

# FIREFIGHTER

THE MAGAZINE OF THE FIRE BRIGADES UNION | JUNE/JULY 2020

# WE REMEMBER

FIREFIIGHTERS'  
MEMORIAL DAY

SEE P8

**FIRE SERVICE NEEDS  
INVESTMENT, NOT CUTS**

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**THE BARBARITY  
OF GRENFELL**

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THE VIRUS**

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# MATT WRACK

## OUR MEMBERS HAVE PLAYED THEIR PART. THANK YOU

When the last issue of *Firefighter* was published we had just completed negotiations on a national agreement that would allow firefighters to respond to the coronavirus crisis.

Now, three months on, we have seen the agreement bear fruit with fire and rescue services all over the UK taking on additional activities to support their communities.

FBU members have been assisting with moving bodies, driving ambulances, delivering essentials to vulnerable people, and doing their bit to transport millions of pieces of PPE to the NHS and care frontline.

After further discussions with national employers and the National Fire Chiefs Council, we have agreed to extend the national agreement until 15 July, pending a further extension to 26 August.

I want to thank all our members who have played their part so far.

### REMEMBERING THE FALLEN

The beginning of May saw the FBU mark Firefighters' Memorial Day, albeit in unusual circumstances.

As a result of the pandemic and the associated social distancing measures, the public ceremonies that we have become used to attending were unable to take place. This meant marking the day in new and innovative ways.

At the National Firefighters Memorial at St Paul's in London, I was able to lay a wreath on behalf of our union alongside crews from Shoreditch and



Honouring the fallen: firefighters in Telford, Shropshire, and, below, Matt Wrack lays a wreath at the National Firefighters' Memorial at St Paul's



MARK THOMAS

Dowgate fire stations. This was live-streamed to FBU members and the public across social media. ● Read more on pages 8 to 11.

### GRENfell

As I write this, we are just one day away from marking the third anniversary of the

Grenfell Tower fire. For those who survived and lost loved ones, I cannot imagine how difficult those three years have been.

The FBU will be taking special steps to acknowledge the anniversary in a video which brings together both firefighters and residents.

We are also issuing a set of demands to the Westminster government which has done very little to address the building safety crisis in the days, months and years since the Grenfell disaster.

### PAY AND PENSIONS

The beginning of June saw the FBU begin official pay negotiations with employers. Via video-conference we made the case for an immediate and substantial increase to our members' pay. Negotiations are ongoing.

Earlier in May we also filed court proceedings against the UK government over the withholding of pension improvements. And on the subject of pensions, we are also encouraging members to submit their age discrimination pension claims before 30 June.

### BLACK LIVES MATTER

I was disgusted at the death of George Floyd at the hands of the Minneapolis police department. It was sadly another abhorrent example of police brutality that has claimed so many black lives.

We have offered our solidarity with those protesting against racism across the Atlantic, and also with our black and minority ethnic brothers and sisters in the UK who are also fighting for equal treatment.



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## FIREFIGHTER

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# NEWS

## GRENFELL INACTION

Union condemns failure to honour cladding removal pledge

p7



## VIDEO GOES GLOBAL

Video of firefighters singing a song of solidarity from lockdown has been a social media hit p6



Firefighters use anti-bacterial wipes to clean a fire engine after a call to a wildfire in Hartley Wintney, Hampshire

# FBU CALLS FOR INVESTMENT IN FIRE SERVICE AND END TO CUTS

## FIRE COVER

The FBU has called for a moratorium on cuts to fire services across the UK in a letter to the prime minister and first ministers of the devolved nations.

In the letter, the union criticises the lack of preparation for the COVID-19 pandemic and cuts to the fire service over the last 15 years. It warns the politicians not to allow plans to be drawn up that would reduce vital fire cover during or after the crisis.

Instead, the FBU has called on ministers to invest in the service for the future.

The fire service has experienced brutal cuts over the last 15 years, most strikingly since the start of austerity in 2010.

