIRE
AS AMENDED BY SHROPSHIRE & GREATER MANCHESTER

Resolution 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

Resolution 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, (including same-sex partners).

GLOUCESTERSHIRE
AS AMENDED BY LONDON

Resolution 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

Resolution 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 and the European Convention on Human Rights.

**STRATHCLYDE
AS AMENDED BY STRATHCLYDE**

Resolution 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

Resolution 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

Resolution 53 – BRITISH NATIONAL PARTY

This Conference in applauding the excellent work carried out by many FBU 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
AS AMENDED BY GREATER MANCHESTER**

INTERNAL

Resolution 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.

**WEST MIDLANDS
AS AMENDED BY LONDON**

Resolution 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

Resolution 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

Resolution 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. This statement is to be produced as soon as possible and no later than Annual Conference 2005.

**CORNWALL
AS AMENDED BY KENT**

Resolution 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. Furthermore, Conference demands that an audit is initiated to establish which Regions are in compliance with national crew cab safety policy.

**HUMBERSIDE
AS AMENDED BY MERSEYSIDE**

Resolution 63 – TOXINS

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

**STAFFORDSHIRE
AS AMENDED BY SOUTH YORKSHIRE**

Resolution 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

Resolution 67 – EXECUTIVE COUNCIL MINUTES

Conference instructs that all meetings of the Executive Council are minuted. Minutes should be published and circulated within 14 days after ratification at the following meeting.

**LEICESTERSHIRE
AS AMENDED BY LEICESTERSHIRE**

Resolution 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

Resolution 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 a National Sectional 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 Sectional Committee, as a matter of urgency.

NWC
AS AMENDED BY WEST MIDLANDS

Resolution 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

Resolution 73 – RACE EQUALITY SCHEMES

This Conference calls upon the Fire Brigades Union to ensure that full consultation and agreement in relation to race equality schemes that take place with the Fire Brigades Union, includes B&EMM.

B&EMM

Resolution 74 – DEATHS IN POLICE CUSTODY

This Conference welcomes the recent Coroner's Court verdict of "unlawful killing" by police officers of Roger Sylvester. The verdict vindicates the Roger Sylvester Justice Campaign and the support given by sections of the Fire Brigades Union.

The hearing highlighted the brutal way that members of the black population are treated by police officers and the lengths the Metropolitan Police will go to cover up their brutality.

- i. We demand that B&EMM and the Fire Brigades Union give full support to tackling deaths in custody by affiliating to the "United Family and Friends Campaign".
- ii. The Fire Brigades Union and the TUC to use their good offices to ensure that the police officers implicated in the death of Roger are swiftly brought to justice.
- iii. Campaign for a public inquiry into the death of Roger Sylvester.

B&EMM

Resolution 75 – INSTITUTIONAL RACISM

Following the BBC Documentary “The Secret Policeman” which clearly highlights Institutional Racism within the North Wales Police Force, this Conference demands that the Executive Council reiterates to the Fire Service Employers, the general duty of all Fire Authorities to monitor:

1. Unlawful Race Discrimination.
2. The Promotion of Equality of Opportunities.
3. The promotion of good relationships between people of different racial groups.

With a view of highlighting this issue to Chief Officers and Chief Fire Masters of the British Fire Service.

A progress report to be reported back to the B&EMM Annual General Meeting 2004.

B&EMM

Resolution 77 – PRE-ARRANGED OVERTIME

Conference recognises the lifting of the ban on pre-arranged overtime.

However, we do have concerns that overtime will be used by CFO's/Firemasters or Fire Authorities to make up for planned shortages in establishments.

We therefore instruct the Executive Council to monitor overtime use and if it is being used outside of the “Fire Service Pay and Conditions Agreement 2003” the ban should be reinstated in the brigade affected.

MERSEYSIDE

COMPOSITE RESOLUTIONS CARRIED ...

