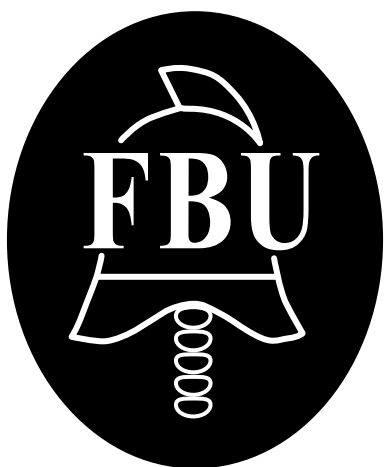
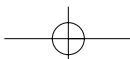
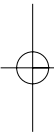
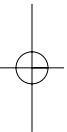




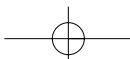
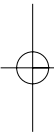
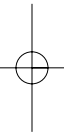
Record of Decisions 2002

**Fire Brigades Union
79th Annual Conference
Bridlington 14th to 17th May, 2002**



THE EXECUTIVE COUNCIL POLICY STATEMENT

THE FUTURE STRUCTURE AND ORGANISATION OF THE FIRE BRIGADES UNION



Motions Carried ...

A PAPER ON THE FUTURE STRUCTURE AND ORGANISATION OF THE FIRE BRIGADES UNION

- Nothing is as constant as change. In some senses we are changing all the time, responding to circumstances and political developments at local and national level. There are several significant developments not too far over the horizon. The Union needs to be uniformly strong to either negotiate in or campaign to resist across all our membership, Regions and in all the political arenas on these issues.
- So it may be opportune as a progressive organisation, particularly one of our size and Regional complexity, to look at its democratic structures and organisation in a strategic root and branch way.
- The FBU has a proud history and we should not throw the baby out with the bathwater. Much, most of what we do and how we do it is excellent. And there is, in these circumstances, a temptation to say “if it isn’t broke, don’t fix it.” But that would be complacent and would overlook opportunities to improve organisation Nationally and Regionally (or at least air the debate and reach conclusions either way).
- Indeed one of our greatest challenges is to get right the interface between National and Regional and to further improve membership services and participation so that whether the member is in rural Truro or urban Tottenham, he or she has equal access to the Union’s resources and democracy. This may involve some re-allocation of finances or changes in our structures or methods of working.
- Firstly we have to develop a national focus for our work, which enables us to play to our strengths as a Union whilst remaining sensitive to the needs of campaigns in Regions. This is especially the case in view of the quantity and speed of the potential for change facing us across our industry and the public sector in general.
- Secondly, our Regional structure has to better promote membership services and membership involvement. All that we do must be membership based.

- Regional structure must better facilitate, throughout the National Union, aside from the important services the Union provides, membership involvement. Support of the Union's National Policy Agenda will be at the heart of our success. Failure at this point will be the explanation of our downfall.
- At present our Regions vary enormously in size, both of membership, geographic area and population covered. These proportions do change but this is usually a fairly slow and predictable process.
- There are of course considerations other than size however measured – in particular those relating to national Parliaments and devolved Government e.g. Scotland, Wales and Northern Ireland.
- In conclusion to this preface, it would be entirely understandable but potentially unhelpful, to look at the following proposals from a narrow even personal perspective. Every effort has to be made to embrace necessary change, and to resist any change for change sake but also to plan what is required for the next 10 to 15 years and not based on now or the past.
- Finally – the General Secretary, President and EC acknowledge the dedication and work of all our Officials and wishes to place on record their appreciation of all they do to progress the Fire Brigades Union.

ANDY GILCHRIST

GENERAL SECRETARY

THE REGIONAL LANDSCAPE

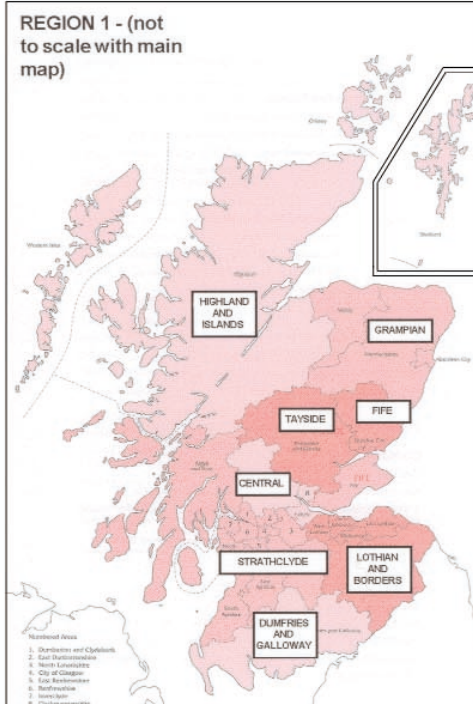
- It is 27 years since we last looked at Regional membership comparisons together with the location of offices and officers. We need to consider a new Regional map, a new distribution of officials, offices and other resources to better facilitate our central objectives.
- The Executive Council has, following the discussion on its own Sub Committee's paper, prepared a proposed Regional Structure for the medium to long term for the FBU; it is set out in Map 1, with the current Regional Structure set out in Map 2.

MAP 1 – THE FUTURE

This Map seeks to address one clear area of difficulty. The issue is that of the existing Region 9, 'North West'.

MAP 1 – The Future

- REGION 1
- REGION 2
- REGION 3
- REGION 4
- REGION 5
- REGION 6
- REGION 7
- REGION 8
- REGION 9
- REGION 10
- REGION 11
- REGION 12
- REGION 13



MAP 1 – THE FUTURE

MEMBERSHIP BY REGION

REGION 1

Central
Dumfries & Galloway
Fife
Grampian
Highland & Islands
Lothian & Borders
Strathclyde
Tayside

Membership – 7,007

REGION 2

Northern Ireland
Membership – 1,890

REGION 3

Cleveland
Cumbria
Durham
Northumberland
Tyne & Wear
Membership – 3,419

REGION 4

Humberside
North Yorkshire
South Yorkshire
West Yorkshire
Membership – 4,357

REGION 5

Cheshire
Greater Manchester
Isle of Man
Lancashire
Merseyside
Membership – 5,889

REGION 6

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire
Membership – 3,544

REGION 7

Hereford & Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands
Membership – 4,577

REGION 8

Mid & West Wales
North Wales
South Wales
Membership – 3,349

REGION 9

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk
Membership – 3447

REGION 10

London
Membership – 5,897

REGION 11

East Sussex
Kent
Surrey
West Sussex
Membership – 3,363

REGION 12

Berkshire
Buckinghamshire
Dorset
Hampshire
Isle of Wight
Oxfordshire
Membership – 2,938

REGION 13

Avon
Cornwall
Devon
Gloucestershire
Somerset
Wiltshire
Membership – 2,727

**TOTAL
MEMBERSHIP
52,404**

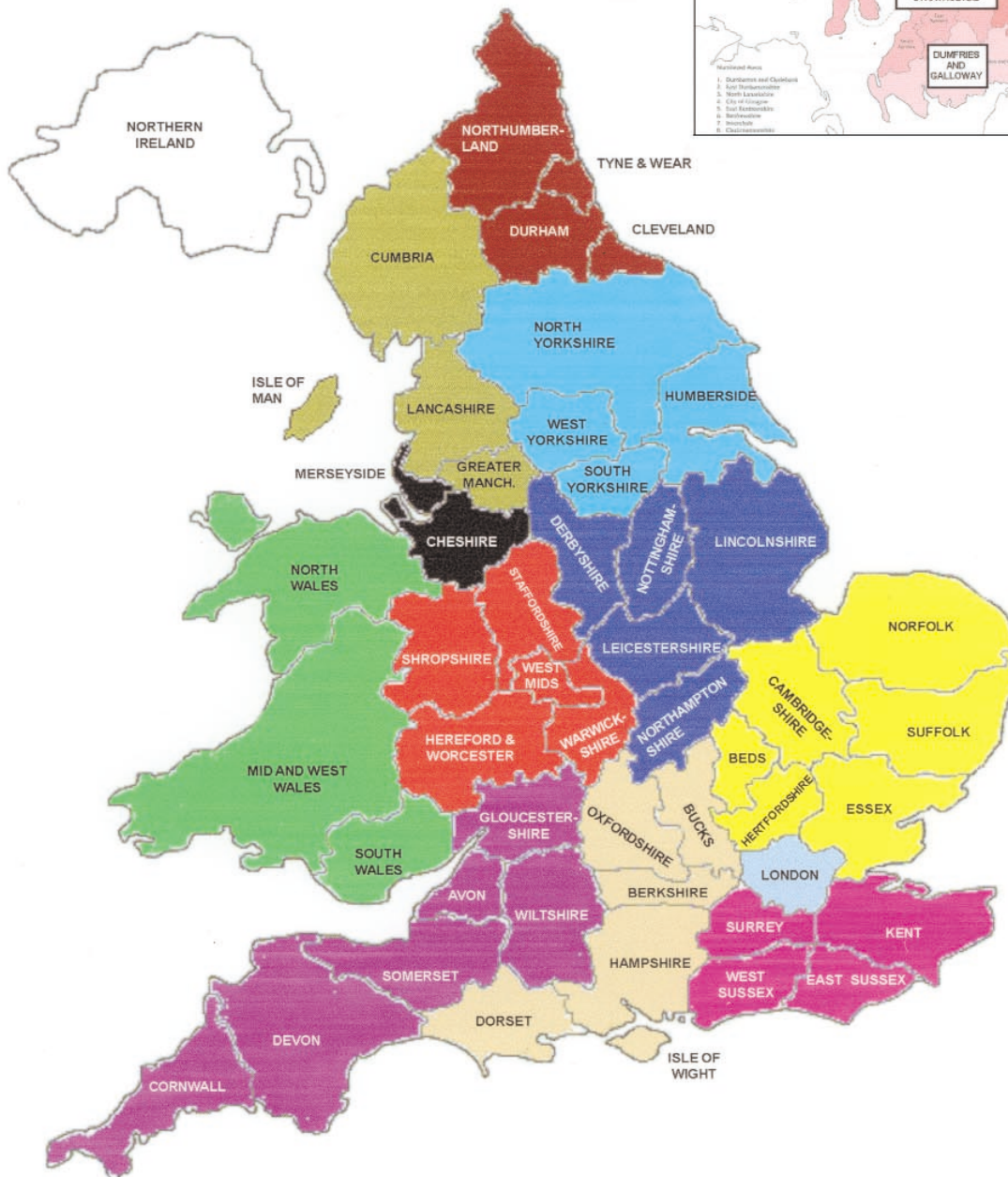
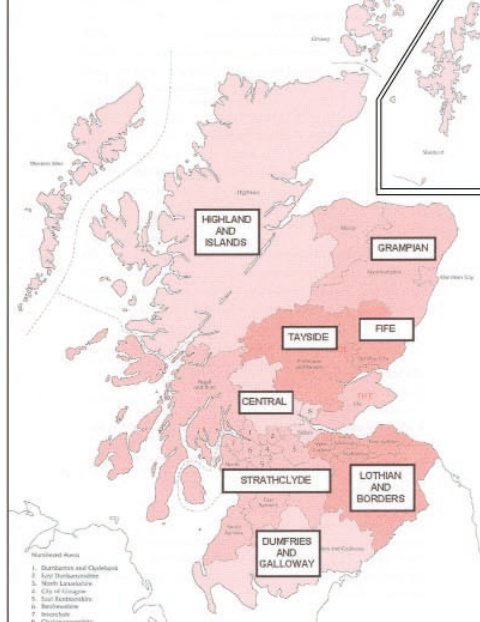
MAP 2 – THE CURRENT MODEL

Reflects the current position in this debate.

MAP 2 – The Current Model

- REGION 1
- REGION 2
- REGION 3
- REGION 4
- REGION 5
- REGION 6
- REGION 7
- REGION 8
- REGION 9
- REGION 10
- REGION 11
- REGION 12
- REGION 13
- REGION 14

REGION 1 - (not to scale with main map)



MAP 2 – THE CURRENT MODEL

MEMBERSHIP BY REGION

REGION 1

Central
Dumfries & Galloway
Fife
Grampian
Highland & Islands
Lothian & Borders
Strathclyde
Tayside

Membership 7,007

REGION 2

Northern Ireland
Membership – 1,890

REGION 3

Cleveland
Durham
Northumberland
Tyne & Wear
Membership – 2,785

REGION 4

Humberside
North Yorkshire
South Yorkshire
West Yorkshire
Membership – 4,357

REGION 5

Cumbria
Greater Manchester
Isle of Man
Lancashire
Membership – 4,331

REGION 6

Derbyshire
Leicestershire
Lincolnshire
Northamptonshire
Nottinghamshire
Membership – 3,544

REGION 7

Hereford & Worcester
Shropshire
Staffordshire
Warwickshire
West Midlands
Membership – 4,577

REGION 8

Mid & West Wales
North Wales
South Wales
Membership – 3,349

REGION 9

Cheshire
Merseyside
Membership – 2,192

REGION 10

Bedfordshire
Cambridgeshire
Essex
Hertfordshire
Norfolk
Suffolk
Membership – 3447

REGION 11

London
Membership – 5,897

REGION 12

East Sussex
Kent
Surrey
West Sussex
Membership – 3,363

REGION 13

Berkshire
Buckinghamshire
Dorset
Hampshire
Isle of Wight
Oxfordshire
Membership – 2,938

REGION 14

Avon
Cornwall
Devon
Gloucestershire
Somerset
Wiltshire
Membership – 2,727

**TOTAL
MEMBERSHIP
52,404**

Our current membership by Region is as follows: (as at 1.12.01).

Region 1	Scotland	7007
Region 2	Northern Ireland	1890
Region 3	North East	2785
Region 4	Yorkshire & Humberside	4357
Region 5	Lancashire, Manchester, Cumbria, Isle of Man	4331
Region 6	East Midlands	3544
Region 7	West Midlands	4577
Region 8	Wales	3349
Region 9	Merseyside & Cheshire	2192
Region 10	Eastern East Anglia	3447
Region 11	London	5897
Region 12	South East	3363
Region 13	Southern Region	2938
Region 14	South West	2727

The adoption of the 'new' Region 5 would give it a membership of (5,889), and the new Region 3 (3,419).

- To cover the existing 14 Regions we have 32 offices.

Practice varies – in Region 6, which covers five counties; we have one office, while in Region 7 covering six counties we have six offices. The description and capacity of the term "office" is also a very broad definition here.

- It is not self-evident that this structure and distribution of offices is the most membership friendly and cost effective.
- The issue of 'office' support to the new Regional Structure would clearly have to be addressed speedily if the proposed new Regional Structure is adopted.

To support the new proposed Regional Map, the Executive Council is proposing to make provision for the following Official and Staff distribution.