The most recent local government funding settlement figures show that central funding for fire services in England has been cut by 30% since 2013-14. National Audit Office figures,

using a different system, show similar cuts from 2011 to 2015.

Firefighters have taken on 14 new areas of work to help their communities through the crisis, including helping to stem the spread of infection in care homes, driving ambulances, and moving dead bodies.

Matt Wrack, FBU general secretary, said: "This crisis has shown how important it is to invest in our public services.

"When our communities have needed support, it's firefighters who have stepped up to help out.

"There are foreseeable risks that could cause our next major national emergency – and when that happens, we need a properly funded fire service to respond.

"The government must invest in our public services, now and for the future."

The letter comes as East Sussex Fire Authority is consulting on plans to make drastic cuts to its fire service, including

cutting 10 fire engines, 30 wholetime firefighters and 60 retained firefighters.

More than 23,000 people have signed a petition calling for a stop to the cuts, while over 1,800 people have written to Roy Galley, the chair of the fire authority, to share their concerns over the proposals.

The campaign has gained cross-party support, with Labour MP Lloyd Russell-Moyle and Conservative MP Maria Caulfield joining forces to oppose the cuts. Lloyd Russell-Moyle also challenged Prime Minister Boris Johnson over the cuts at Prime Minister's Questions on 3 June.

Elliot Parry, East Sussex FBU brigade secretary, said: "We would like to extend our gratitude to everyone who's supported us so far in this campaign. These cuts will cost lives and must not go ahead.

"Together, we can stop these unsafe plans and protect residents and our fire service."

# FBU DEMANDS IMMEDIATE AND SUBSTANTIAL PAY RISE AT VIRTUAL NEGOTIATIONS

## PAY

The FBU called on employers to implement an “immediate and substantial increase” in pay for firefighters and control staff, as negotiations commenced by video conference.

Representing the employees’ side at the National Joint Council (NJC), which negotiates pay in the fire and rescue service, the FBU demanded action to tackle a decade of austerity and government pay freezes that have reduced firefighter pay.

Firefighter pay has been cut by £4,091 in real terms, using the government’s preferred method of

calculating inflation, the consumer price index (CPI).

The union has previously said that any agreement on broadening firefighters’ roles would need to account for pay lost over the past decade.

Broadening the role discussions were paused last year following uncertainty regarding the timing of central government’s spending review.

A pay settlement for 2020 is due by 1 July. As *Firefighter* went to press, pay negotiations were ongoing.

As with previous years, any pay agreement reached after the 1 July deadline is expected to be backdated to that date.



Firefighters take a knee at a Black Lives Matter protest in Brixton, South London

## FBU CONDEMNS GEORGE FLOYD MURDER

The FBU has condemned the murder of George Floyd, an unarmed black man, by police officers in Minneapolis which sparked protests across the world.

The FBU’s Black and Ethnic Minority

Members section said it was “appalled and disturbed by the horrific murder,” while the union’s executive council condemned centuries of “terrible oppression”.

Firefighters across the UK participated in a

“take the knee” protest, referencing American football professional Colin Kaepernick’s protests against police brutality in which he knelt during the playing of the US national anthem before games.

## SOUNDING OFF

*Ali Milani, a Labour councillor in Hillingdon West London, who stood against Boris Johnson in the 2019 general election, on the personal cost, and political opportunities for socialist ideas created by Covid-19*

## A NEW WORLD WILL BE UP FOR GRABS

On 13 March my father was diagnosed with Covid-19 and just eight days later he had passed away. A disease, which three months prior we had never heard of, had brought tragedy to our family.

While coronavirus took many of us by surprise, the truth is it was the most predictable crisis in the world. For many years the World Health Organisation had been warning world leaders of a crisis just like this.

Our unpreparedness and subsequent disastrous handling of this crisis has meant pain for so many families like mine. Boris Johnson’s government failed its test. We enforced lockdown too late, avoided quarantining flights until months in, failed NHS workers on PPE and resisted calls for a “test and trace” system at the time it was needed.