Composite Resolution A

LABOUR PARTY AFFILIATION

[Incorporating Resolutions 45, 46 and 79]

The aims and objectives of the Labour Party no longer reflect those of the Fire Brigades Union. Therefore, this Conference demands that the FBU disaffiliates from the Labour Party Nationally.

This Conference withdraws the authority given under Rule 29 for Labour Party National Affiliation.

**MOVED BY: NORTHERN IRELAND
SECONDED BY: STRATHCLYDE
SUPPORTED BY: GREATER MANCHESTER**

EMERGENCY RESOLUTIONS CARRIED ...

Emergency Resolution No. 1

PAY AGREEMENT

The Executive Council conveyed to the Fire and Rescue Service National Employers by letter on 9th May 2004 the terms under which the FBU would be prepared to reach full and final agreement on the Stage 2 negotiations on the implementation of the June 2003 Pay and Conditions Agreement. This was after many months of detailed negotiations which had concluded with 17 hours of negotiation on the 5th and 7th May.

The members of the FBU are frustrated and angry at the National Employers continued refusal to honour the pay increase due on 7 November 2003.

Although it was made crystal clear to the Employers that the Union sought a response by Tuesday 11th May 2004 no positive response has been received from the National Employers. Annual Conference condemns the Employers for their lack of urgency which risks derailing the entire modernisation process in the UK Fire and Rescue Service.

The Union has met all its obligations under the June 2003 Pay and Conditions Agreement whilst at the same time the Employers continue to delay the payment of the agreed pay increases due in November 2003.

This Annual Conference instructs the Executive Council to inform the Employers that in the absence of a positive response to our letter of 9th May 2004 the Union immediately withdraws from the implementation of the June 2003 agreement.

There will be no agreement defining the role of the Fire Service and the role of Firefighters and Emergency Fire Control Staff. There will be no agreement on the Revised Grey Book and therefore the implementation of the IPDS pay structure and roles and responsibilities. There will be no agreement on the introduction of alternative duty systems. There will be no agreement on additional responsibility allowances. There will be no agreement on a revised Disputes Procedure. The Union will take the necessary steps to reintroduce bans on members undertaking pre-arranged overtime and wholetime retained duties.

Annual Conference, recommends a ballot for industrial action to be decided by Recall Conference in June 2004 following full consultation with the membership. To allow this, Conference therefore adjourns and Annual Conference will reconvene to continue business at the time of the Recall Conference.

If at any time the Government moves to impose a settlement then the Executive Council would implement a ballot for industrial action.

EXECUTIVE COUNCIL

Emergency Resolution No. 3
STEPHEN LAWRENCE MURDER

This Conference is dismayed at the outcome of the Stephen Lawrence murder case and the formal announcement by the Metropolitan Police that they know who murdered him but that they cannot prove it in court.

The continued freedom of those who are believed by police to have committed this murder will do nothing to abate the continuing rise of fascist beliefs and propaganda which will damage the steps made by the FBU in ensuring the fire service reflects the society it serves.

This Conference instructs the Executive Council to agree a plan of action to assist in all ways possible, including financial support as deemed appropriate, to ensure justice is done and those accountable for this racist murder are prosecuted.

BUCKINGHAMSHIRE

Emergency Resolution No. 4
DEATH ON CAMERA

This Conference deplores the decision of Home Secretary David Blunkett to refer the circumstances of Christopher Alder's death to be reviewed by the Independent Police Complaints Commission (IPCC).

In the light of the evidence graphically shown by the CCTV footage of Christopher's death on the BBC programme 'Death on Camera', it is quite clear that a public inquiry should now be held to fully examine and report on the actions of the police officers involved. Such an inquiry should also examine the subsequent action taken by the Humberside police, CPS and the PCA in the light of Christopher's death and the coroners' inquest verdict of unlawful killing.

This Conference acknowledges with considerable concern that Christopher's death is one of over 200 suspicious deaths of people in police custody. To date, not one police officer or constabulary has been successfully prosecuted. We demand positive action to redress what can only be described as "legalised murder".