FBU OFFICIALS IN UNITED KINGDOM PER REGION

BASED ON “THE CURRENT MODEL”

Executive Council, Regional and Brigade Officials + Staff

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	R13	R14
Executive Council	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Reg. Offs.	4	3	3	3	3	3	3	3	3	3	4	3	3	3
Brigade Officials (incl BMS)	24	1	12	12	12	16	17	9	6	18	-	12	18	18
Secretarial Support	0	0	0	PT	0	0	0	0	0	PT	FT	0	0	0

Current Sectional Representatives

	CSNC	ONC	WOMEN	RETAINED	B&EMM	GAY & LESBIAN
Executive Council	1	1	1	1	0	0
National Committee Secretary	1	1	1	1	1	1
National Committee Chair	1	1	1	1	1	1
Regional Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.
R1	1	1	1	1	0	1
R2	1	1	1	1	1	0
R3	1	1	0	1	1	1
R4	1	1	1	1	1	1
R5	1	1	0	1	1	1
R6	1	1	1	1	1	0
R7	1	1	1	1	1	1
R8	1	1	1	1	1	0
R9	1	1	1	1	1	0
R10	1	1	1	1	1	1
R11	-	1	1	-	1	1
R12	1	1	0	1	0	0
R13	1	1	1	1	1	1
R14	1	1	1	1	1	1

FBU OFFICIALS IN UNITED KINGDOM PER REGION

BASED ON "THE FUTURE"

Executive Council, Regional and Brigade Officials + Staff

	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10	R11	R12	R13
Executive Council	1	1	1	1	1	1	1	1	1	1	1	1	1
Reg. Offs.	4	4	4	4	4	4	4	4	4	4	4	4	4
Brigade Officials (incl BMS)	24	1	15	12	15	16	17	9	18	–	12	18	18
Secretarial Support	PT	PT	PT	PT	PT	PT	PT	PT	PT	PT	PT	PT	PT

Sectional Representatives

	CSNC	ONC	WOMEN	RETAINED	B&EMM	GAY & LESBIAN
Executive Council	1	1	1	1	1	0
National Committee Secretary	1	1	1	1	1	1
National Committee Chair	1	1	1	1	1	1
Regional Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.	Reg. Reps.
R1	1	1	1	1	1	1
R2	1	1	1	1	1	1
R3	1	1	1	1	1	1
R4	1	1	1	1	1	1
R5	1	1	1	1	1	1
R6	1	1	1	1	1	1
R7	1	1	1	1	1	1
R8	1	1	1	1	1	1
R9	1	1	1	1	1	1
R10	–	1	1	–	1	1
R11	1	1	1	1	1	1
R12	1	1	1	1	1	1
R13	1	1	1	1	1	1

- It is intended inside of these proposals to make provision and thereby ensure that at least one Regional Official (it is suggested the Regional Secretary) be provided with a full-time release trade union agreement with the appropriate Fire Authority. On the proposed arrangements the potential expense for the provision of 13 Regional Officials on full-time release at the FBU's expense would be £328,430. It is to be remembered that this figure will vary depending on the approach by each Fire Authority and the eventual Regional map agreed. But it is nevertheless a guide.
- The provision of each Region to have Part-Time Secretarial support at the expense of Head Office equates to a total of £161,594.
- It was for this 'professionalisation' of the Union amongst other reasons that the membership granted the increase in membership subscriptions.

To address the future in respect of Officials it is proposed:

- **Executive Council Members**

The only obvious anomaly at this level is the provision for 2 EC Members for the London Region. It is hard to sustain this position over other Regions even on numbers of members. Perhaps more pertinent is the fact that the geography of London potentially makes it a relatively easier Region to 'service'. The added complications of Retained, and Control members and the significant problems of rural communities also negate this 'special' status. Of course London Region is a complex area of the Union's membership and it is the capital city. However the principle of each Regional and Sectional constituency electing their own single EC representative ought to apply. It is proposed that rule changes be made to bring this principle within the Rule Book.

- **Each Region**

Will have 4 Officials one of whom, in the absence of a good Trade Union arrangement, will be on a "full-time facility", and paid for by the FBU. The consistent problems of Trade Union Leave are important here, but the ability for a Region Official (Regional Secretary) to take a day-to-day overview of the administrative work in the Region will be of immense importance. The cost factor is potentially significant but should not stand in the way of this progressive change. Of course our Union will remain very much a 'lay official' one, with all that is good about that. But the time to

embark on this change is both politically timely and indeed financially possible.

- **Secretarial Support**

To be agreed by the Executive Council on a case by case basis to be used for the benefit of all Officials under direction of Executive Council Members. Every Region has Officials who for no fault of their own are frankly bogged down with necessary but time-consuming office duties. Our elected Officials need to take a strategic and hands-on approach to developing the membership campaigns and the maximum time possible must be freed up for this. This modest proposal is that those Regions who wish (all will be encouraged) would be able through Head Office to have part-time professional Secretarial support in the Regional Office. The 'recruitment' would be carried out through Head Office and those appointed would work to the GMB negotiated working practice and agreements.

- **Each Official**

Will need relevant levels of training, which will require periodic updating. This is in addition to political education.

- **National Officials**

It is clear that the work carried out in Head Office is too often for the best of reasons 'quantity based' e.g. dealing with post (of which there is a lot), clearing the screen of email etc. Head Office Officials are a valuable and yes even expensive resource. It is sensible then to look at:

- New ways of working
- Training requirements
- Reporting to General Secretary and Executive Council
- The team-based approach

The answer is not to simply employ further National Officials at this juncture. At least until the above and associated issues have been addressed and given time to evolve.

● **President, Vice President and National Treasurer**

These are the most Senior Lay Officials, and clearly have important roles within the rules of our Union. They also have important 'leadership' roles in the campaigns we initiate. Again ways of accentuating the latter over the former should be looked at:

- *New ways of working*
- *Sharing, at appropriate levels, of current rule book functions*
- *Head Office Secretarial support*

President

It is proposed to remain Lay Official status.

Vice-President

It is proposed to remain Lay Official status.

- *Greater use of appropriate level of Officials to assist with duties.*
- *Head Office space and dedicated secretarial support – to assist in covering National/Regional responsibilities when at Head Office.*

Treasurer

It is proposed to remain Lay Official status.

- *Greater use of Finance Committee and EC members.*
- *Provide dedicated Office space and secretarial support – to assist in covering National/Regional responsibilities when at Head Office.*

The above positions will retain their unique status with the Union's Rule Book in the above way. To assist in 'projects' which they will undoubtedly be required to head up, then greater use of administrative and professional staff (external & internal) will enable these tasks to be facilitated easier and the officials concerned to act as co-ordinators or task leaders. Tasks provided to these officials and any Working Parties and/or Sub Committees must be given a life span and a clear deadline.

- **Loss of Officials**

Transitional Arrangements for Official Structure

The entire thinking and eventual proposals on the 're-distribution' of Officials, which decisions on this paper may make, are based on the notion that no Official will be removed from office or forced to relinquish office prior to his/her proper election date.

The Executive Council Sub-Committee for Implementation will consider each occurrence on this basis and within the given time-frame would expect to comply fully with this principle.

- **Trade Union Leave**

- Grey Book protocol needs revision (needs to cover raft of Officials, minimum number of days problematic).
- Deploy partnership approach and language to justify this
- Equality (at present NJC get TU leave, EC don't). Raise at NJC level.

- **Stress**

We need a strategy to assist Officials in coping with stress, including better time management and more realistic workloads. The Union, whatever the outcome of this Report, must take on board the recommendations of the EC Stress Sub Committee. The implications are likely to be costly, difficult and challenging. This is however no reason to avoid the issue, because the alternative is to prevaricate and obstruct the changes necessary. The result will be far more costly to the Union its Officials and those closest to them.

THE FINANCIAL LANDSCAPE

● Funding

- This emphasis on a membership-based philosophy requires the Union to look at the current funding arrangements at all levels and in all areas. In particular, the long standing arrangements for reimbursement or financing of Regions from Head Office demands attention.
- The reimbursement of expenses to all Officials needs transparency, review and adherence to Inland Revenue regulations. The Union needs to quickly achieve agreement with the Inland Revenue – notwithstanding any future changes members may want to see.
- There is a need to review current purchasing arrangements for certain essential and on going items for use throughout the Union to ensure standardisation and of course maximum cost effectiveness. To this end some level of central purchasing is necessary and this will be looked at in the context of this document.

FINANCIAL ISSUES

Objective:

To accomplish a method of financing Regions on a Quarterly basis by a fair and equitable means, so that Regions do not have to receive additional funding or be in the position of accumulating unnecessary funds.

We have identified common denominators within Regions. The number of members, geographic area and density, exploring and calculating any correlation that may lead to a satisfactory formula. None of which have created a fair method of financing Regions.

It is with this background and the pressing need to resolve the problem of financing in the Regions that we need to find a satisfactory system.

Recommendation:

The Imprest System

Collins Concise Dictionary Definition:

Imprest: *A fund of cash from which a department pays incidental expenses, topped up periodically from central funds.*

It would be the intention to dispense with the present formula, created a number of years ago. This system has served us well but has created anomalies in the financial structure between Regions.

Each Region would have a dedicated financial package calculated over a period of four quarters, giving or manufacturing a figure sufficient for that Region's needs on a quarterly basis.

However if a Region were for example involved in an Industrial Dispute which generated increased expenditure taking them below a minimum operating figure, then an automatic top-up would operate, thereby bringing the Region back to its original figure for the quarter.

Therefore each Region will have an amount of money to operate on a quarterly basis. The Region's expenditure would normally be refunded or simply topped up to their particular operating level at the end of each quarter.

The commission paid to Regions will cease in its present form, as this serves no practical purpose. It will simply be integrated into the return on a quarterly basis.

Payment of delegates to National Committees will not be refunded to Regions by Head Office. Regions will be responsible for these payments and the financial implication taken into account within the Regional Return.

The determination of Information Technology will be the responsibility of Head Office.

Office furnishings to be purchased through Head Office.

Head Office to be invoiced directly for both of the above and will be responsible for payment.

Conclusion:**Imprest System**

This system is not and should not be interpreted as an opportunity to increase expenditure within Regions unnecessarily. All forms of expenditure must be authorised and monitored.

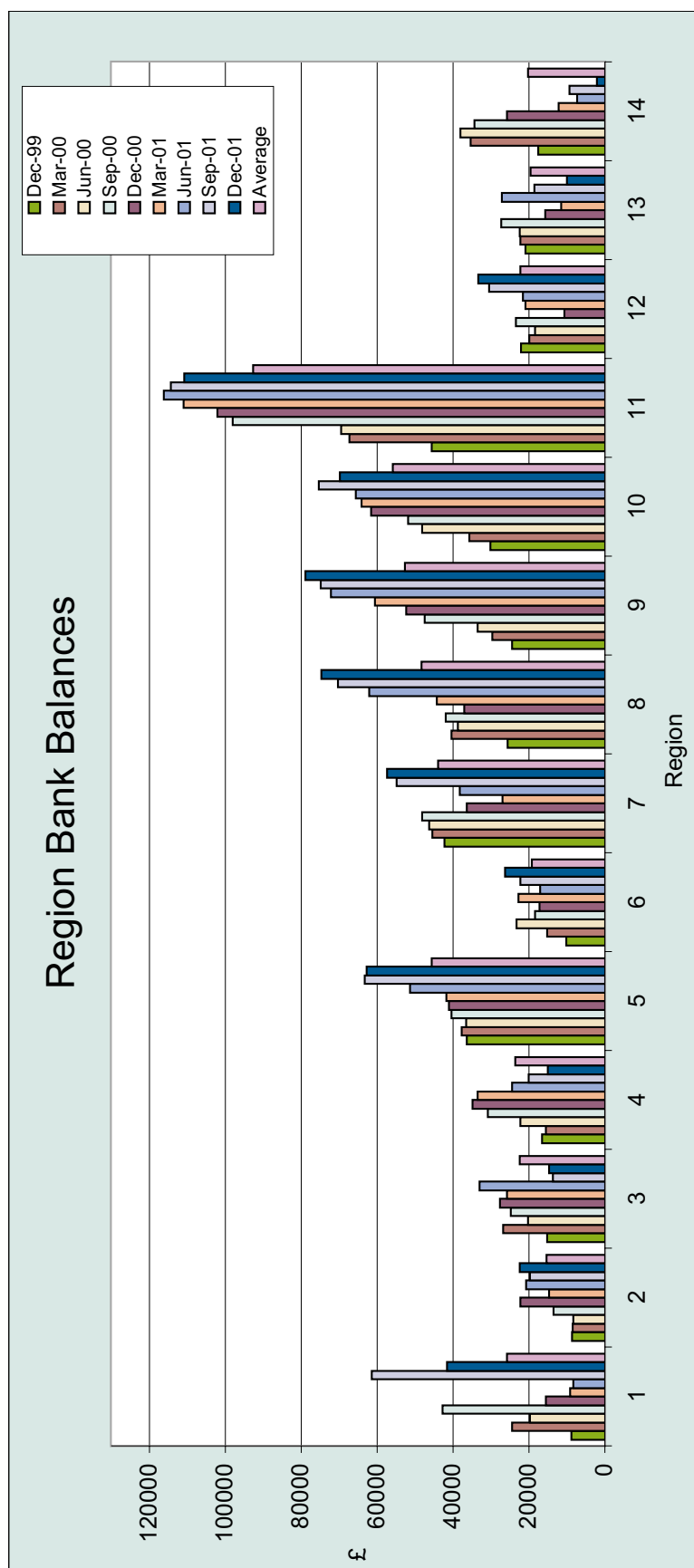
Control and accountability is the direct responsibility of the Regional Treasurer and ultimately the Executive Council Member of each Region.

Quarterly Returns to be checked by the National Treasurer as present policy.

Financial position of each Region at the December 2001

Region 1	£ 41,526
Region 2	£ 22,328
Region 3	£ 14,584
Region 4	£ 14,917
Region 5	£ 62,716
Region 6	£ 26,155
Region 7	£ 57,219
Region 8	£ 74,623
Region 9	£ 78,831
Region 10	£ 69,629
Region 11	£ 110,652
Region 12	£ 33,276
Region 13	£ 9,987
Region 14	£ 2,032
TOTAL	£618,477

REGIONAL BANK BALANCES



The current Quarterly return received by Regions

Region 1	£	60,818.21
Region 2	£	17,171.73
Region 3	£	25,522.20
Region 4	£	39,657.88
Region 5	£	37,802.05
Region 6	£	26,854.61
Region 7	£	39,622.56
Region 8	£	24,613.71
Region 9	£	21,368.40
Region 10	£	28,171.40
Region 11	£	56,085.78
Region 12	£	28,549.06
Region 13	£	26,830.32
Region 14	£	28,793.86

TOTAL	£461,861.74
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SUMMARY

At the present moment there are four Regions receiving additional funding on a quarterly basis.

Other Regions have asked and receive additional funding to assist on an ad hoc basis with the financing of their Region. (For example to purchase Information Technology).

It is clear from the content of this Report that problems are created through the present form of funding.

- It is at best unfair.
- Does not justly serve the Union, its Officials or Members.
- Has and is continuing to cause poor distribution of assets.

But perhaps worst of all, it has created Regions with unnecessary prosperity and others who have to seek and ask for additional funding.

There is a need for change, the time is now.

THE PROPOSAL IS TO MOVE TO THE PROPOSED SYSTEM OF REGIONAL FUNDING.