This crisis is the biggest test of our generation. The post Covid-19 world will be different – of that there is no doubt. Our economy, our society and our politics will have to be rebuilt and reimagined. The question is: by who?

Coronavirus has highlighted the value of our ideas. Whether it be workers’ rights, the value of trade unions, or the principle of the NHS itself, we can take heart that the things that held society together were the ones created by us. And they are socialist ideas.

It is only through serious commitment – in our trade unions, in our Labour Party and in our communities – that we can meet this challenge.

The world today is a different place to the one we left behind; but tomorrow, the new world is up for grabs.



# GOVERNMENT IN COURT OVER WITHHELD PENSION BENEFITS

## PENSIONS

The FBU, along with three other public service unions (POA, PCS, and GMB), has begun court proceedings over the government's withholding of improved pension benefits from hundreds of firefighters and hundreds of thousands of public service workers.

Members of the 2015 public service pension schemes should have seen their benefits improved in April 2019 after a valuation of the scheme showed that the cost to the government had dropped.

However, Liz Truss, chief secretary of the treasury, announced in January 2019 that this benefits uplift would be "paused" until the government processed the consequences of losing an age discrimination case brought by firefighter members of the pre-2015 schemes.

It is feared the government will use the cost of the age discrimination case to claim that the cost of firefighter pensions

had increased overall, thus denying the pension improvements to members.

The claim filed by the FBU and other unions is designed to force the government to lift the pause and improve employee benefits in line with its own regulations. Should the unions win the case, members would be eligible for either benefit improvements or contribution reductions, or a mixture of both.

The FBU is also looking at compensation claims for members who suffered unlawful age discrimination following the 2015 attacks on firefighter pensions. So far, over 10,000 new claims have been filed via the FBU website. Members affected by the pension attacks who have not yet filed a claim have until 30 June to do so.

Matt Wrack, FBU general secretary, said: "We have taken the government to court before and won, and we are ready and willing to do it again to see justice prevail."

## IN BRIEF

### MPS AND FBU PLAN BY VIDEO

MPs will take the issues of cuts to fire and rescue services and the lack of preparedness for a pandemic in the service to the government after the FBU held a first-of-its-kind virtual meeting of its parliamentary group.

The group of 48 MPs, who act as FBU allies in Westminster, met via video conference with FBU general secretary Matt Wrack. He told them the pandemic had exposed a lack of preparedness in the service, with the effects of 10 years of austerity undermining resilience.

Group MPs are keen to take the matter to the government and the union will provide materials for them to do so.

Brighton MP Lloyd Russell-Moyle updated the group on his and the FBU's campaign against cuts in East Sussex.

Wrack spoke to the group about the national agreement with employers and the National Fire Chief's Council and gave an overview of the additional activities firefighters have been carrying out during the crisis.

MPs also received an update on the Grenfell Tower inquiry and the Fire Safety Bill which is passing through parliament.

### CORONAVIRUS WORK EXTENDED

Firefighters' work responding to the pandemic has been extended until 15 July and could be extended further until 26 August.

The FBU agreed the extension with fire chiefs and national employers, stating that the virus "continues to be a risk in our communities".