This Conference demands that Home Secretary Blunkett meets with Christopher's family and representatives as soon as possible and that the FBU uses its good offices to lobby the Home Office to order a public inquiry into the unlawful killing of Christopher Alder.

We also ask that the Executive Council and Regional Committees make a donation to the 'Justice for Christopher Alder' Campaign Fund.

HAMPSHIRE

Emergency Resolution No. 10
A WOMAN'S RIGHT TO CHOOSE

This Annual Conference acknowledges that the 1967 abortion law was a progressive step but it does not end the widespread discrimination and inequalities of access that occur in the National Health Service abortion provision.

The current law does not allow women the right to decide for themselves whether or not to continue an unwanted pregnancy. Delays often occur and the system does not ensure adequate provision for abortion services. The 1967 Act does not extend to Northern Ireland where abortion remains illegal except in exceptional circumstances.

This Annual Conference demands that the Fire Brigades Union actively supports the campaign 'Abortion Rights' which is a campaign group formed out of the merger of the National Abortion Campaign and the Abortion Law Reform Association at the end of 2003 and was formally launched on the 20th March 2004. This new campaign changed some of the principles which were previously pursued by the NAC and ALRA.

Therefore, this Annual Conference supports this new set of principles:

- A change in the law which allows women in the UK equal access to safe, legal, free abortion on their request
- To improve the quality of women's experience of abortion
- To extend the Abortion Act of 1967 to Northern Ireland
- To place a duty on the National Health Service to provide adequate abortion services for local needs
- To establish sexual health and abortion information in Trade Union publications

GLOUCESTERSHIRE

Emergency Resolution No. 15**PAY & CONDITIONS AGREEMENT 2003**

Conference condemns the failure of the National Employers to honour the Pay and Conditions Agreement 2003 by withholding 3.5% of the pay increase agreed for November 2003 and giving no confirmation that the 4.2% due from 1st July will be honoured.

Conference agreed Emergency Resolution 1 on the 11th May 2004, recommending a ballot for industrial action to be decided by reconvened Conference in June following full consultation with the membership.

As a result of the consultation, this Conference recommends a ballot for discontinuous strike action. The ballot process will commence on 30th July 2004 if Stage 2 and Stage 3 pay increases have not been met in full.

Conference further reaffirms that if either the government, national Employers or individual Authorities impose a settlement, the Executive Council will implement a ballot for discontinuous strike action.

Conference instructs Brigade Committees, that in order to protect national collective bargaining, no agreement shall be reached with local Employers on the implementation of any part of the June 2003 Pay and Conditions Agreement.

The Executive Council will identify and confirm all parts of the June 2003 Pay and Conditions Agreement covered by this Resolution.

Any proposal, other than the full payment of pay stages as described above made to the FBU, which is deemed to be suitable by the Executive Council for recommendation to members, will be subject to ratification at a Recall of Conference.

NOTTINGHAMSHIRE

Emergency Resolution No. 16**MEMBERSHIP CONSULTATION**

Conference recognises the current controversy, since 26th May 2004, over adequate time for consultation to take place with members regarding Conditions of Service and the likelihood that such consultation may be required to take place in the immediate future.

Conference therefore demands that, where the Employers propose changes to Conditions of Service, full consultation with the membership will take place. Sufficient time will be given by the Executive Council to allow this consultation to take place. The minimum consultation period will be 14 days.

LOTHIAN & BORDERS

Emergency Resolution No. 17**IRAQ**

Conference is disgusted and appalled at the photos depicting Iraqi POWs being tortured and humiliated in Abu Ghraib prison, Baghdad.

The promise that Bush and Blair made to the Iraqis, of liberation and freedom, has turned sour within weeks of the invasion and subsequent occupation of Iraq.

Conference notes that 10,000 Iraqi civilians were killed during the war and thousands have been killed since the 'end of hostilities' on May 1st, 2003.