**Figures for Financing Regions on a Quarterly Basis
are proposed as follows**

REGION	FINANCE PER QUARTER
1 Central, Dumfries & Galloway, Fife, Grampian, Highland & Islands, Lothian & Borders, Strathclyde, Tayside	73,000
2 Northern Ireland	19,000
3 Cleveland, Cumbria, Durham, Northumberland, Tyne & Wear	31,000
4 Humberside, North Yorkshire, South Yorkshire, West Yorkshire	40,000
5 Cheshire, Greater Manchester, Isle of Man, Lancashire, Merseyside	33,000
6 Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire	30,000
7 Hereford & Worcester, Shropshire, Staffordshire, Warwickshire, West Midlands	37,000
8 Mid & West Wales, North Wales, South Wales	23,000
9 Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk, Suffolk	32,000
10 London	50,000
11 East Sussex, Kent, Surrey, West Sussex	28,000
12 Berkshire, Buckinghamshire, Dorset, Hampshire, Isle of Wight, Oxfordshire	28,000
13 Avon, Cornwall, Devon, Gloucestershire, Somerset, Wiltshire	32,000

It is recommended that for the 1st Quarter only, when these payments are introduced, that an additional 10% of the Quarterly return received by each Region is also paid.

These figures represent an average of expenditure for each Region over the preceding 4 Quarters and as such reflect the activity carried out by the Region. These figures will be subject to close monitoring and are open to regular review by negotiation through the Executive Council Member with Head Office.

NOTE:

The above figures do not include or take account of an Education Grant/Budget for each Region.

THE REIMBURSEMENT OF EXPENSES

We are fully aware of the need and reasons for creating a new financial package, however there are several factors that we must achieve or work within, for this package to be successful and accepted.

1. Consideration of Inland Revenue requirements and legislation.
2. To secure agreements/dispensations with the Inland Revenue.
3. Cost-effectiveness and affordability.
4. A level of allowances/reimbursement that not only incorporates the above but creates and gives a fair and equitable financial return to officials.
5. A standardisation of expenses.
6. Method and implementation of refinancing Regions.

The financial package must encompass and give consideration to the following methods of expenditure and claiming reimbursement:

1. Travel
2. Subsistence
3. Entertainment
4. Honoraria
5. Car Allowances
6. Child Care
7. Phones
8. Investment
9. Credit Union

TRAVEL ON UNION BUSINESS

Categories of travel vary but can primarily be broken down into two headings:

1. Fuel/mileage (use of private car)
2. Public transport

Form of payment or expenditure can also be broken down into two headings:

1. Cash
2. Credit card

The financial reimbursement for the use of a private car on Union business allows for:

1. Fuel.
2. Depreciation and wear and tear.

Public transport includes the following:

1. Taxi
2. Bus
3. Train
4. Tube/Underground
5. Aeroplane
6. Ferry

Recommendations

Use of Private Car

1. Officials up to and including Brigade Officials receive 25p per mile.
2. This mileage rate to be paid in all Regions and by Head Office.

3. This rate to be claimed irrespective of the reason/purpose of the journey or to what part of the country. Provided the journey is wholly, exclusively and necessarily incurred for business purposes in the execution of official union duties.
4. A claim for travel must not be made if there has been no cost to the individual.
5. Officials must not claim a mileage rate if they have travelled by public transport.
6. Claims must be made on the appropriate forms, signed and correctly filled in for authorisation of payment to take place.
7. Travel by car requires verification.

Note: The paying for fuel by credit card does create an anomaly. (See Recommendations for Honoraria). The Union recognises this anomaly and the need for it to be addressed.

Executive Council Members should continue to use their credit cards. The use of credit cards to be extended to Regional Officials and Sectional Secretaries and Chairs for travel purposes creating further control and accountability. This will be issued through Head Office.

Public Transport

1. The Union will only reimburse the cost incurred by the individual.
2. Reimbursement will only take place when receipts are provided.
3. When practicable Officials with credit cards should continue to use them.
4. A receipt for public transport must be produced for fares of £5 and over. Also a receipt for parking fees is required where possible.

Note: It is accepted that for tube and other travel a production of a receipt is not at times possible. For travel by train or plane a receipt must be produced.

If claims are made prior to travel, receipts must be produced on return and given/sent to the appropriate Official/department.

Executive Council Members

When attending meetings in London Executive Council Members claim on a separate form rather than their daily work sheets. This does and will cause further problems with the Inland Revenue plus the accountability of expenditure. This is primarily due to the fact that expenditure is not accounted for through receipts and historically has been anticipated by individual members.

Recommendation:

That a float of £500 is given to each Executive Council Member, having been duly signed for and agreed that the said amount will be paid back in full at the request of the General Secretary.

Executive Council Members will in future claim on their daily work sheets for any meetings in London. Any existing floats held by Executive Council Members will be subsumed by prior agreement with the General Secretary.

Any variation to the levels of reimbursement for travel or fuel will take place on an annual basis or at the discretion of the General Secretary. The General Secretary will bring recommendations to the Finance Sub Committee meeting for consideration and endorsement after consultation with the National Treasurer. The Executive Council would then receive the Finance Sub-Committees recommendations.

SUBSISTENCE

It must be clearly understood that subsistence is provided to allow the individual money for food and drink or refreshment during the hours worked.

For example:

1. Breakfast.
2. Lunch.
3. Dinner.

For the majority of occasions during the working day within Regions a sliding scale should be introduced allowing for and incorporating the following:

Section A

1. Time away from home.
2. Hours worked or duration of meeting/meetings.
3. Inclusive of travel times.

2 hours	up to and including	5 hours	=	£ 6.00
over 5 hours	up to and including	9 hours	=	£ 12.00
over 9 hours	up to and including	24 hours	=	£16.00

These rates are not accumulative over a 24-hour period.

Overnight Stay - 24 hour - rate as below:

24 hour rate	=	£ 25.00
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[Provided no meals are being provided by the union]

24-hour Rate - Incorporating a Meal provided by the Union

Alternatively a maximum of £16.00 can be paid in relation to the sliding scale above and an evening meal provided by:

1. Use of a credit card.
2. A meal at the hotel at which you are staying.

If however an Official has worked for a period during a day within their Region, and then for whatever reason travels outside of their Region on Union business the sliding scale would automatically cease and the rates indicated in Section B below, would come into force.

Section B

Rates for Officials when attending any Union Meeting Outside of their Regions (other than below in Section C):

Brigade Officials & Regional Representatives	£15.00 per day
Regional Officials	£ 20.00 per day
Sectional Sec/Chairs	£ 20.00 per day
Executive Council Members	£ 30.00 per day

No further cash payment/reimbursement for an evening meal would be paid without a receipt. Evening meals may be purchased/obtained by:

1. Credit card

or

2. The hotel at which the official is staying can provide a meal.

No other forms of payment would be made to Executive Council Members, for example entertainment, unless agreed/approved by the General Secretary.

Section C

Annual Conference and Schools/Seminars where meals are provided.

No subsistence will be paid where all meals are provided.

The Union will pay a Delegates Daily Allowance.

Daily rate of allowance to be subject upon status of Official when attending.

I therefore recommend the following:

Student	£ 10.00 per day
Annual Conference Delegate	£ 20.00 per day
Regional Officials	£ 20.00 per day
Executive Council Member	£ 30.00 per day

No other forms of payment would be made to Executive Council Members, for example entertainment, unless agreed/approved by the General Secretary.

To ensure that travel and subsistence levels are appropriate, an annual review will take place at the January/February Finance Sub-Committee Meeting. The General Secretary will bring forward recommendations in consultation with the National Treasurer for consideration of the Finance Sub-Committee. Those recommendations would then be brought before the Executive Council.

Section D

Business Entertainment Expenses other than those occasions indicated in Sections B and C.

Entertainment expenditure is to be accounted for and fully reimbursed.

Therefore receipts must be provided to allow for reimbursement, control and full accountability.

Criteria for claiming entertainment should be as previously agreed by the Executive Council.

- a) All names of those being entertained must be given.
- b) The position of those being entertained
- c) What type and reason for the entertainment
- d) Receipts must be provided.

Entertainment expenditure must be wholly, exclusively and necessarily incurred in the execution of official Union business/ duties.

HONORARIUMS – RULE 28

An honorarium is paid to Regional Officials up to and including the President. The figure ranges from £154.59 up to £215.30 paid per quarter and adjusted annually to maintain this relationship with the qualified firefighters weekly pay.

Regional Officials	Receive £618.36 annually
Executive Council Members	Receive £741.52 annually
Vice-President & National Treasurer	Receive £795.60 annually
President	Receive £887.00 annually

Honoraria are paid to:

- 56 Regional Officials
- 15 Executive Council Members
- President, Vice President & National Treasurer.

With the introduction and election of other Executive Council Members the figures will increase.

At present Honoraria payments incur a tax liability of approximately £5,018.00 within the PSA.

[Figures used are for the period of 1999 to 2000]

The following recommendation will assist in offsetting or account for the use of a credit card for fuel, as the credit card does not allow for the cost/expenditure incurred through wear and tear or depreciation of a vehicle.

Recommendation:

To dispense with the honoraria payment for all Officials up to but not including the President and replace with an allowance for maintenance of a vehicle.

Regional Officials and Executive Council Members to receive an allowance of equal amount, payment to be made at six monthly intervals on an annual basis commencing January 1st of each year. Further payment to be made to Officials on July 1st.

Recommended allowance of £1,200.00 per year. This figure to be adjusted annually if necessary by the Finance Sub Committee following recommendation by the General Secretary in consultation with the National Treasurer. Those recommendations to be brought before the Executive Council.

The President would not be entitled to the allowance as the union supplies a vehicle.

Recommendation

For the President to continue receiving an Honorarium, this to be increased to £300 per quarter. The link to the qualified fire-fighters weekly rate of pay shall continue.

For those who have had an advance of honoraria this agreement would not apply until such times as they were due an honorarium payment or monies had been returned to the Union.

NOTE:

Cost of the Vehicle Maintenance Allowance	£ 87,600.00
Cost of Honorarium	£ 47,342.16
Increase in Cost	£ 40,257.84

CAR ALLOWANCES

The car allowance is to assist an Official in purchasing a vehicle. Clearly a variety of vehicles are purchased and used for domestic and Union business. In some cases an additional vehicle has to be purchased to allow an Official to undertake Union activities.

The Union accepts the requirement of a vehicle to undertake Union duties for some Officials and that assistance should be given to compensate for that additional use.

Amounts paid at present to Officials are:

Regional Officials	£ 1904.50 **
Executive Council Members	£ 3809.00

*** This also includes Sectional Secretaries and Chairs*

It is also clear that depending on personnel choice or the geography of where an Official lives can determine the type and use of the vehicle.

Recommendation

The members of the Finance Sub-Committee having given consideration to the options and recommendations of the National Treasurer have agreed the following:

- A. That the method of Car Allowance Payment should continue in its present form.

- B. The linkage will be that of the Retail Price Index, which should give a more realistic and accurate form of linkage than the Pay Formula.
- C. The level of payment should continue to reflect the positions held by Officials. However the level of differential will decrease.
- D. The amount of Car Allowance paid to Officials will increase to the following:

Regional Officials*	£3,000.00
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Executive Council Members	£4,500.00
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** This also includes Sectional Secretaries and Chairs.*

- E. Officials may on request receive an advance of Car Allowance, repayment of which on retirement is at the discretion of the General Secretary.
- F. The Car Allowance will be paid at the beginning of each year.

CHILDCARE

The Union accepts responsibility with regard to Officials and the expenditure for childcare, which they incur on behalf of the Union when undertaking Union duties. However we must also be conscious of accountability and legal liability.

The Children Act 1999 (Part X) aims to protect children, to reassure parents/guardians and ensure acceptable standards of childcare for children.

The Children Act requires childminders who look after children under eight years of age, for reward and for a period exceeding two hours in any day to register with their Local Authority. Failure to register whilst childminding in such circumstances is an offence.

Parents, grandparents, brothers, sisters, uncles, aunts and step-parents are exempt from registration as is someone employed by the parent to look after a child in the child's own home (nanny). However legislation proceeds on the basis that such informal, family arrangements, would not involve payment and the registration provisions do not apply.

Accordingly, no criminal offence would be committed and there would be no question of the Union facing civil proceedings, as the Union would not have funded the arrangement. Where, however, the claim is made to fund childcare by a family member who is seeking payment, the Union would face the same potential civil liabilities as would apply in relation to unregistered childminder.

Recommendations:

To put into place a form that Officials/members would be required to fill in to obtain childcare reimbursement.

Reimbursement will be made with regard to additional carer expenses incurred in excess of those borne in normal circumstances, that is to say extra expenses paid out specifically in order to undertake official Union business.

Registered Child Minder

A payment up to £25 per day for one cared child or £40 per day for two and thereafter, £12 for each additional cared for child.

The above reimbursement to be paid only on production of a receipt by a registered childminder.

Carer/Dependant Responsibilities

Consideration should be given as to whether payment should be extended to those with carer/dependant responsibilities. Such consideration must take into account the implications, legal or otherwise on the adoption of any such scheme to the Union.

On satisfactory conclusion of the above, the Union to include both child and dependant care for payment and thereby change the name to Dependant Care.

Rates to be defined/endorsed by the Finance Sub Committee on agreement of this recommendation.

Allowances to be reviewed on an annual basis by the Finance Sub Committee. Recommendations to be brought before Executive Council.

To put into place a form that Officials/members would be required to fill in to obtain reimbursement for both Dependant Care and Childcare.

PHONES

At the present there is a total variance across the country with regard to the payment, reimbursement of phone calls. Including the payment of rental and line. The PSA agreement with the Inland Revenue does not incorporate Brigade Officials.

Recommendations:

1. Further discussion to take place with the Inland Revenue.
2. Full payment of phone invoice for Executive Council Members and Regional Officials.
3. Payment of installation and line rental for Brigade Officials, who would have a separate phone line for Union business calls only. This would resolve any tax liability for the Union.

Or

4. Alternatively, payment of line rental and all Union calls to be identified for payment purposes.

Summary:

1. Officials will receive subsistence levels as indicated previously within this report.
2. Officials will receive a fuel/mileage rate as indicated previously within this report.
3. Executive Council Members and Regional Officials will receive an allowance for maintenance of their vehicles in place of an honorarium.
4. A car allowance will be paid to those Officials as indicated subject to the recommendations within this report.
5. Childcare and Dependant Care recommendations and indicated allowances as per this report
6. Phone bills/invoices to be paid as per recommendations within this report.

INVESTMENT

The Union must continue to invest and diversify to secure its present and financial future.

Recommendation:

A further discussion to take place between the General Secretary and National Treasurer to discuss and explore further options available to the Union regards investment. Those investments made on behalf of the Union are to be socially, morally and politically acceptable to the Union's policies and beliefs.

CREDIT UNION

It is true to say that Credit Unions are not a new idea and have been in operation in several Brigades for some time. In fact credit unions began as a result of poverty in farming communities in Germany around 1850.

A Credit Union is a non-profit making financial organisation registered under the Credit Union Act 1979. They are registered with and monitored by the Registry of Friendly Societies and are owned and controlled by the members on the basis of one member one vote.