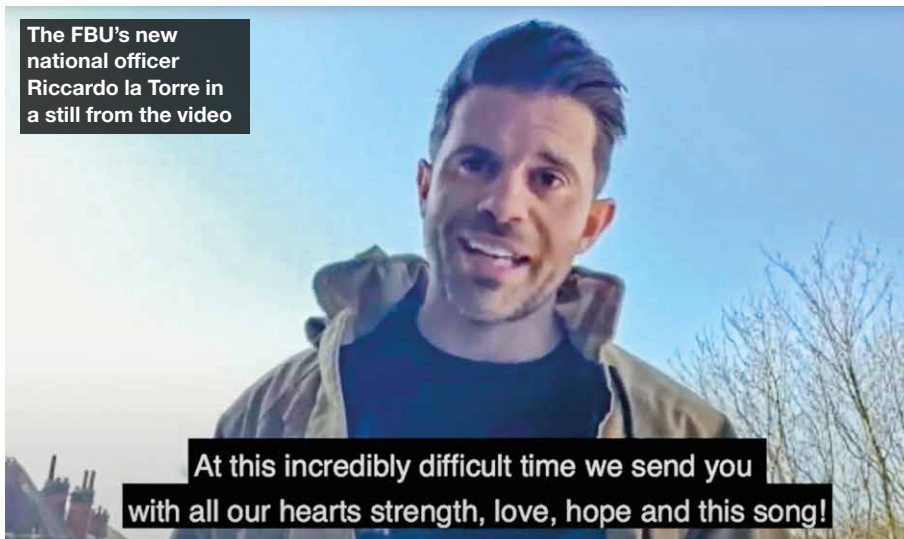
But the group has raised concerns about variations in local risk assessments, with the latest agreement making clear that "hazards do not vary across fire and rescue areas".

National risk assessments are now to be produced for all 14 agreed activities, to be implemented locally by fire and rescue services. If successful, the agreement will be extended until 26 August.

Firefighters working in ambulances, mortuaries, hospitals, and care homes should be detached from their normal fire service location, the group recommended, and services should halt any coronavirus response work outside of the agreement until activities can be agreed at a national level.

New COVID-19 testing guidelines for fire and rescue personnel have also been agreed. They require a test after three days of removal from detachment for coronavirus response duty. Staff will not be permitted to return to fire stations until they have tested negative.

The FBU's new national officer Riccardo la Torre in a still from the video



## FIREFIGHTERS' SOLIDARITY SONG GOES GLOBAL

Firefighters across the UK hit the headlines with a video of themselves singing the Italian protest song *Bella Ciao* in tribute to Italian firefighters.

It honours firefighters in Italy who died from coronavirus and sends a message of solidarity to firefighters around the world who are protecting their communities.

The video spread

across social media and was reported in the major Italian newspaper *La Repubblica* and was viewed 198,000 times on the paper's website. It was also aired by the TV network RAI.

In the UK, the song was featured on Sky News. More than 41,000 people have watched the video on YouTube, and over 29,000 people have

seen it on Twitter.

Matt Wrack, FBU general secretary, said: "The fire service is a family without borders. We stand in solidarity with our brothers and sisters across the world who are going above and beyond to get their communities through this crisis."

■ Watch the video: [youtu.be/8014juoORPs](https://youtu.be/8014juoORPs)



Firefighters working at the scene of a fire (inset) at the six-storey Cube student accommodation building in Bolton in November last year which highlighted the danger of high-pressure laminate (HPL) cladding

# GRENFELL: THREE YEARS OF GOVERNMENT INACTION IS RISKING ANOTHER DISASTER

Firefighters and residents condemned the government's shameful lack of progress in addressing the UK's building safety crisis on the third anniversary of the Grenfell Tower fire.

The FBU launched a video to mark the anniversary. It contains interviews with residents and firefighters affected by the crisis.

Last year, the government pledged that by the third anniversary of Grenfell, it would have completed remediation of buildings with flammable cladding. But more than 300 buildings remain clad in the same flammable aluminium composite material (ACM) as Grenfell.

After years of lobbying from residents, firefighters, and building safety experts, the government finally began testing other potentially flammable materials last year, including high-pressure-laminate (HPL) cladding, which is almost as flammable as ACM.

In March, the Westminster government announced funding for the removal of HPL cladding, but the fund only applies to buildings of 18 metres or taller. This would exclude buildings like The Cube student accommodation

in Bolton, a 17.84-metre building with HPL cladding, that caught alight last November.