The recent siege of Fallujah demonstrates that far from 'liberating' Iraq, the war was always about the seizure of Iraq's wealth, mainly its vast reserves of oil.

It is now clear that the occupation has been a disaster.

Conference supports:

- (a) The Stop the War Coalition's appeal for medical aid to Iraq
- (b) Free and immediate elections in Iraq
- (c) The withdrawal of all troops from Iraq
- (d) The regional demonstrations organised by Stop the War Coalition, CND and the Muslim Association of Britain to oppose the fraudulent hand over of sovereignty on June 30th
- (e) Furthermore, in light of the above, Conference agrees to donate £2000 to Stop the War Coalition to help in the organisation and implementation of all of the above.

LONDON

Emergency Resolution No. 19**CROWN IMMUNITY**

This Annual Conference deplores the apparent intent of the Government, following the closure of receipt of responses to the draft Fire and Rescue National Framework document on the 12th March 2004, to persist in maintaining the principle of Crown Immunity within the proposed Regulatory Reform (Fire Safety) Order. The proposed Fire Safety Order which will apply in England and Wales is intended to rationalise and consolidate many existing statutes containing fire safety requirements for the protection of the general public and workers from fire and the effects of fire into one statute as proposed in the FBU's Fire Safety Bill. Unlike the FBU's Fire Safety Bill, however, it retains the principle of Crown Immunity.

The Fire Safety Order provides an ideal opportunity for the Government to commence the process of ridding fire and general health and safety legislation from the archaic and dangerous practice of exempting the Crown and its agents from prosecution for failures to comply with such legislation and to cease the practice of providing a separate and non enforceable legislative regime for the safety of workers and the general public in Crown premises when compared to non Crown premises. We believe that the Crown and its agents which make fire and general health and safety laws should be subject to the same legislative scrutiny and enforcement practices and penalties as non Crown premises.

Furthermore, as a result of the introduction of a risk based fire cover system in England and Wales that is based upon Integrated Risk Management Plans produced by Fire Authorities which rely upon the prevention and protection activities of the Fire and Rescue Services to ensure a stable and acceptable level of fire risk in existing premises and to reduce such risk wherever possible; it is necessary in ensuring the safety of their firefighters who might attend a fire in such premises that Fire Authorities have statutory powers of access to and inspection of Crown premises within their area of responsibility so that they might assess the risk in the event of a fire.

We understand that the Government wishes to rid itself of the principle of Crown immunity from fire and general health and safety legislation and that the matter has been discussed at the highest levels, but it will only do so by removing the principle of Crown immunity completely from all relevant statutes simultaneously and when Parliamentary time exists for them to bring forward a Bill to do so. We believe that this is simply a delaying tactic on behalf of the Government to attempt to indicate their good intent in this matter to the general public and the electorate whilst relying on a lack of Parliamentary time to avoid doing anything.

In view of this we call upon the Executive Council to mount a campaign in conjunction and cooperation with those groups and bodies that it believes appropriate to remove the principle of Crown immunity from the proposed Regulatory Reform (Fire Safety) Order.

WEST MIDLANDS

Emergency Resolution No. 20**RESPONSIBILITY FOR THE REGULATORY REFORM (FIRE SAFETY) ORDER**

This Annual Conference deplores the intent of the Government to transfer ongoing policy responsibility for the proposed Regulatory Reform (Fire Safety) Order once it has been implemented from the Fire Policy division of the Fire and Rescue Services Directorate of the Local Government and Fire Group of the Office of the Deputy Prime Minister to the Buildings Division of the Sustainable Communities Group of the Office of the Deputy Prime Minister.