Volunteers, who are elected at the Annual General Meeting, would run the Credit Union. Accounts would be audited each year by an independent accountant and supply the registry with a copy of the audited accounts plus an annual return. A fidelity bond (Insurance) must be purchased each year to protect the member's savings.

Training would be required and may be provided by ABCUL Association of British Credit Unions Ltd or other similar body, which may take several months and 20 to 30 volunteers to undertake such training. The commitment required to organise and sustain the running of a Credit Union is substantial, however Unity Trust can undertake the administration on behalf of the Union if that is our wish.

A Credit Union would encourage members to save money by providing savings facilities at low cost credit. Credit for the benefit of our members at a fair and reasonable rate of interest, which is indirectly under their control.

Recommendation:

That further consideration is given to the instigation of a Credit Union, researching thoroughly the feasibility, practical application and management of a Credit Union for the benefit of all Fire Brigades Union members. All recommendations to be brought before the Executive Council.

This report has been compiled to take our Union forward and rectify the problems that have been highlighted in the past. This report is only part of the

continuing process of change that needs to take place.

The Union must acknowledge and accept the role of Officials has changed at all levels, and that increasing demands are being made of them. It is with that in mind that this report has been compiled to reflect the commitment and workload of our Officials within the confines that we as a Union must operate.

BRIGADE OFFICIALS

We will have dealt with various forms of financial allowances in the previous section but there is still a need to address further anomalies within our structure.

Officials of our Union have for a number of years received varied and in most cases limited financial reimbursement for the work they choose to undertake on behalf of the Fire Brigades Union.

Brigade Officials in most Regions do receive allowances and additional payments, but there are inconsistencies. There is no standardisation of monies paid, reason for such payments or who receives these benefits, although in the main it is the Brigade Secretary and Chair. Once again we appear to be relying on a Region's ability to pay or their wish to do so.

However, we have through Regions extended payment of allowances to Brigade Officials and therefore whether a decision is taken to standardise these payments or not, if they continue to be paid by Regions we must in my opinion formalise and thereby re-negotiate the PSA with the Inland Revenue, but consideration must be given to the obvious implications of this decision.

PSA: Pay As You Earn Settlement Agreement

This Agreement reached with the Inland Revenue in 1983 deals with the tax liability paid by the Union in relation to the car allowance and honorarium received by Executive Council Members and Regional Officials. The PSA does not include Brigade Officials, as these payments were not intended for them.

Amounts paid to Brigade Officials do vary, for example:

- Region 1.** No additional allowances or benefits paid.
- Region 2.** Regional Executive Members receive a car allowance of £100 per year.
- Region 3.** Brigade Membership Secretaries receive £360 per year.

Region 4. Brigade Officials receive:

- a. A car allowance of £150 per year.
- b. An honorarium of £250 per year.

Regional Officers Representative receives:

- a. An honorarium of £250 per year.

Divisional Officials Brigade Committee Members receive:

- a. An honorarium of £60 per year.

Region 5. Regional Committee Members receive:

- a. Annual payment of £150 per year.
- b. An honorarium of £320 per year.

Region 6. Brigade Secretary, Chair, and Membership Secretary receive a car allowance of £400 per year.**Region 7.** Brigade Secretaries receive:

- a. An honorarium of £480 per year.
- b. A car allowance of £520 per year.

Brigade Chairs receive:

- a. An honorarium of £280 per year.

Regional Representatives of National Committees receive an honorarium of £280 per year.

Brigade Membership Secretaries receive an honorarium of £400 per year.

Region 8. The membership commission received by each Brigade is divided equally between the three Brigade Officials, Brigade Secretary, Brigade Chair and Brigade Membership Secretary. I

have projected the figures giving an indication/example of the amounts received over a 12 month period.

North Wales

Each Official as indicated will receive approximately £1,184.32 per year.

Mid & West Wales

Each Official as indicated will receive approximately £1,491.36.

South Wales

Each Official as indicated will receive approximately £1,961.33.

Region 9.

Four Brigade Officials receive:

- a. A car allowance of £1,000 per year.
- b. An honorarium of £200 per year.

Region 10.

No additional allowances or benefits paid.

Region 11.

London Regional Committee Members receive:

- a. A car allowance of £400 per year.
- b. An honorarium of £259.80 per year.

Region 12.

Membership Commission is divided on a pro rata basis between the four Brigades and then paid to the three principle Brigade Officials, Secretary, Chair, and Membership Secretary. The example given is based on one quarter that of the 30th June 01, I have projected those figures giving an indication/example of the amounts received over 12 months.

Surrey

£999.72 per quarter divided by

40%	30% and	30%	equals
£1,599.52,	£1,199.68,	£1,199.68	per year.

East Sussex

£737.66 per quarter divided by

50%	40% and	10%	equals
£1,475.32,	£1,180.24,	£295.08	per year.

West Sussex

£562.11 per quarter divided by

33.3% x 3 equals

£749.48 per year.

Kent

£1,006.11 per quarter divided by

40%	35% and	25%	equals
£1,609.60,	£1,408.56,	£1,006.32	per year.

Region 13. Brigade Membership Secretaries receive an honorarium of £140 per year.

Region 14. Brigade Membership Secretaries are paid an allowance of £400.00 per year. This is to cover telephone, subsistence and travel.

To achieve a standard of allowances received by Brigade Officials throughout the 13 Regions may cause those, who, for a number of years have received allowances to feel dissatisfied, whereas those Officials who are being disadvantaged at present will clearly benefit.

Our primary consideration or objective has to be that irrespective of the amounts paid, Officials holding identical positions within the Union receive the same amount and form of allowance and that the appropriate agreement is reached with the Inland Revenue.

Summary:

The principle of payments to Brigade Officials has been clearly established by Regions. The degree of payment does vary considerably as is indicated. Our present agreement with the Inland Revenue does not extend to and thereby

include Brigade Officials. By determining whether a payment should be made will undoubtedly cause reaction with or by some of our Officials. But we will have created a form of allowance that is received and benefits the vast majority of Brigade Officials in the country.

Recommendation:

That a Car Allowance shall be paid to the following Officials:

Brigade Secretaries and Chairs to receive a payment of £850.00 per year.

This allowance to be linked to the retail price index and paid to Officials during the first week of January of each year they are in office.

Brigade Membership Secretaries to receive an honoraria payment of £75.00 per quarter.

Important Note

The Union now has agreement with the Inland Revenue on one important element of reimbursement of expenses to Officials. Work is progressing to ensure that all of our payment of expenses meets the necessary Inland Revenue rules and regulations.

- **Information Technology**

Review ongoing, it is again the intention to provide a level playing field to all Regions in terms of the quality and capability of the IT technology the Union is able to provide.

- **Regional Office Equipment**

APT audit available. For the first time it is hoped to shortly be able to list, and identify the IT equipment 'held' by the Union.

THE IMPLEMENTATION LANDSCAPE

Implementation Programme

This report sets out a number of controversial and challenging ideas and proposals for the future of our Trade Union. In truth many have been spoken of from time to time in various places. The process of, with some of the above, needs to begin sooner rather than later. The challenges external to the Union are already gathering just over the horizon. It must be stressed that this report is not one that seeks to unnecessarily criticise. Most of what this Union has achieved and does day to day is to be enthusiastically congratulated. However this juncture does give us an opportunity to discuss and enact the above changes.

There is no way that the above proposals can or would be progressed in anything other than an open, democratic and mature way. The Executive Council believe them to be for the best in the medium to long term. The report is innovative even radical on criticism ought to be constructive and broad based. To pursue narrow or even personal agendas would be wrong and would miss the point of this work and opportunity.

If this report is to be progressed, and that decision is for Annual Conference 2002, then that will only be only the beginning. The proposals here will require rule changes, information seminars, consultation, and 'taking people' with us. The Executive Council should establish an Implementation Sub-Committee to ensure the smooth transition from the 'old' to the 'new' proposals, within a time-span that is appropriate to the Union. Further the General Secretary should continue to ensure the Union Officials expenses meet Inland Revenue requirements. It is thought that the bulk if not all of this work could be done and in place no later than January 2005.

The Union must acknowledge and accept that the role of Officials has changed at all levels and that increasing demands are being made of them. It is with that in mind that this report has been compiled to reflect the commitment and workload of our Officials within the confines that we as a Union must operate.

The Executive Council therefore ask you to endorse this report and with your collective support commend it to the Membership.

24 JANUARY 2002

AMENDMENTS CARRIED AT ANNUAL CONFERENCE 2002

TO THE EXECUTIVE COUNCIL POLICY STATEMENT

“THE FUTURE STRUCTURE AND ORGANISATION

OF THE FIRE BRIGADES UNION

Page 1 – Bullet Point 1

In Line 4 **after** “uniformly” **delete** “stron” and **insert** “strong”

ESSEX

Page 5 – Map 1 – The Future

Region 3 **delete** Cumbria – Region 5 **insert** Cumbria

CUMBRIA
GREATER MANCHESTER

Page 6 – Map 1 – The Future

Region 3 **delete** Cumbria. In final line **delete** full stop. Region 3 **delete** 3419 insert 2785.

Region 5 **after** Cheshire and **before** Greater Manchester **insert** Cumbria.

In final line Region 5 **delete** 5889 and **insert** 6523.

CUMBRIA
GREATER MANCHESTER

Page 10

2nd Paragraph – beginning “Practice varies”

In line 1 **delete** “counties” **insert** “Brigades”.

In line 2 **delete** “six counties” **insert** “five Brigades”.

WEST MIDLANDS

Page 12

Under Region 3 – line 3 **delete** the figure 15 and **insert** the figure 12.

Under Region 5 – line 3 **delete** the figure 15 and **insert** the figure 18.

CUMBRIA
GREATER MANCHESTER

Page 17

Section entitled "Funding"

Insert a new bullet point and the following sentence:-

"Reimbursement of expenses to Officials will be undertaken based on the principle of equality".

LONDON

Page 24

Region 3 **delete** Cumbria

Region 5 **after** the word Cheshire, and **before** the words Greater Manchester, **insert** the word Cumbria.

CUMBRIA
GREATER MANCHESTER

Page 34 – Additional Recommendation

G) Only one car allowance will be paid to any official annually.

LEICESTERSHIRE

Page 42 – Additional Recommendation

(after Brigade Membership Secretaries ...)

Only one car allowance will be paid to any official annually.

LEICESTERSHIRE

EXECUTIVE COUNCIL POLICY STATEMENT

LABOUR PARTY AFFILIATION

Last year's FBU Conference carried a resolution which called for the Union's Political Fund to be used in support of candidates and organisations whose policies are supportive of FBU policies and principles which "may include candidates who stand in opposition to New Labour ...".

The FBU has been affiliated to the Labour Party for over 70 years. Generations of members have recognised the need for the FBU to have a political voice to protect the legal rights of trade unions and to advance the social and economic interests of working people generally. Our Rule Book sums it up like this:

"The Fire Brigades Union recognises that workers, however employed, can only improve their lot by their own endeavours and organisation. A richer and fuller life can be achieved only by similar means.

To this end the Fire Brigades Union is part of the working-class movement and, linking itself with the international Trade Union and Labour Movement, has as its ultimate aim the bringing about of the Socialist system of society."

It is not surprising therefore that the Fund is used to support the activities of the Labour Party and the costs of FBU involvement in the Labour Party as well as many other political activities. This is how other TUC affiliates also use their Political Funds. This ensures that there is a collective Trade Union voice in the Party and this is recognised in the Constitution and practices of the Labour Party. Here the history of trade union affiliation is both interesting and important. It was after all the Trade Unions which formed the Labour Party at the beginning of the last century to provide a Parliamentary voice for Trade Unionists.

We do not deny that the policies of New Labour, particularly in Government, have given us great cause for concern. We need to remember however that such concern has not solely been generated by the present leadership of the Party. IT IS A FEATURE OF MANY LEADERSHIPS. We have over the years been critical over matters such as the cold war, Vietnam, incomes policy, CND and many more policies. Politics is however a 'long march'. Leaders may come and go but the Labour Movement, with all our disagreements and conflicting political attitudes nevertheless continues to campaign for working class and trade union interests. The FBU is often a minority voice in the TUC – on a number of political, social and economic matters. This however does not result in us breaking away from a unified trade union centre for workers in the United Kingdom.

We recognise that with all its shortcomings it is essential that workers speak with one voice to Government – that our strength lies in our unity. Pursuing a policy of "Splendid isolation" will achieve very little for those whom we aspire to represent.

Last year Conference instructed the Executive Council to look at the Rule Book with a view to preparing "any necessary subsequent rule changes...". The EC has looked long and hard and in so doing, has had to look both at related FBU rules and at the Constitution of the Labour Party. Our main conclusions are as follows:

1. Rule 3, sub clause 6, gives us the ability "to aid and join with other trade unions or societies having objects similar to any of the objects of this union".
2. Rule 8 (6), sub clause (c) vests in the EC powers "To make grants or loans to kindred organisations and parties ..."
3. Rule 29 concerns affiliation and states "The Union ... may not be affiliated to any political party without the prior consent of Annual Conference."
4. Labour Party rules make it clear that members and affiliates opposing official Labour Party candidates face discipline and expulsion.

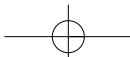
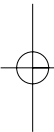
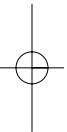
Inside the current arrangements, based on decades of custom and practice, the Union at all levels has considerable discretion in the degree and manner of support given to Labour candidates. They can be and are assessed on their records and policy positions and FBU support is determined accordingly. Candidates not supported by FBU Regions do not receive financial support from the Executive Council.

The existing Rule Book gives the Union the ability to support candidates having objectives similar to any of the objectives of this Union [Rule 3(6)]. The power to give such candidates financial support is vested in the Executive Council [Rule 8 (6) (c)]. So no amendments to the Rules are required to accommodate Conference Resolution 101; Regional Committees may consider requests for assistance for Electoral Candidates who stand in opposition to New Labour and shall refer such recommendations to the Executive Council. However should the Executive Council exercise this power in support of candidates or policies opposing the Labour Party electorally, then, the FBU runs the risk of being expelled from the Labour Party (Labour Party Constitution). This would be in contravention of Rule 29 through which the FBU Conference has already determined its affiliation policy i.e. to affiliate to the Labour Party. This being the case, the Executive Council cannot support any recommendations to use the Political Fund to support candidates standing in opposition to Labour Party candidates.

In essence the intent of last year's Resolution was to jeopardise the Union's affiliation to the Labour Party. If Conference wants to go down this road, or if it wants to open up a debate within the Union, then a specific motion on disaffiliation would be the appropriate way for the Membership and Conference to reach a democratic and honest decision. No fine tuning of the existing Rule Book can accommodate the political objectives of last year's Resolution.

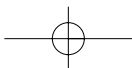
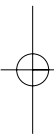
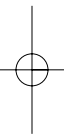
The EC is strongly opposed to such a course of action. With all the problems, continuing membership of the Labour Party offers the Union possibilities for working with other affiliated unions, many with larger memberships and therefore greater influence than the FBU, to secure our objectives. Campaigns to strengthen the public sector, to reform the Pay Formula, to get more investment into the Fire Service, are more likely to succeed if we remain within the Labour Party, whatever the difficulties this poses and unite with other trade unions in order to change any misguided policies and priorities of New Labour. This will involve a considerable lift in the FBU's campaigning activities within broad alliances, much of which will be unwelcome to Labour's current leaders.