A survey by the housing communities and local government committee of MPs found that 34% of residents in buildings with fire safety issues had missing or inadequate fire breaks, 30% had combustible or missing insulation, 14% had timber balconies or walkways, and 5% had inadequate fire doors, none of which are currently covered by the fund.

The government's £1bn building safety fund, which recently opened to applications, is only available on a first-come-first-served basis and is not

**AT LEAST 550,000  
PEOPLE LIVE IN  
BUILDINGS WITH  
FLAMMABLE  
CLADDING**

expected to cover all buildings at risk, even under its limited terms. Greater Manchester Combined Authority has calculated that a quarter of the fund would be needed to tackle flammable cladding in its area alone.

It is estimated that at least 550,000 people live in buildings with flammable cladding. Only estimates are available as the government has still not successfully completed an audit of all buildings to assess fire safety risks.

The FBU has repeatedly called on the government to take urgent action to prevent another fire like Grenfell.

Before the Grenfell Tower fire, MPs had sent seven letters to then housing minister, Gavin Barwell, about the urgent need to review fire safety rules.

The last was sent less than a month before the fire. It was the latest in a series of at least 21 letters to successive ministers, none of which resulted in any concrete action.

After losing his seat in the 2017 election, Barwell was appointed Theresa May's chief of staff. He has never apologised for failing to take action before the Grenfell Tower fire.

FIREFIGHTERS' MEMORIAL DAY



# FIREFIGHTERS' ME







# MORIAL DAY 2020



# STILL MORE TO DO ON FIREFIGHTER SAFETY

Firefighters' memorial day was marked by a minute's silence at stations all over the UK



**O**n 4 May, firefighters, MPs and the public came together for Firefighters' Memorial Day to remember firefighters who have lost their lives in the line of duty. At midday, on-duty firefighters across the UK stood outside fire stations for a minute's silence and sounded sirens in honour of their fallen brothers and sisters.

This year's day of remembrance was like none of those held in the preceding years, however, falling in the middle of a pandemic that has caused "normal" life to grind almost to a complete halt.

Strict social distancing measures had been in place from March and, for the first time since Firefighters' Memorial Day officially began in the UK three years ago, firefighters were unable to be joined at ceremonies by the public they serve.

"We knew about a month ahead that we would be unable to mark Firefighters' Memorial Day in the manner that we usually would, and so we had to get

thinking about the ways around it. We were absolutely determined to ensure that the day was marked properly," said FBU general secretary Matt Wrack.

The FBU live-streamed the wreath laying at the Firefighters' National Memorial at St Paul's, London.

Matt Wrack was joined by members from Shoreditch and Dowgate fire stations, who stood in socially-distanced formation alongside Firefighters Memorial Trust chaplain Mia Hilborn, who delivered a moving address.

## HUNDREDS PAY TRIBUTE

At 12pm the bells of St Paul's rang out and those present bowed their heads.

The broadcast from the memorial was viewed by thousands on Facebook, with hundreds leaving comments paying tribute to fallen firefighters.

"It was incredibly poignant seeing the streets deserted except for firefighters who stood silent underneath St Paul's. It really helped to bring home what an important day this has become for our profession, and it was particularly special

to know that so many were joining us online," said Matt Wrack.

The pandemic changed the way the day was commemorated, but also gave it extra significance. Across the world, dozens of firefighters had lost their lives to the virus.

At home, red plaque unveilings for fallen firefighters had to be postponed: Jim Shears and Alan Bannon in Southampton on 6 April, Anthony Marshall in Wimbledon, London, on 30 April and David Morris and John Davies, in Hereford, due to take place on Firefighters' Memorial Day itself, at Hereford Cathedral.

Three firefighters have tragically lost their lives in the last 12 months. Josh Gardner, a 35-year-old father of two, died in September last year from injuries sustained during a water rescue training exercise with Mid and West Wales Fire and Rescue Service.

Stevie Kerridge, an Aberdeenshire firefighter of 20 years, and Simon Kaye, a firefighter with Dorset and Wiltshire Fire and Rescue service, were both taken



ill and later died on 13 April this year.