This proposal, which was announced on behalf of the government on the 6th April 2004 by Lord Rooker in answer to a Parliamentary Question set down by Lord Brookman, brings into question the veracity of repeated Ministerial statements that they intend to make fire prevention and protection a leading element in the future culture of the Fire and Rescue Services in England and Wales. The proposal transfers ongoing policy responsibility for what will be the primary piece of fire safety legislation from the Ministerial Group with responsibility for the Fire Service in the Office of the Deputy Prime Minister to another Ministerial Group with responsibility for sustainable communities and the Building Regulations.

Following the publication of the Fire Service White Paper, the Office of the Deputy Prime Minister created two forums to replace the Fire Safety Advisory Board, being the Practitioners Forum and the Business and Community Safety Forum. These fora which have mutually exclusive membership drawn from the wider fire community were created to oversee and advise upon the policies affecting and the activities of the Fire and Rescue Services. Neither forum has been consulted upon this proposal by Ministers at the Office of the Deputy Prime Minister; nor, if the transfer of responsibility for the proposed Regulatory Reform (Fire Safety) Order occurs, will they have a direct line of communication to the Sustainable Communities Group which would enable them to advise on the working of Order or its integration into main stream fire and rescue service work. Similarly, the Fire and Rescue Services Directorate which has overall day to day policy responsibility for the Fire and Rescue Services will also be divorced from the decision making process for the proper working of the Order or the giving of guidance to Fire Authorities on the discharge of their duties and powers under the Order.

We believe that this proposal represents the start of a deliberate Government policy of splitting up and hiving off of policy responsibility for various aspects of the work of the Fire and Rescue Services to other areas of Government so that in the future they may deal with those aspects of the work of the Fire and Rescue services in isolation and in different parts of Government rather than as parts of a greater whole and under the remit of one specific government department. It is extremely difficult to see what advantages will be gained by splitting off the Fire Safety Enforcement and protection role from the rest of the functions and duties of the Fire and Rescue Services, unless the ultimate intent is to remove that role from the fire authorities and pass it to some other public or private body at some future time.

In view of these matters we call upon the Executive Council to mount a campaign in conjunction and co-operation with those groups and bodies that are sympathetic to our aims and as it believes appropriate to ensure that:

- ongoing overall responsibility for the proposed Regulatory Reform (Fire Safety) Order remains within the Fire and Rescue Directorate of the Office of the Deputy Prime Minister or any other subsequent Department of Government that may assume overall ongoing responsibility for the Fire and Rescue Services in the future, and

- ongoing day to day responsibility for enforcement of the proposed Regulatory Reform (Fire Safety) Order remains vested in the Fire Authorities in England and Wales.

WEST MIDLANDS

Emergency Resolution No. 22**INCIDENT RESPONSE UNIT – LEGAL CHALLENGE ON H & S ISSUES**

Following the recent 'Mass decontamination' exercise which was run in this region as part of the New Dimension project, which highlighted many outstanding Health and Safety issues, this Conference demands that the National Executive instructs Thompsons to mount a legal challenge against those Fire Authorities that have failed to comply with their duty of care under the Health and Safety at Work Act, the Management at Work Regulations and the Safety Reps and Safety Committee Regulations in relation to the New Dimensions Project.

ESSEX

MOTIONS DEFEATED ...

Executive Council Policy Statement**- RESTRUCTURING THE POLITICAL WORK OF THE UNION**

Resolution 1	- PAY	BUCKINGHAMSHIRE
Resolution 4	- RETAINED PAY	LANCASHIRE
Resolution 56	- REPRESENTATION	HAMPSHIRE
Resolution 69	- NATIONAL BRIGADE OFFICIALS MEETINGS	ESSEX
Resolution 78	- PAY	LOTHIAN & BORDERS
Resolution 80	- MILEAGE RATES	WEST MIDLANDS
Emergency Resolution No. 5	- CONSULTATIVE BALLOTS	DERBYSHIRE
Emergency Resolution No. 6	- PAY & CONDITIONS AGREEMENT 2003	EXECUTIVE COUNCIL
Emergency Resolution No. 9	- EMPLOYERS PROPOSALS	SOUTH WALES
Emergency Resolution No. 11	- ATTENDANCE AT MEETINGS	NORTHAMPTONSHIRE