Nevertheless we do and will continue to fight for FBU policies within the Labour Party. To act unilaterally, to stand apart from fellow trade unionists would render us impotent in influencing the need for positive change for our members.



THE EXECUTIVE COUNCIL POLICY STATEMENT

FAIRNESS AT WORK STRATEGY GROUP



FAIRNESS AT WORK STRATEGY GROUP'S REPORT TO ANNUAL CONFERENCE 2002

The National Fairness at Work Committee met on 5th June 2001, following Annual Conference agreeing to the setting up of a Fairness at Work Strategy Group to review the FBU's equality policies and procedures.

The National Fairness at Work Committee elected the following delegates;

Caroline Williams	Region 8 Fairness at Work Rep.,
Joe Heeney	Region 10 Fairness at Work Rep.,
Vicky Knight	National Women's Committee Fairness at Work Rep.,
Stewart Brown	National Gay & Lesbian Rep.,

from within the committee, to work with the Vice President Ruth Winters and Geoff Ellis National Officer with responsibility for fairness at work, as the Fairness at Work Strategy Group.

The National Fairness at Work Committee, at their meeting on 5th June, discussed in detail the method for the fairness at work review and prioritised the issues they felt the Strategy Group should examine. Following the meeting, the Strategy Group sent out a Fairness at Work questionnaire (Appendix 1), to all Brigade/Regional/National Sectional Committees'. Of the 78 questionnaires sent out 47 were returned. A summary of Section A is attached as Appendix 2.

Section B of the questionnaire dealt with training/education within the Union. Section C dealt with Rules and Policies and Section D was for any other comments.

The Strategy Group spent a considerable amount of time analysing the returns in conjunction with the issues raised by the National Fairness at Work Committee and the remitted resolutions from Annual Conference 2001. They also considered the resolutions passed at the National Sectional Annual General Meetings 2000.

The contents of this report were further discussed, and agreed, by the National Fairness at Work Committee on the 14th November 2001.

The issues examined by the Strategy Group fall into the following main categories:

- 1. Rule changes.**
- 2. Representation Policy.**
- 3. Education/Training.**
- 4. Helpline.**
- 5. Legislation.**
- 6. All Different All Equal Document.**

1. Rule Changes

The Strategy Group considered the following issues, which will require changes to FBU Rules. We have explained the recommended principle position in the following paragraphs; however these Rule Changes will be dealt with separately, in the rule change debate at Annual Conference 2002.

Annual Conference

The National Sectional Committees raised the issue of taking resolutions from their Annual General Meetings to Annual Conference. The Strategy Group discussed this issue and agreed to raise it with the Executive Council. The FBU has been at the forefront within the TUC in pushing for TUC Minority Committees to be allowed to take resolutions to the TUC Congress. The Strategy Group and Executive Council feel that by allowing our sections to take 3 Resolutions to Annual Conference, we will increase the potential of equality debates at Annual Conference. The Executive Council therefore recommends in principle changes to Rule 7 and a change to the Standing Orders of Annual Conference and to the Standing Orders for the National Sectional Annual General Meetings.

Elections

Chairs and Secretaries of National Sectional Committees have under the Rule Book equal status to Regional Officials. However, unlike Regional Officials, who are elected by ballot of their constituent membership, Chairs and Secretaries of National Sectional Committees are elected by their Committee. The Strategy Group and Executive Council firmly believe that this is an anomaly that needs to be rectified. The Executive Council are therefore recommending in principle a change to Rules 18 and 22, which will mean National Sectional Chairs and Secretaries will be elected by ballot of their constituent members.

Career Breaks

The issue of members' contributions during career breaks was raised with the Strategy Group. The Strategy Group therefore wrote to a number of other Unions to ascertain policies already in existence. Following a number of mixed returns, the Executive Council is recommending, in principle, changes to Rule 5, which will mean members taking a career break will be exempt from payment for the first 12 months and thereafter will be required to pay an annual contribution of £25. The Executive Council further recommends the principle that members on recognised career breaks shall neither hold office nor have voting rights.

Internal Union Discipline

An anomaly exists in the Rule Book whereby a member found guilty of an offence under Rule 26(1)(d) is automatically barred from holding office within the Union; however an Official found guilty of this offence is not. The Executive Council is recommending in principle, that this anomaly be addressed. However following legal advice the Executive Council also felt that the position was potentially very harsh, should a member commit a minor offence and be given a reprimand to automatically ban them from office. The Executive Council are therefore recommending, in principle, changes to Rules 8A, 8B, and 26 which addresses the anomaly and give the option of a ban from holding office to all members and/or officials found guilty of committing an offence under Rule 26(1)(d).

Rule 26(1)(d) states that it is an offence for a member to discriminate against, harass or bully another on the grounds of race, creed, sex or sexual orientation. The Strategy Group and Executive Council believe this definition should be widened and the Executive Council have therefore recommended in principle changes to this Rule.

Concerns were raised with the Strategy Group regarding a possible conflict where a Regional Committee makes a decision on a representation request and then the same Regional Committee hears an Internal Union Discipline complaint for the same member on the same case. The Executive Council is therefore recommending, in principle, a change to Rule 26, which would enable the member to be given the option to have the complaint heard by a different Regional Committee.

Representation Policy

The FBU's representation policy for members accused of bullying and/or harassment has in the past had no direct link to the Rule Book. Following legal advice, the Executive Council are recommending in principle, changes to Rule 25, which would bring our current representation policy into the Rule Book.

Inclusiveness

The Executive Council are recommending in principle a change to Rule 3 to be more inclusive in respect of Gay and Lesbian members.

Final Appeals Committee

The Final Appeals Committee consists of one Regional Official from each Regional Committee only and does not therefore represent some of the recent changes within the FBU. The Executive Council is therefore recommending, in principle, a change to Rule 26(4)(b) which will extend the Final Appeals Committee to include either the Secretary or Chair of each of our National Sectional Committees.

2. Representation Policy

A number of Committees had comments and recommendations to make on certain aspects of our Representation Policy. The Strategy Group discussed and considered the comments received, along with the resolutions remitted to Annual Conference 2001.

Time Limits

Some Committees felt that the time limits for investigations under the Representation Policy are too short. Others however, felt that the time limits were too long. The Strategy Group and Executive Council feel that the time limits are adequate, especially as there is a facility to extend them if necessary. Also, investigations can be undertaken in a shorter period if the individual case allows.

Appeals Committee

The current representation policy states that an Executive Council Discipline Sub Committee will hear appeals against the Regional Committees decision. The Executive Council believes

this could possibly create a number of conflicts of interest, should a member appeal against a decision of the Regional Committee and subsequently have the case heard under Internal Union Discipline by the Executive Council Discipline Sub Committee.

Recommendation 1

The Executive Council establish a new Representation Appeals Committee to hear representation appeals. The committee will comprise of a National Officer (to act as Secretary), the Vice President and 4 EC Members, to be nominated by the Executive Council as and when required.

Representation Prior to the Regional Committee

Some Committees raised the issue of representation prior to the Regional Committee decision (as used to be the case). The Executive Council strongly believe that FBU policy should not revert to this position and that we continue to only grant representation in cases of bullying and/or harassment after the Regional Committee has determined an arguable defence.

Requests for representation for Officials accused of bullying and/or harassment

The Strategy Group was made aware of potential problems with representation requests for members of Regional Committees. We need to ensure that our procedures are seen as impartial and are not biased in any way. The Executive Council therefore recommends the following procedure for representation requests for Officials accused of discrimination, bullying and/or harassment.

Recommendation 2

If a Regional Secretary receives a request for representation from any Official, as defined in Rule 8A(1)(a) and 8A(1)(b)(i) and the circumstances require an investigation under the representation policy, he/she shall inform the Executive Council member.

The Executive Council member shall act as the investigator (with the assistance of a Regional Official) under the policy and shall inform the National Officer who has been nominated to act as the Secretary to the Representation Appeals Committee.

The National Officer will then take on the role of the Regional Secretary and the Representation Appeals Committee will take on the role of the Regional Committee.

Appeals under this procedure will be made in writing to the General Secretary and will be heard by the Final Appeals Committee.

If an Executive Council member, National Officer, Assistant General Secretary, President or Vice President requests representation they should write to the General Secretary who will appoint an investigator. The request will be heard by the Representation Appeals Committee.

If the General Secretary requests representation under this policy, he/she should write to the President, who will appoint an investigator. The request will be heard by the Representation Appeals Committee and any appeal will be to the Final Appeals Committee.

New Evidence

One of the resolutions remitted to Annual Conference 2001 was seeking an addition to the policy to enable the Regional Committee to re-hear a representation request should new evidence come to light, regardless of the previous decision of the Regional Committee. At present, this is only the case if representation has been granted. The Executive Council believes Regional Committees should be able to re-hear a case if there is any substantial and/or compelling new evidence but this should only occur after any appeal is concluded and can only relate to such evidence coming to light after that date or (where there is no appeal) after the period for appealing has expired.

Recommendation 3

The representation policy be amended to clearly state that after any appeal has been concluded, a Regional Committee is able to re-hear a representation request should any substantial and/or compelling new evidence come to light after any such appeal or (where there is no appeal) after the period for appealing has expired.

Documentation

Under the current representation policy both the applicant and complainant have the right to appeal against the decision of the Regional Committee. However, only the applicant gets a copy of the investigation paperwork. The Executive Council believes this to be unequal.

Recommendation 4

That both parties be given the same documentation and rights to comment, prior to the Regional Committee and the same documentation and rights to appeal against the decision afterwards.

Policy Re-write

The Executive Council are of the opinion that a number of the minor problems encountered by Officials when applying the representation policy, are due to the fact that the policy, as published in the All Different All Equal document, is not written in a very user friendly manner.

Recommendation 5

That the representation policy and guidance be re-written, by the Fairness at Work Strategy Group, in a much more user friendly manner and in line with the policy decisions agreed by Annual Conference.

Standard Guidance

The Executive Council is aware that a number of Regions have been implementing the policy slightly differently. Upon repeated requests for guidance the Executive Council believes it would be of benefit to standardise procedures.

Recommendation 6

The Fairness at Work Strategy Group produce, in consultation with Thompsons

Solicitors, standard guidance for Representation investigations and hearings. This guidance will be agreed by the Executive Council following consultation with Regional Committees and will be included in the All Different All Equal document.

Contact Point for Members

The issue of a contact point for members involved in representation requests was raised with the Strategy Group. One Region was recommending that a Brigade Official be appointed to 'both sides' involved in a harassment complaint/investigation.

The Regional Secretary is the only person in the Region who is in possession of all the procedural information required to assist members with guidance whilst the investigation is going on. The Executive Council believes that the proposed re-write of the Representation/All Different All Equal policy will assist in giving guidance to members involved in harassment complaints/investigations.

Recommendation 7

That the Regional Secretary normally be identified as the contact point for all members involved in 'both sides of a harassment complaint/investigation'.

3. Education/Training

The Executive Council is extremely concerned at the lack of equality education/training taking place within the FBU. A number of Brigade Committees are now entering into joint training arrangements with their Fire Authorities/management. However, this cannot be used for a substitute for politically based equality education within the Union.

As training/education was not directly within the Strategy Group's remit, they have not spent a lot of time looking at the specific needs. However, the Executive Council strongly recommend a national review of the equality education/training policy within the Union, to be undertaken by the Executive Council.

There is a distinct lack of training for Officials who carry out investigations under our representation policy, the Executive Council recommend that a National Syllabus be devised for this training so that all Regions can receive the same standard of training.

There is also a need to reinstate regular Regional/Brigade Equality Schools, which can look at the politics of equality. The Executive Council would like any future equality education/training policy to include Officials at all levels within the Union.

Recommendation 8

The Executive Council review the equality education/training policy within the Union.

4. Helpline

As part of the review, the Strategy Group visited the FBU Helpline to see if improvements could be made to services for members. It is clear from the type of calls received by the helpline that a number of members are unaware of the exact service offered by the helpline.

There is some confusion between this helpline and Thompsons legal aid network.

The Executive Council is concerned that many members may not be aware of the Freephone telephone number (0800 783 4778) and the fact that the Helpline is staffed 24 hours a day by trained counsellors.

Recommendation 9

The Executive Council recommends that the helpline be re-launched under the name of the FBU Confidential Stress & Counselling Helpline.

5. Legislation

The Strategy Group met with solicitors from Thompsons to discuss any new equality legislation that may affect the Fire Brigades Union policies/procedures. There are a number of issues, mainly regarding the Disability Discrimination Act, which will clearly affect us in the future. There are also a few issues under the Human Rights Act we should be aware of, these are dealt with under different sections of this report. The Executive Council will continue to keep members informed of any developments.

6. All Different All Equal Document

There are a number of policies in the All Different All Equal document, which have been agreed by the Executive Council and/or Conference. The Executive Council would like to update some of these policies and include them in a new version of the All Different All Equal document, which can incorporate all FBU documentation and advice relating to equality issues.

TUC Sectional Committees

The current FBU policy states that the Executive Council member representing Women and B&EMM will be the FBU's nominee to their respective TUC Committee (i.e. TUC Women's Committee and TUC Black Workers' Committee).

Recommendation 10

That this policy be extended to cover any future EC member representing Gay & Lesbian members, who will then be the FBU's nominee to the TUC Gay & Lesbian Committee.

Labour Party Conference Delegation

The Executive Council agreed in 1999, to extend our delegation to the Labour Party Conference to the President, General Secretary and 4 EC members (instead of President, General Secretary and 2 EC members). This was in an attempt to encourage more participation from B&EMM and Women members. However, due to a number of members withdrawing their political fund from the Labour Party, this position has never been achieved.

The Executive Council therefore recommends that the current position in the All Different All Equal document (i.e. President, General Secretary and 2 EC members) remains. This would

allow Executive Council members representing B&EMM and women members (and in the future Gay & Lesbian members), to attend Labour Party Conference if they are members of the Labour Party. However, the final decision on delegates will remain with the Executive Council.

Recommendation 11

The current position in the All Different All Equal Document (i.e. President, General Secretary and 2 EC Members) remains as our current policy.

Ethnic Monitoring

There has recently been some confusion within the Union over ethnic monitoring specifically regarding which members are entitled to participate in B&EMM activities. The Executive Council have agreed (following consultation with B&EMM Officials) that the FBU follow the guidance from the Department of Transport Local Government and Regions (DTLR) and Commission for Racial Equality (CRE), which was also used for the 2001 census. This guidance sets five main groups for monitoring purposes, which are then sub-divided into further groups. Only those members classified within groups 2, 3, 4 and 5 are classed as ethnic minorities.