With public meetings drastically curtailed, a centrepiece of this year's memorial day was, instead, a commemorative video commissioned by the FBU which told the story of friendship and loss amongst firefighters.

In just three days the video received more than 330,000 views on the FBU's social media channels.

On memorial day itself, brigades were encouraged to share images of firefighters standing to attention outside

**'WE WERE DETERMINED TO ENSURE THAT THE DAY WAS MARKED PROPERLY'**

their stations. These were seen by almost one million people on Twitter and Facebook.

The FBU's commitment to bringing members together to mark the day did not stop there. Shortly after the wreath-laying, general secretary Matt Wrack, president Ian Murray and national officer Tam McFarlane led an online video remembrance ceremony on Zoom, the virtual conferencing platform, where they were joined by hundreds of FBU members.

In a new and fitting tribute, the individual names of the 2,300 firefighters lost have also now been placed on a dedicated page on the FBU website.

The day received widespread support from fellow trade unions with politicians from every corner of the UK dedicating personal messages to firefighters.

Members of the Scottish Parliament proposed a motion which welcomed the opportunity to "come together to remember the members of the fire service who have lost their lives on the frontline".

**Matt Wrack (right) and Shoreditch and Dowgate firefighters at the ceremony outside St Paul's Cathedral in London**

The first Firefighters' Memorial Day in the UK was held in 2017 as part of a collaboration between the FBU and the Firefighters Memorial Trust.

The Firefighters 100 Lottery, which helps to fund the Red Plaque scheme, has raised more than £435,000 for good causes since its inception in 2016.

Each memorial year has had a focus not only on remembering those who have died at work, but also fundraising for injured firefighters, the families of the deceased, and raising issues of health and safety.

"The idea is to not just remember those who have gone, but to strive for a safer working environment for firefighters," said Matt Wrack.

"Firefighting has become safer and, fortunately, there are fewer deaths, but that is only because of the campaigning that has been done to improve safety practices. But there is more to do."



# GRENFELL

# THE BARBARITY

# OF MODERN

# CAPITALISM

A relentless drive for profit, regardless of the human cost, aided by government determination to destroy safety regulations, is emerging from the Grenfell inquiry as the root cause of the disaster, says **Matt Wrack**

ANDREW REDINGTON/GETTY IMAGES

**T**hree years ago, on 14 June 2017, the external cladding of Grenfell Tower caught alight after fire spread from a flat on the fourth floor. A building that should have been comprised of fire-resistant compartments saw flames spread rapidly up its exterior. Something had gone horribly wrong – and 72 lives were lost as a result.

After the fire, scrutiny of firefighters who had risked their own lives time and again to save others was prioritised over understanding how the building became a death trap.

It was only two and a half years later, in phase two of the public inquiry, that those involved in Grenfell's deadly refurbishment took the stand.



Grenfell Tower today

Weeks of hearings were then lost as businesses that refurbished Grenfell and profited from its flammable cladding began the process of obtaining legal assurances from the Attorney General that their oral evidence would not be used against them in any criminal prosecution.

The inquiry has now lost months to the coronavirus pandemic. But, before COVID-19 shut down much of the world, a grimly familiar picture was beginning to emerge.

At every stage, decisions were made that prioritised cost-cutting and profitability over people's safety.

Powerful corporations sold or installed products they knew were dangerous in the pursuit of profit. The local council and its agents, for whom public safety should have been a crucial consideration,

were also driven overwhelmingly by the need to cut costs. Those involved in the design and construction cut corners and made decisions based on appearance and cost, not suitability and safety.

The word "unprecedented" is sometimes used in reference to Grenfell but, make no mistake, the fire was not unforeseeable.

### THE RISKS WERE CLEAR

From the evidence we have seen so far, it is clear that the risks of the flammable aluminium composite material (ACM) cladding were well-known to those who profited from Grenfell's refurbishment.