EXECUTIVE COUNCIL PROPOSED ALTERATIONS TO THE RULES OF THE UNION

RULE 6(1)	Constitution and Government of the Union	CARRIED
RULE 8(1)	Constitution and Powers of the Executive Council	CARRIED
RULE 8(5)	Constitution and Powers of the Executive Council	CARRIED
RULE 18	Regional Chairs, Secretaries, Treasurers and National Sectional Chairs and Secretaries	CARRIED
RULE 19(3)(g)	National and Regional Elections	CARRIED
RULE 20(2)(a)	Regional Committees	CARRIED
RULE 20(7)	Regional Committees	CARRIED
RULE 26A(2)(b)	Motion of No Confidence	CARRIED
RULE 26A(2)(e)	Motion of No Confidence	CARRIED
RULE 27(3)	Finance	CARRIED
RULE 28	Honoraria and Expenses	CARRIED
Appendix A		CARRIED
Appendix B		CARRIED

**BRIGADE COMMITTEE AMENDMENTS TO THE EXECUTIVE COUNCIL
PROPOSED ALTERATIONS TO THE RULES OF THE UNION**

<i>RULE 8(5)</i>	Constitution and Powers of the Executive Council – Berkshire	CARRIED
<i>RULE 18</i>	Regional Officials – London	LOST
<i>RULE 20(7)</i>	Regional Committees – London	LOST
<i>RULE 27(3)</i>	Finance – South Yorkshire	CARRIED
<i>RULE 27(3)</i>	Finance – Berkshire	LOST
<i>APPENDIX A</i>	Strathclyde	CARRIED

**BRIGADE COMMITTEES PROPOSED AMENDMENTS TO STANDING ORDERS
OF ANNUAL CONFERENCE*****Standing Order 18***

Essex

CARRIED***Standing Order 18***

The Executive Council shall be responsible for the production of a daily Record of Decisions of Conference which shall be distributed to Delegates as soon as possible after each session has concluded. The Executive Council shall be responsible for the production of a booklet containing the detail of the Record of Decisions of Conference which shall be distributed to all members as soon as possible after the Conference has concluded and in any case no later than 4 weeks after Conference has concluded.

Final Appeals Committee Members

REGION/SECTION	NAME
Region 1	Jock Munro
Region 2	Stephen Boyd
Region 3	Steve Gregg
Region 4	Malcolm Peel
Region 5	Warren Gee
Region 6	Dave Limer
Region 7	Chris Wood
Region 8	Simon Jenkins
Region 9	Graham Noakes
Region 10	Joe MacVeigh
Region 11	Graham Fowler
Region 12	Peter Miller
Region 13	Phil Jordan
NWC	Dona Feltham
NG&LC	Stewart Brown
NRC	Helen Hill
B&EMM	Paul Ahmed
ONC	Allan Guest
CSNC	Sue Offland

Regional Firefighter Representatives

REGION/SECTION	NAME
Region 1	Kenny Ross
Region 2	Tony Maguire
Region 3	Ian Hudson
Region 4	Bob Blackburn
Region 5	Ian Foulkes
Region 6	Mat Lee
Region 7	Chris Wood
Region 8	Bob Allen
Region 9	Steve Kendall
Region 10	Linda Smith
Region 11	Mark Simmons
Region 12	Dave Diamond
Region 13	John Drake
NWC	Janette Ferguson
NG&LC	Stewart Brown
NRC	Harry Cotter
B&EMM	Paul Greaves
ONC	Mick Flannagan
CSNC	Ian Smith

Election of Standing Orders Committee

Re-Elected

Brother Steve Shelton (Greater Manchester) for 4 Annual Conferences

Elected

Brother John Speight (South Yorkshire) for 1 Annual Conference

Endorsement of New Trustee

Brother Mick Harper