1. White
British
Irish
Any other white background
2. Mixed
White & Black Caribbean
White & Black African
White & Asian
Any other mixed background
3. Asian or Asian British
Indian
Pakistani
Bangladeshi
Any other Asian background
4. Black or Black British
Caribbean
African
Any other Black background
5. Chinese or other ethnic group
Chinese
Other

Recommendation 12

The Strategy Group recommends that the above definition be put into the new All Different All Equal document, so that all members are aware of who can and cannot partake in B&EMM activities/elections etc.

APPENDIX 1

Please fill in which Brigade, Section or Region you are representing on this form.

Brigade/Section/Region

SECTION A

FBU STRUCTURES

1. Do you have an Official on your Committee representing the following sections/positions?
If so, do they hold any other positions?

B&EMM

☐

Other positions
.....

GAY & LESBIAN

☐

Other positions
.....

WOMEN

☐

Other positions
.....

FAIRNESS AT WORK

☐

Other positions
.....

Please state name of your Fairness at Work Representative.

.....

2. Does your Committee have fully functioning Sub Committees for the following?

How often do they meet?

B&EMM

.....

GAY & LESBIAN

.....

WOMEN

.....

**FAIRNESS AT
WORK**

.....

If not, what problems have you encountered and do you have any separate provisions in place to deal with these issues?

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Please continue on a separate sheet of paper if required

3. Do you have any positive comments or suggestions to improve the FBU's Equality structures?

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Please continue on a separate sheet of paper if required

SECTION B

FBU TRAINING/EDUCATION

1. What Fairness at Work education has your Committee held for FBU reps/members in the past 12 months? Please list.

.....

.....

.....

Please continue on a separate sheet of paper if required

If none, please state reason

.....

2. How many members/Officials from your Committee have attended any FBU Fairness at Work training in the past 12 months?

.....

3. Has your Committee held any formal training for Officials carrying out investigations under the All Different All Equal Policy?

YES

☐

NO

☐

If yes;

i) How many courses have been run?

ii) Who facilitated the course(s)?

iii) Was the training successful? YES ☐ NO ☐

iv) How many people were trained?

4. Do you/your Committee have any constructive suggestions/ideas for improving/developing Fairness at Work training for FBU Officials/members?

.....

.....

.....

Please continue on a separate sheet of paper if required

SECTION C

RULES AND POLICIES

1. Representation Policy – Regional Committees only

Have you/your Committee encountered any specific difficulties in implementing the FBU's Representation Policy?

YES

☐

NO

☐

If yes, please explain as fully as possible what the difficulties were and how you eventually resolved them.

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Please continue on a separate sheet of paper if required

What changes would you/your Committee like to see to the Policy that would assist in its implementation?

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.....

Please continue on a separate sheet of paper if required

2. Have you/your Committee experienced any specific difficulties in implementing any other Equality Policies/Rules within the FBU?

YES

☐

NO

☐

If yes, please explain as fully as possible

.....

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Please continue on a separate sheet of paper if required

3. Are there any specific Rules or Policies you/your Committee would like the Strategy Group to look at?

YES

☐

NO

☐

If yes, please list areas with specific suggestions, if appropriate

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Please continue on a separate sheet of paper if required

SECTION D

ANY OTHER COMMENTS

Please write any other comments/suggestions you/your Committee wish to add, which may assist the Strategy Group in the review.

[illegible]

Please continue on a separate sheet of paper if required

APPENDIX 2

	B&EMM	O-POS	G&L	O-POS	WOMEN	O-POS	FAW	O-POS
REGION 1	No		Yes	Nat Sec	Yes	Contro Rep	Yes	Brig Sec
Strathclyde	No	–	Yes	Nat Sec	Yes	Reg Rep	Yes	Div Rep
L&B	No		No		Yes		Yes	
Tayside	No	–	No	–	Yes	–	Yes	Brig Chair
Grampian								
Central								
H&I								
Fife	No	–	No	–	No	–	Yes	V/Chair
D&G	No	–	No	–	No	–	Yes	
REGION 2	No	–	No	–	Yes	CSNC Rep	Yes	No
REGION 3								
Tyne & Wear								
Cleveland	No		No		No		Yes	Br/Sec
Durham								
N/berland								
REGION 4	Yes	Branch/S	No	–	No	–	Yes	Reg Chair
W. Yorkshire	No	–	No	–	No	–	Yes	Brig Sec
N. Yorkshire	No	–	No	–	Yes	No	Yes	No
S. Yorkshire	Yes	No	No	–	Yes	Bran/Rep	No	–
Humberside	No	–	No	–	Yes	No	Yes	Yes
REGION 5								
GMC								
Lancashire								
I.O.Man								
Cumbria								
REGION 6	Yes	Nott V/Cha	No		Yes	No	Yes	No
Notts								
Derbyshire	Yes	No	No	No	Yes	No	Yes	Brig Chair
Leicester	Yes	No	No		No		Yes	Brig Chair
Lincoln	No	–	No	–	No	–	Yes	–
Northampton	Yes	–	No	–	No	–	Yes	Ass/Sec
REGION 7	Yes	No	Yes	No	Yes	No	Yes	Brig Sec
H/Worcester								
W. Midlands								
Staffs	No	–	No	–	No	–	Yes	Bran/Sec
Warwick								
Shropshire	No		No		No		Yes	Bran/Sec

	B&EMM	O-POS	G&L	O-POS	WOMEN	O-POS	FAW	O-POS
REGION 8	Yes	—	No	—	No	—	Yes	—
S. Wales	No	—	No	—	Yes	Control	Yes	Div/Chair
N. Wales	No	—	No	—	No	—	Yes	CSNC
M/W. Wales	No	—	No	—	No	—	Yes	Area Sec
REGION 9	Yes	No	No		Yes	Branch/Offic	Yes	No
Merseyside	No		No		Yes	Branch/Offic	Yes	No
Cheshire	Yes		No		Yes		Yes	
REGION 10	Yes	No	Yes	Brig Rep	Yes	Faw Rep	Yes	No
Hertford								
Cambridge	Yes	Brig Chair	No		Yes	Reg Rep	Yes	NWC Rep
Bedford	No		Yes	G&L Chair	No		Yes	Branch Rep
Essex	Yes		No		Yes	Reg Rep	Yes	
Norfolk	No		No		Yes		Yes	
Suffolk	No		No		Yes		Yes	Branch Rep
REGION 11	Yes	Group Sec	Yes		Yes		Yes	Reg Treasu
REGION 12								
Kent								
Surrey								
E. Sussex	No		No		Yes	Branch Rep	Yes	
W. Sussex								
REGION 13								
Oxford	No		No		No		Yes	Branch Sec
Bucks	Yes		Yes	Reg Rep	Yes		Yes	
Berkshire	Yes		No		No		Yes	Branch Rep
Hampshire								
Dorset	No		No		Yes		Yes	
I.O.Wight								
REGION 14								
Avon	No		No		Yes		Yes	
Gloucester								
Wiltshire								
Somerset	No		No		No		Yes	Branch Ch
Devon								
Cornwall								
SECTIONS								
Women							Yes	Nat Sec
B&EMM								
Officers								
Retained					Yes		Yes	
Control								
G&L	No		No		No		Yes	Nat Sec

	B&EMM	MEET	G&L	MEET	WOMEN	MEET	FAW	MEET
REGION 1 D&G Strathclyde L&B Tayside Grampian Central H&I Fife	No No No		No No No		Yes No Yes	Ad Hoc Just Setup	Yes Yes Yes	Ad Hoc 6 Weeks Quarterly
REGION 2	No		No		Yes	Regular	Yes	Regular
REGION 3 Tyne & Wear Cleveland Durham N/berland	No		No		No		Yes	Bi-monthly
REGION 4 W. Yorkshire N. Yorkshire S. Yorkshire Humberside	No No No No No		No No No No No		No No No Yes Yes	 Quarterly Monthly	Yes Yes Yes Yes Yes	Quarterly Quarterly Monthly Quarterly Monthly
REGION 5 GMC Lancashire I.O.Man Cumbria	No		No		Yes	Ad Hoc	Yes	Ad Hoc
REGION 6 Notts Derbyshire Leicester Lincoln Northampton	Yes Yes No No No	?? Quarterly	No No No No No		Yes Yes No No No	Ad Hoc As Require	Yes Yes Yes No Yes	6wk-3mon ? 6 Weeks Quarterly
REGION 7 H/Worcester W. Midlands Staffs Warwick Shropshire	Yes No	Quarterly	No No		No No		Yes No	Quarterly

	B&EMM	MEET	G&L	MEET	WOMEN	MEET	FAW	MEET
REGION 8	No		No		Yes	Arr By Rep	Yes	Arr By Rep
S. Wales	No		No		No		No	
N. Wales	No		No		No		No	
M/W. Wales	No		No		No		No	
REGION 9	No	Tried!!	No		Yes	Bi-monthly	Yes	Bi-monthly
Merseyside	No		No		Yes	Bi-monthly	Yes	Bi-monthly
Cheshire	No		No		No		No	
REGION 10	Yes	Infrequent	Yes	Infrequent	Yes	Quarterly	Yes	Quarterly
Hertford	No		No		No		No	
Cambridge								
Bedford								
Essex	Yes	Quarterly	No		Yes	Monthly	Yes	Quarterly
Norfolk	No		No		No		No	
Suffolk	No		No		Yes	6 Weeks	Yes	6 Weeks
REGION 11	Yes	2 Months	Yes	Ad Hoc	Yes	Quarterly	Yes	Quarterly
REGION 12	No		No		No		Yes	Quarterly
Kent								
Surrey								
E. Sussex								
W. Sussex								
REGION 13	No		No		No		No	
Oxford	No		No		No		Yes	Met Twice
Bucks	No		No		No		No	
Berkshire	No		No		No		No	
Hampshire								
Dorset	No		No		No/Yes	Not Subcom	No	
I.O. Wight								
REGION 14	No		No		No		Yes	Monthly
Avon								
Gloucester								
Wiltshire								
Somerset	No		No		No		Yes	Const Conta
Devon								
Cornwall								
SECTIONS								
Women								
B&EMM								
Officers								
Retained	No	No	No	No	No	No	No	No
Control								
G&L	No		No		No		No	Should Have

National Joint Council

9. NATIONAL CONDITIONS OF SERVICE ATTACKS

This Conference demands that in order to defend our members fully from Chief Fire Officers/Firemasters and Fire Authorities/Committees, who unilaterally attack National Joint Council Conditions of Service with national implications, be met with an immediate recall Conference with a view to a national ballot for industrial action.

MERSEYSIDE

Amended by West Yorkshire and Lothian & Borders

10. FAMILY FRIENDLY WORKING HOURS

This Conference resolves that if our national employers and the DTLR are serious about attracting and keeping women within the Fire Service, this commitment should be demonstrated by them at the National level.

With the aim of creating working environments that encourage more women to remain within the uniformed Fire Service, Conference instructs the Executive Council to negotiate through the National Joint Council to amend the Conditions of Service to afford new parents the opportunity of a temporary realignment of their working hours outside the rotating shift system. This Conference is aware that optimum crewing and staffing levels must not be jeopardised and any such working arrangements need to be properly funded and additional to the authorised Brigade establishments.

BERKSHIRE

Amended by Strathclyde

12. BEREAVEMENT LEAVE

This Conference demands that the Executive Council negotiate with the National Employers for a specific provision in the Grey Book for bereavement leave.

WEST YORKSHIRE

Amended by Merseyside and Lothian & Borders

13. SECONDARY CONTRACTS

This Conference demands that Firefighters regardless of rank must not have secondary contracts of employment with Fire Authorities, except where this is required in order to carry out retained duties as part of the day crewing system.

STAFFORDSHIRE

14. DAY CREWING

This Conference demands that Officials in Brigades which still have day crewing duty systems make a concerted effort to upgrade to a wholetime duty system.

GRAMPIAN

15. PAY

This Conference instructs the Executive Council to immediately approach the employers with a demand to reinstate the provision of 12 months full pay for sickness for all members.

LEICESTERSHIRE

16. HEALTH AND SAFETY AMENDMENT – ‘GREY BOOK’

This Conference demands that the Executive Council negotiate through the National Joint Council to prove the employers commitment to our members’ health, safety and welfare and amend the “Grey Book” to include Health, Safety and Welfare provisions as an irrefutable condition of our employment.

BERKSHIRE

17. NATIONAL CONDITIONS OF SERVICE

This Conference demands that the Executive Council negotiates a new section of the National Joint Council Scheme of Conditions of Service. This new section should deal with Health, Safety and Welfare issues affecting our membership.

TYNE & WEAR

19. ABSENCE PROCEDURES

Throughout the UK Fire Service there are numerous varying methods of dealing with absence from work due to illness and injury. Some employers are using absence procedures as a tool to deny members their right to ill health and injury pensions. Therefore this Conference calls on the Executive Council to enter into negotiations with the National Joint Council for a national agreement on absence management that emphasises the need for rehabilitation and welfare and does not allow for dismissal on the grounds of capability.

MERSEYSIDE

20. ATTACKS ON FIREFIGHTERS

This Conference deplores the increasing level of attacks both physical and verbal on our members and demands that the recognised authorities make the necessary arrangements to ensure the protection of our members whilst carrying out their duties.

DURHAM

Central Fire Brigades Advisory Council

22. HEPATITIS B

This Conference demands that our Employers acknowledge that Fire Brigades Union members are at risk of infection from the Hepatitis B virus and that a voluntary immunisation programme is introduced at no cost to our members. This Conference further demands that a National Fire Service Policy giving guidance on dealing with Hepatitis B is introduced. This immunisation programme and guidance to be introduced as soon as practicably possible.

LOTHIAN & BORDERS
Amended by Greater Manchester

23. EFAD TRAINING

This Conference demands that skid-pan training become part of the national EFAD training requirements.

SUFFOLK

24. RISK ASSESSMENT – CORPORATE MANSLAUGHTER

This Conference demands that when a Brigade has carried out any risk assessment and highlights any problems or unsafe practises, then if they do not carry out remedial action as soon as is reasonably practicable, the Fire Brigades Union takes measures to bring the full force of the law upon them, this to include in the cases of death the charges of corporate manslaughter.

WEST MIDLANDS
Amended by Oxfordshire

25. FIRE SERVICE EXAMINATIONS

This Conference believes that the current Fire Service promotional examinations are outdated and unfair.

Therefore, this Conference instructs the Executive Council to meet with the relevant bodies with a view to implementing a system which is fair, relevant and reflective of modern, promotional examinations in similar occupations.

FIFE
Amended by Kent and Lothian & Borders

26. FIRE SERVICE EXAMINATIONS

This Conference demands that the Executive Council, through all relevant committees, change the current Fire Service National Education Board policy of removing papers if the entire examination is not passed within laid down time scales, to one in which, once a paper is passed it will never have to be re-taken.

GLOUCESTERSHIRE

27. STATISTICAL DATA

This Conference calls upon the Executive Council to negotiate a change to the present system of statistical data collation within the Fire Service. The new system must show the amount of time that individual appliances are off the run, or otherwise unavailable, due to insufficient crewing levels.

LINCOLNSHIRE

28. FIRE SERVICE MEDICALS

Conference demands that the National Executive Council investigate the current effectiveness of the Fire Service medicals and secure improvements. This is to pay particular attention to problems, which can be caused in service and have Health and Safety implications anyway, and may be required under the employer's responsibilities to provide medical surveillance.