In an email to a fire engineer, one of the architects said, "metal cladding always burns and falls off", while an employee of cladding contractor Harley Facades said: "as we all know, the ACM

will be gone rather quickly in a fire!"

Rydon, the design-and-build contractor, fared the worst of five companies bidding for the Grenfell project in a pre-qualification process organised by Kensington and Chelsea Tenant Management Organisation (KCTMO), the body responsible for council housing in the area.

But it had provided the cheapest quote

## DECISIONS PRIORITISED COST-CUTTING AND PROFITABILITY OVER SAFETY

for the project, some £800,000 less than their closest competitor.

As KCTMO sought further savings, Harley Facades proposed to save £454,000 by using flammable ACM cladding. The project had been designed with more fire-resistant zinc-cladding; an “obvious targets for savings”, according to one architect, who suggested it could be swapped out for “something cheaper”.

In the latest phase on the public inquiry, shortly before COVID-19 brought matters to a halt, each of the companies involved in the refurbishment, in their opening remarks, pointed the finger at another.

They are, they claim, heartbroken by the tragedy, but only followed the rules set by government, or were at the mercy of the other companies involved.

**MERRY-GO-ROUND OF BUCK-PASSING**

While there is certainly plenty of blame that must be assumed by those involved in the refurbishment, the “merry-go-round of buck-passing” as described by Richard Millett, QC, leading counsel to the inquiry, points to a widespread and deeply embedded culture in which cost is always paramount and safety barely an afterthought.

But this culture can only exist because of the regulatory regime created over the past three decades; a regime created by political decisions.

On the fourteenth of every month, firefighters join the Grenfell community in their silent walk, to remember those killed in the fire. At the end of each walk,

**SINCE THATCHER TOOK POWER, THE BEATING HEART OF BRITISH GOVERNMENT HAS BEEN DEREGULATION, PRIVATISATION AND AUSTERITY**

the names of the 72 lives lost are read out, followed by a rallying cry of “justice”. A member of the community then gives a speech, reflecting on the developments of the past month. There is one name which is frequently mentioned as bearing culpability for the devastation of this community: Arconic.

Arconic, previously Alcoa, manufactured the ACM cladding that caught alight at Grenfell. Headquartered in Pittsburgh in the United States, more than 3,500 miles away from Grenfell, the company has an annual revenue of around \$14bn. Arconic’s stock has remained largely unaffected by Grenfell and remains priced at a comparable level to 2017. Its executive vice president received nearly \$3m in pay last year.