ESSEX

Amended by Strathclyde

29. EXHAUST EXTRACTION SYSTEM

This Conference is appalled at the lack of commitment by Brigades through the Country to install and maintain suitable exhaust extraction systems in appliance rooms. We therefore demand that the Executive Council use its influence on such committees as the Central Fire Brigades Advisory Council to negotiate a compulsory installation programme for all stations.

SOUTH YORKSHIRE

30. HEARING STANDARD

This Conference calls upon the Executive Council of the Fire Brigades Union to negotiate a Nationally agreed hearing standard.

SOUTH YORKSHIRE

Amended by Merseyside

31. POSITIVE PRESSURE VENTILATION

This Conference is concerned that the wide spread use of Positive Pressure Ventilation Fans is taking place in other than post fire situations without appropriate training and calls upon the Executive Council to set up a working group to investigate this matter. A definitive national policy to be produced by the Executive Council no later than Annual Conference 2003.

GREATER MANCHESTER

Amended by Tyne & Wear and West Yorkshire

32. DOMESTIC SPRINKLERS

This Conference calls on the Executive Council to bring forward through Central Fire Brigades Advisory Council changes in building regulations to make it a requirement of all new residential builds that domestic sprinkler systems be installed.

CORNWALL

Amended by West Yorkshire and Devon

33. FIRE CONTROL

This Conference calls upon the Executive Council to conduct an investigation into acoustic incidents in fire controls. Identify the causes of any incidents and the remedial action taken by Fire Authorities with the aim of identifying best practice. A report should be produced no later than Conference 2003.

CORNWALL

Amended by Strathclyde

35. DISPOSAL OF REFRIGERATORS

This Conference demands that the Executive Council seek a review of recent legislation on the disposal of refrigerators. This legislation will lead to an increase in fly tipping increasing the dangers to firefighters and public alike.

HUMBERSIDE

36. STANDARDS OF FIRE COVER

This Conference acknowledges that the current standards of fire cover are based on no particular rationale and are some 50 years old, so Conference welcomes the Government's review of the Standards of Fire Cover by what has now been termed Fire Service Emergency Cover, and the Fire Brigades Union gives its total support to the introduction of risk based Fire Service Emergency Cover, putting people and society before property and commerce.

Notwithstanding this, we must be aware that the National Employers or an individual Brigade may try to offset the cost of the new Fire Service Emergency Cover by reducing establishment levels and forcing through detrimental changes to our member's terms and conditions of employment.

Therefore, this Conference demands that if any individual Brigade or the National Employers try to use the new Fire Service Emergency Cover as a means to implement detrimental changes to our member's terms and conditions of employment, or reduce any Brigade's establishment, the General Secretary will immediately call for a National Strike.

SUFFOLK

37. FIRE COVER REVIEW

This Conference demands that a campaign starts as soon as possible to raise the awareness of the implications of the Review into Fire Cover Standards now taking place in the Fire Service.

DERBYSHIRE

39. CREWING LEVELS

This Conference demands that pumping appliances shall not be mobilised to incidents with less than four riders, and instruct the Executive Council to urgently call for discussions with the DTLR, CFBAC and CACFOA to put an end to this dangerous practice.

*MID & WEST WALES
Amended by Devon*

40. CONFIDENCE LEVELS

This Conference calls upon the Executive Council to use all necessary measures to ensure confidence levels are raised from the current 5 firefighters on all pumping appliances 75% of the time to 5 firefighters on all pumping appliances 100% of the time.

GLOUCESTERSHIRE

41. ESTABLISHMENT LEVELS

This Conference demands that operational establishments are maintained at correct levels.

*CHESHIRE
Amended by Strathclyde*

43. PRIVATE FINANCE INITIATIVE

This Conference condemns the Private Finance Initiative as an attack on the principle of democratically accountable and publicly funded services. A free and democratic society can only operate on the basis of transparency and accountability.

To this end the Executive Council is instructed to seek within the Fire Service, the introduction of independent audit. This audit will undertake cost benefit analysis where the consequent effects on employment and services to the community form part of any long-term cost of any private finance initiative.

GREATER MANCHESTER

44. PRIVATE FINANCE INITIATIVES

This Conference calls on the Executive Council to produce a report for Conference 2003 on the extent of Private Finance Initiatives/Public Private Partnerships involvement in the British Fire Service. To show the long term costs of such projects to the Council Tax payers of the United Kingdom.

CORNWALL

45. COMMUNITY FIRE SAFETY

This Conference demands that the Executive Council enter into negotiations at the earliest opportunity with our employers and the Government, with the aim of making community fire safety a statutory duty for the Fire Service.

The extra funding needed by Fire Brigades should reflect the overall resources that are required to deliver community fire safety to their communities and should not punish Brigades for a reduction in calls by the perverse funding mechanisms.

*NORTHUMBERLAND
Amended by West Yorkshire*

46. SINGLE TIER ENTRY

This Conference demands that the British Fire Service maintains single tier entry and any successful promotion candidates to Officer Rank shall have passes in their relevant statutory examinations and the appropriate experience to carry out the duties applicable to that promotion.

LOTHIAN & BORDERS

47. MULTI-POINT ENTRY

This Conference condemns any moves by the employers, either locally or nationally, to introduce multi-point entry into the Fire Service. All such moves must be opposed by all means necessary.

LINCOLNSHIRE

48. SINGLE TIER ENTRY

This Conference reaffirms its policy of maintaining single tier entry into the Fire Service in accordance with current statutory instruments.

DERBYSHIRE

49. SHARED FACILITIES

This Conference condemns the pursuance of shared facilities with other Emergency Services.

DURHAM
Amended by Merseyside

50. CONTROL ROOM MERGERS

This Conference is strongly opposed to the merging of Fire Controls with other emergency services controls.

Conference demands that the FBU resist at all levels any moves to amalgamation by all means necessary, including strike action.

NORTHUMBERLAND
Amended by Devon and Strathclyde

51. ATTACKS ON FIREFIGHTERS

This Conference demands that an immediate inquiry into the increased attacks on Firefighters and appliances whilst carrying out their Fire Service duties. Conference further instructs the Executive Council to produce a report on this issue as soon as possible with the intention of launching a national campaign on the issue. Such a campaign should include an emphasis on the life saving role of Firefighters and the independence of the Fire Service from the police.

NORTHAMPTONSHIRE
Amended by London

53. FIRST RESPONDER/CO-RESPONDER

Those Brigades who are already equipped and trained to render assistance to suspected heart attack victims be allowed to do so. This is to provide an additional level of care until the arrival of appropriate medical aid. This action should not be seen as a substitute either now or in the future for definitive medical care.

CLEVELAND

55. POST TRAUMATIC STRESS DISORDER

Being concerned that an as yet unquantified number of Fire Brigades Union members have been medically retired suffering from symptoms of Post Traumatic Stress Disorder, this Conference calls upon the Executive Council to pursue as a matter of the utmost urgency a test case in the courts, aimed at the establishment of cumulative Post Traumatic Stress Disorder as grounds for compensation arising out of a personal injury. We believe that the recent introduction in many Brigades of Critical Incident De-briefing, is a tacit acknowledgement that Post Traumatic Stress Disorder results from repeated exposure to trauma as well as the single incidence, and in the interests of justice for our affected colleagues, the Fire Brigades Union should pursue this matter relentlessly, reporting progress to next year's Conference.

NORTHERN IRELAND

Pensions

56. PENSION SCHEMES

In light of the ongoing reviews of the Firefighter's Pension Scheme, this Conference reaffirms its commitment, to vigorously oppose any attempts to make detrimental changes to the scheme, or to ring fence new entrants.

Positive moves, to make any of the above changes, shall be resisted by all means necessary, including the use of National strike action.

STRATHCLYDE
Amended by South Yorkshire

57. POLICE PENSION SCHEME

This Conference condemns the attacks on the Police Pension Scheme by the Home Secretary.

CLEVELAND
Amended by Greater Manchester

58. PENSION SCHEME

This Conference demands that in line with Fairness and Equality all Firefighters be afforded the same entitlements and benefits from the Firefighter's Pension Scheme regardless of gender.

CENTRAL

59. PENSIONS – PARTNER PARITY

This Conference demands that the National Executive Council launch a campaign to force changes in the Fire Service Pension Regulations to give parity to members 'partners' and their children as to spouses. Recent events in the MOD, the Civil Service Pension Scheme and 'Fairness at Work' should provide a basis.

ESSEX
Amended by Lothian & Borders and Devon

60. PENSIONS

This Conference demands that all members after completing 30 years service be entitled to full pension rights.

CHESHIRE

62. PENSION SCHEME – MEDICAL APPEAL

This Conference believes that given the substantial investment by our members into their pension schemes from entrance to pension award [and appeal], all stages should be entirely transparent and fair. With particular regard to the Firefighter's medical panel appeal process, this Conference believes that this fairness and transparency is not apparent. This Conference therefore instructs the Executive Council through a joint pensions forum to address once again our serious concerns.

BERKSHIRE

64. PENSION APPEAL PROCEDURE

This Conference demands that the Executive Council raise with the appropriate authority a change to the Pensions Appeal Board Procedure. Only the specialist consultant should be allowed into the room when the member is being examined at the hearing. The Chair and the other Board Member should be excluded from this examination.

MERSEYSIDE

65. CAPABILITY

This Conference condemns employers who use capability or frustration of contract as a means of terminating members contracts of employment. In the event that a member is dismissed under capability or frustration of contract, the members within the Brigade who employ that member, will be balloted for strike action.

BEDFORDSHIRE
Amended by Strathclyde

66. PENSION SCHEME

This Conference demands that the Firefighters Pension should be index linked and paid from the date of retirement.

STAFFORDSHIRE

Trade Union

67. NATIONAL HEALTH SERVICE

This Conference reaffirms the Fire Brigades Union's commitment to a publicly funded, publicly owned and democratically controlled National Health Service, free at the point of use.

We note and condemn the Government's use of Private Finance Initiatives and Private Public Partnership schemes, involving private enterprise funding of National Health Service buildings and services. We also condemn the recent plans to allocate National Health Service patients to the private sector.

This Conference believes the crisis in the National Health Service is the result of vast under-funding by successive Governments.

We totally oppose the use of Private Finance Initiatives/Private Public Partnership, which has led to a greatly reduced delivery of service with increased administration, long hospital waiting lists and obscene salaries for directors.

This Conference calls for an end to these privatisation measures and calls instead for increased public funding of the National Health Service.

This Conference further calls for steps to replace the un-elected Trust quangos with a system of democratically elected National Health Service Boards.

STRATHCLYDE

68. DATE RAPE DRUG

This Conference believes that manufacturers of date rape drugs such as ROHYPNOL have a duty to ensure they are changed from their current tablet form to one which is easier to detect and in so doing protect both genders from the devastating effect of date rape. This Conference notes that the drug ROHYPNOL is increasingly being used in incidents of date rape and that research by the Home Office has indicated that date rape now accounts for almost 50% of all reported rape cases.

The effect of date rape drugs can be devastating and can affect the victim's ability to lead a normal life or profession or to have children.

Further this Conference demands that the Executive Council campaign to restrict the availability of so-called date rape drugs and to ensure that where they are available they are manufactured in an easily detectable form.

FIFE

69. BILL OF RIGHTS

This Conference welcomes and supports the implementation of a Bill of Rights, emanating from the Northern Ireland Act 1998, better known as the Good Friday Agreement, for the people of Northern Ireland as a vital step in the peace process, designed to ensure a just and equal society for all.

As any proposals for a Bill of Rights emanating out of the current consultation process will be ratified at Westminster, we call upon the Executive Council to indicate the Fire Brigades Union support by encouraging Members of Parliament to give the necessary support that will facilitate and ease the passage of the Bill through the legislative process.

NORTHERN IRELAND

70. TRIAL BY JURY

This Conference demands that the Executive Council lobby the Government to maintain the right to trial by jury, for all those accused of offences that may carry a sentence punishable by imprisonment.

WEST YORKSHIRE

71. 'ILISU' DAM

This Conference unequivocally states opposition to the proposed ilisu dam development in Southern Turkey.

We condemn the environmental, human rights, archaeological and political consequences of the project.

GRAMPIAN

72. PALESTINE

Following the events of September 11th 2001 the need for a lasting and just peace settlement for the people of Palestine is more evident than ever, given the subsequent reaction of Israeli State Forces.

Consequently, this Conference instructs the Executive Council to redouble its efforts within the International Labour and Trade Union Movement, to secure such a settlement for the long suffering Palestinian people.

CLEVELAND

73. PALESTINE

This Conference is angry and dismayed at the apparent indifference and prevarication at the continuing failure to achieve a settlement of the Palestinian issue and their right to self-determination, despite Tony Blair's declaration that their cause is a just one. This Conference condemns unequivocally the Israeli policy of repression within the occupied areas of the West Bank and the Gaza strip and the Israeli Government's refusal to recognise the Palestinian peoples right to self-determination within an internationally recognised Palestine.

This Conference calls upon the Executive Council to undertake the following action to pursue the issue of a peaceful settlement for the Palestinian people based on their right to self-determination by:-

1. to actively promote within the Labour and Trade Union Movement a boycott of Israeli products across the UK on a similar basis to that used in the Anti-Apartheid Movement boycott campaign;
2. to actively promote within the British Trade Union and Labour Movement a Pro-Palestinian Movement (PPM) which would actively campaign to achieve a settlement in Palestine for the Palestinian people;
3. to actively promote within the British Trade Union and Labour Movement a change of approach by the British Government towards a more pro-active participatory role in settling the Palestinian issue reflecting our previous historical responsibilities for the current situation;
4. to actively promote within the British Trade Union and Labour Movement a promotion of the Palestinian cause amongst British Public Opinion to recognise the occupation of the Gaza strip, the West Bank and East Jerusalem as the longest military occupation in modern history and to work towards the immediate cessation of that occupation; and
5. to work within the British Trade Union and Labour Movement to bring about a pressure on the UK Government to persuade the US Government that their crucial role in giving aid to Israel must be linked to a policy of conditioning that aid to acting on the advice of the US Government in respect of Israeli withdrawal from the occupied territories.

*NORTH WALES
SOUTH WALES
MID AND WEST WALES*

74. ASYLUM SEEKERS

This Conference welcomes the Government's proposals to end the policy of forced dispersal of asylum seekers, also the proposal to change the voucher system to a more acceptable form of benefit.

This Conference condemns the proposals to detain and isolate refugees in reception centres, and issue all new asylum seekers with identity cards, as a transparent attempt to further stigmatise and criminalise refugees.

This Conference demands that the Government:-

- Guarantee all asylum seekers the right to seek work immediately
- End the policy of forced detention
- Properly resource local authorities to meet the welfare, education, housing and health care needs of refugees and the communities that host them
- Abandon the ID card scheme

STRATHCLYDE
Amended by South Yorkshire

75. WAR ON WANT

This Conference fully supports War On Wants Campaign for workers rights within the global clothing industry. Those rights as a basic minimum are:

1. The right to organise and bargain collectively
2. The right to be free from slavery or bonded labour
3. The right to ones childhood
4. The right to be free from discrimination
5. The right to receive a fair and just wage.

KENT
Amended by Essex

Internal

77. RETAINED FIRE FIGHTERS UNION

This Conference acknowledges the non-recognition of the Retained Firefighters Union on the National Joint Council and other Committees, and now call upon all Brigade Officials to give notice to Chief Fire Officers, Firemasters and Fire Authorities that in future they will not sit on Committees with representatives of the Retained Firefighters Union.

GLOUCESTERSHIRE

79. REPRESENTATION

This Conference demands that ALL Union Members should be represented and supported by the Union, whenever they are subjected to the discipline regulations until those procedures are exhausted.

ESSEX

80. OVERTIME BAN

This Conference reaffirms its commitment to the overtime ban. However, it now recognises that the ban should be extended to all Fire Brigades Union members, to ensure fairness and equality for all within the Union.

SUFFOLK

85. ESTABLISHMENT SCHEMES – FAIRNESS AT WORK

This Conference opposes any attempt by Chief Fire Officers/Firemasters to use Fairness at Work issues as a means of reducing uniformed establishments.

Should any such attempts be made, the Fire Brigades Union in that Brigade should ballot members for industrial action.

TYNE & WEAR

Amended by Lothian & Borders and Humberside

86. FIRE BRIGADES UNION EDUCATION REVIEW

This Conference views with serious concern the apparent lack of commitment shown by the Executive Council to the issue of education of Fire Brigade's Union Members. The necessity of the delivery of effective education has become imperative with the imminent retirement of many active Fire Brigade's Union Members.

This Conference therefore demands that the National Officers carry out an immediate review, that incorporates the views of Brigade and Regional Education Reps, into the delivery of Trade Union Education. The findings of that review to be put before Conference 2003.

DERBYSHIRE

88. EDUCATION POLICY

This Conference calls upon the Executive Council to undertake an urgent review of the Union's education policy with the objective of reporting to Conference 2003, measures designed to ensure, as far as possible, the development and encouragement of future Fire Brigades Union representatives.

NORTHERN IRELAND

89. FIRE BRIGADES UNION POLICIES

This Conference demands a clear, full collation of all Fire Brigades Union policies to be made available to all Officials as agreed at previous Annual Conferences and should be supplied to Officials before December 2002.

ISLE OF WIGHT

Amended by Humberside

91. FIRE BRIGADES UNION – HANDBOOK

This Conference calls upon the Executive Council to produce handbooks for all Fire Brigades Union posts from Branch to Regional level. This handbook is to be published and distributed by the end of 2002.

*LINCOLNSHIRE
Amended by Kent*

93. CIVIL REGISTRATION BILL

This Resolution calls upon Conference to support the Relationship (Civil Registration).

The implementation and acceptance of this Bill will greatly enhance the Legal status of all partners.

Therefore we call upon Conference to encourage all members of this Union to contact and lobby their Members of Parliament to support this Bill in order to recognise all partnerships.

*WEST MIDLANDS
Amended by Merseyside*

Emergency Resolutions Carried ...

Emergency Resolution 1 – PAY

The Fire Brigades Union Executive Council acknowledges the historical benefits of the Fire Service National Pay Formula in maintaining a reasonable level of wages for Fire Service personnel.

However since the 1980's, the characteristics of the UK labour force have changed considerably. This has resulted in a significant decline in the manufacturing sector which has made the Fire Service National Pay Formula less effective in delivering a reasonable living wage to those who render a vital emergency public service to our communities. Simultaneously the jobs of Firefighters and Emergency Fire Control Staff have become increasingly complex and skilled and this should be reflected in their wages.

The Executive Council commissioned a report from the Labour Research Department on the Fire Service National Pay Formula which was received in April 2002. The report comprehensively endorsed the above points.

After widespread consultation, careful consideration and taking full account of the LRD report the Executive Council are recommending to this Annual Conference that we mount a vigorous campaign in pursuit of a fair wage for Firefighters and Emergency Fire Control Staff. This should include:

- i. An improvement in the basic pay for Firefighters to £30,000 by November 2002. Existing differentials across rank structures should continue to apply pending the outcome of the Rank Structure Review.
- ii. As a trade union committed to equality and fair treatment for all members and in recognition of their pivotal role, Emergency Fire Control Staff to receive the same wages as Firefighters of their equivalent rank.
- iii. Firefighters working the Retained and Volunteer Duty Systems can be expected to do the same job as their Wholetime counterparts. They should be trained to the same standard and receive the same pay and conditions.
- iv. A modern Fire Service demands a highly skilled and motivated workforce. FBU members are already committed to these important principles. This should be reflected in a more appropriate and relevant Fire Service National Pay Formula.

The Executive Council believe that the above points reflect the Fire Brigades Union's commitment to modernising the Service. It is our wish to pursue and resolve these issues in negotiations with our Employers. It is our express wish to avoid confrontation. If however this is not possible then the Executive Council will recall Conference and recommend that members take strike action in pursuit of a fair wage for Firefighters and Emergency Fire Control Staff.

Moved by the Executive Council

Seconded by Derbyshire

*Supported by Strathclyde, Leicestershire, Buckinghamshire, Cheshire,
Cambridgeshire, West Midlands, Devon, and Greater Manchester*

Emergency Resolution 2 – FIRE SERVICE EMERGENCY COVER

Conference acknowledges the intention of the Executive Council to move an Emergency Resolution on the report of the CFBAC Fire Cover Review Task Group and regrets that this has not been possible due to the report having not been published, as intended, in March 2002.

Conference notes that the Executive Council held a seminar of Brigade and Region Officials on 18 April and also endorses their decision that the report of the Task Group will be sent to all branches once it is received.

Conference notes that special meetings of the CFBAC's are planned for July to consider the report and is concerned that this timetable will not allow for the full consultation with the Membership and Officials that the Executive Council planned.

Conference also notes though that given the preliminary results from the Pathfinder Trials, as reported to the Officials seminar in April, it is unlikely that a final position will be sought or adopted at the July CFBAC meetings.

Conference endorses the Executive Councils recommendation to pursue the following strategy:

- Support the Principle of Risk Based Emergency Cover
 - Public protection should be improved
 - Safety of firefighters must not be compromised
 - Cover should directly address risk to life
 - Risk to environment, heritage and property should be taken into account
 - A risk based approach to Special Services
- Demand Legislation on Special Services
- Campaign for increased funding
- Campaign for commensurate staffing levels
- Protect Conditions of Service
- Establish Emergency Cover Strategy Group
- Monitor the implementation process
- Implement FBU training and awareness campaign

Conference in endorsing the above strategy is recognising that a risk based emergency cover system for the UK can lead to safer communities and a safer workforce but this can only be achieved if Government and Fire Authorities are prepared to invest considerable increased resources to the Fire Service. Conference gives full endorsement to the Executive Councils intention to recall Annual Conference with a recommendation for strike action if Government or the National Employers attempt to divert a risk based approach to emergency cover to one which puts at risk public safety, firefighter safety, conditions of service or jobs.

*Moved by the Executive Council
Seconded by Derbyshire
Supported by Suffolk*

Emergency Resolution 4 – IRAQ

Conference condemns the continuing War and Sanctions against Iraq and believes that America's recent proposals to consider the use of tactical nuclear weapons against various countries including Iraq is symptomatic of imperialist aggression which must be halted.

This Conference therefore calls on the TUC to send a delegation to visit the General Federation of Trade Unions (Iraq) in Baghdad, with a view to building fraternal relations between Iraqi and British trade unionists.

This would be a first step towards ending all hostilities between our two countries.

*Moved by Greater Manchester
Seconded by Fife*

Emergency Resolution 5 – ANTI PRIVATISATION

Conference condemns Tony Blair for labelling as wreckers trade unionists opposed to privatisation.

Conference agrees that New Labour are the real wreckers for continuing to privatise our services.

Conference resolves to actively oppose privatisation by supporting the calls of some union leaders for a united demonstration and action against privatisation and in defence of the public sector.

*Moved by London
Seconded by GMC*

Emergency Resolution 6 – THE SCOTTISH FIRE SERVICE

Conference views with utmost concern and alarm, and condemns many aspects of the Scottish Executive's consultation document "The Scottish Fire Service of the Future".

Behind the glib statements of 'partnership' and 'progress' the FBU clearly sees even more attacks on our emergency, life-saving service.

The Scottish Executive are quite clearly intent on introducing PPP/PFI into the Fire Service in Scotland – intent on allowing big business to make profits on the back of the public's suffering.

They are intent on merging fire controls, possibly with other agencies – threatening our members' jobs and reducing the excellent service provided by FBU members both in emergency control rooms and operationally. These moves by the Scottish Executive are clearly in opposition to the FBU's national policies and will put us in immediate conflict with the Labour dominated Scottish Parliament.

We demand that Conference and the FBU national membership today sends a clear message to the Scottish Parliament that we will resist, by any means necessary, any attempts to profiteer from the Fire Service and reduce jobs and safety standards in Scotland.

*Moved by Strathclyde
Seconded by Fife
Supported by Dumfries & Galloway, Grampian, Central,
Lothian & Borders, Highland & Islands, Tayside, CSNC*

Emergency Resolution 7 – ANTI NAZI CAMPAIGN

Conference notes the election of three BNP councillors in Burnley.

Conference condemns the BNP as a Nazi Party committed to bigotry, race hatred and the smashing of workers organisations and democracy.

Conference reiterates the FBU's total opposition to the Nazis and our support for Anti Nazi initiatives and campaigns.

Conference calls on FBU members and the wider trade union and workers movement to fully support the Anti Nazi demonstration and carnival in Burnley on the August bank holiday Monday the 26th.

This demonstration and carnival aims to undermine the Nazi BNP by bringing together people of all creeds and colour in a massive display of unity.

Moved by Essex

Emergency Resolution 8 – NATIONAL ASSOCIATION OF FIRE OFFICERS

This Conference condemns the attempts of NAFO to resurrect itself via the auspices of Amicus and TEAM AEEU, and by issuing recruitment packs to Fire Stations and Fire Control rooms within the last month, and calls upon the Executive Council to raise this issue as a matter of urgency with the General Secretary of the TUC.

*Proposed by GMC
Seconded by Mid & West Wales
Supported by North Wales*

Motions Defeated ...

<i>Resolution 11</i>	FIRE SERVICE SMOKING POLICY	NORTH WALES
<i>Resolution 42</i>	BEST VALUE	LONDON
<i>Resolution 52</i>	CO-RESPONDER/FIRST RESPONDER	DEVON
<i>Resolution 78</i>	ALL DIFFERENT – ALL EQUAL	LONDON
<i>Resolution 81</i>	DEATH LEVY	LOTHIAN & BORDERS
<i>Resolution 84</i>	CLOSED CIRCUIT TELEVISION	WEST YORKSHIRE
<i>Resolution 92</i>	CHILD CARE – INVESTIGATION	ISLE OF WIGHT

Alterations to Rules – Carried

RULE 3 (2)	OBJECTS OF THE UNION	CARRIED
RULE 5 (1) (h)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
RULE 5 (c)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
RULE 5 (7)	CONDITIONS OF MEMBERSHIP AND CONTRIBUTIONS	CARRIED
RULE 7	ANNUAL CONFERENCE	CARRIED
RULE 8 (2)	CONSTITUTIONS AND POWERS OF THE EXECUTIVE COUNCIL	CARRIED
RULE 8 A	INTERNAL UNION DISCIPLINE – HONORARY OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS	CARRIED
RULE 8 A (4)	INTERNAL UNION DISCIPLINE – HONORARY OFFICIALS OTHER THAN EXECUTIVE COUNCIL MEMBERS	CARRIED
RULE 8 B (4)	INTERNAL UNION DISCIPLINE – EXECUTIVE COUNCIL MEMBERS, PRESIDENT AND FULL TIME OFFICIALS	CARRIED
RULE 18	REGIONAL CHAIRS, SECRETARIES AND TREASURERS	CARRIED
RULE 19 (1) (b)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (d) (iii)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (e) (i)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (e) (iii)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (e) (iv)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (e) (v)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (e) (vi)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (f) (i)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (f) (ii)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (f) (iii)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (g)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (1) (h)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (3) (b)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (3) (c)	NATIONAL AND REGIONAL ELECTIONS	CARRIED

RULE 19 (3) (d)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (3) (e)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (3) (f)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 19 (3) (g)	NATIONAL AND REGIONAL ELECTIONS	CARRIED
RULE 21 (1) (b)	BRIGADE COMMITTEES	CARRIED
RULE 22	NATIONAL COMMITTEES	CARRIED
RULE 22 (i)	NATIONAL COMMITTEES	CARRIED
RULE 22 (ii)	NATIONAL COMMITTEES	CARRIED
RULE 22 (iii)	NATIONAL COMMITTEES	CARRIED
RULE 22 (iv)	NATIONAL COMMITTEES	CARRIED
RULE 22 (v)	NATIONAL COMMITTEES	CARRIED
RULE 22 (vi)	NATIONAL COMMITTEES	CARRIED
RULE 25 (3) (a)	ASSISTANCE TO MEMBERS	CARRIED
RULE 25 (3) (b)	ASSISTANCE TO MEMBERS	CARRIED
RULE 25 (3) (c)	ASSISTANCE TO MEMBERS	CARRIED
RULE 25 (3) (d)	ASSISTANCE TO MEMBERS	CARRIED
RULE 26 (2) (b)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 26 (2) (b) (i)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 26 (1) (d)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 26 (3) (c)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 26 (4) (b) (i)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 26 (4) (b) (ii)	INTERNAL UNION DISCIPLINE	CARRIED
RULE 30 (1) (e)	ACCIDENT AND INJURY AND DEATH BENEFIT FUND	CARRIED

Rules Remitted

RULE 30 (3) (b)

ACCIDENT AND INJURY AND DEATH
BENEFIT FUND

CHESHIRE

Final Appeals Committee

- Region
1. Bro J. Munro
 2. Bro T. Maguire
 3. Bro T. Turnbull
 4. Bro M. Peel
 5. Bro W. Gee
 6. Bro D. Limer
 7. Bro C. Wood
 8. Bro S. Jenkins
 9. Bro N. Thompson
 10. Bro G. Tranquada
 11. Bro J. McVeigh
 12. Bro G. Fowler
 13. Bro P. Miller
 14. Bro B. Beechgood

Firefighter Representatives

- Region
1. Bro T. Tierney
 2. Bro D. Rooney
 3. Bro B. Vinton
 4. Bro B. Blackburn
 5. Bro R. Pounder
 6. Bro R. Finch
 7. Bro C. Wood
 8. Bro C. Protheroe
 9. Bro S. Tottie
 10. Bro A. Drage
 11. Bro J. McVeigh
 12. Bro M. Simmons
 13. Bro M. Newland
 14. Bro P. Jordan

ONC	Bro A. Morris
CSNC	Bro I Smith
WNC	Sister D. Feltham
B&EMM	Bro P. Ahmed
G&LNC	Bro S. Brown
RNC	Bro H. Cotter

Election of Standing Orders Committee

Elected

Brother Tony Nutting