In emails from 2011 seen by the inquiry, an Arconic official told

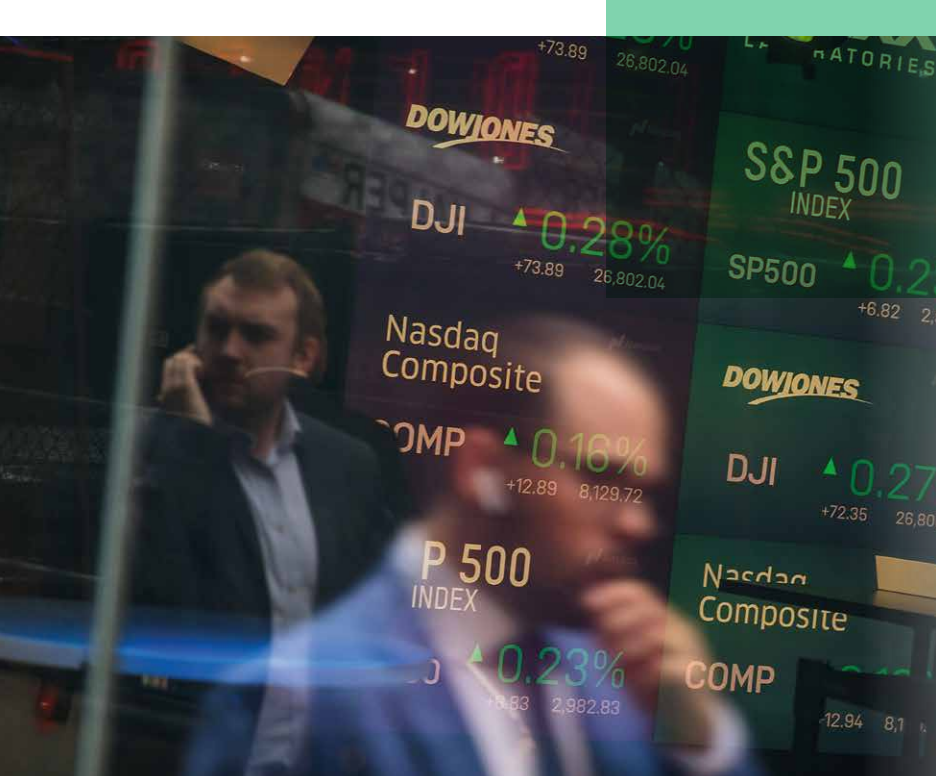
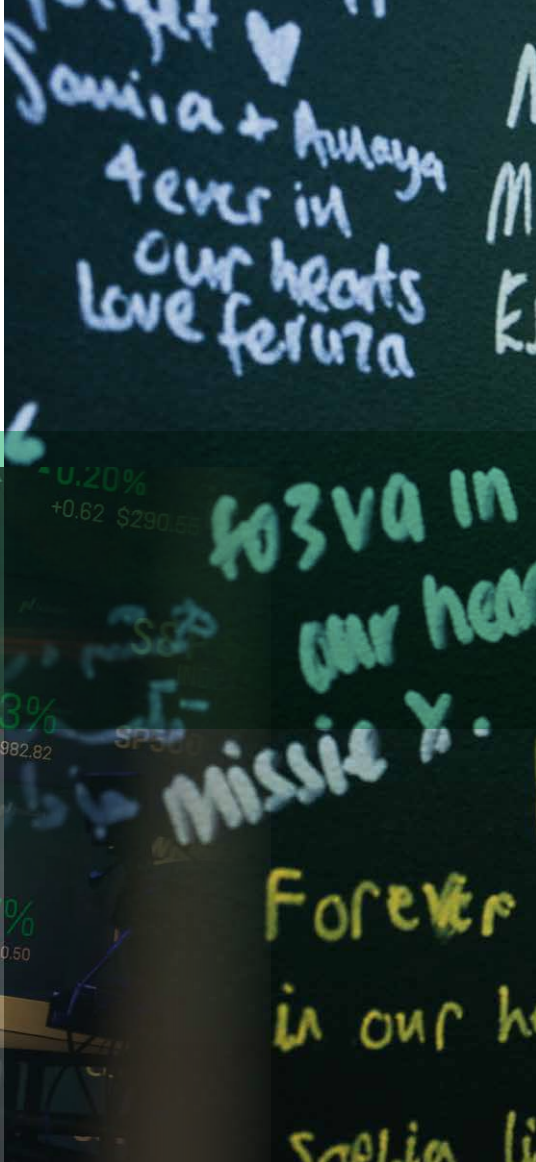
colleagues that the fire rating of their cladding panels had fallen from class B to class E, making them “unsuitable for use on building facades” in Europe.

Undeterred, he said that the company “can still work with regulators who are not as restrictive”.

As one market began to close down, Arconic shifted its sales strategy towards the UK. The company sold the cladding panels for use on Grenfell Tower, in full knowledge that they would be used on a high-rise residential building.

Celotex, the insulation manufacturers, were also aware that their product was not safe for use in high-rise buildings, with one internal email recognising that it “realistically shouldn’t be used behind most cladding panels because, in the event of a fire, it would burn”.

Yet the company and its suppliers actively pursued the Grenfell Tower project, with one supplier suggesting “never has the expression ‘smoke and



BLIOMBERG FINANCE

mirrors' been more appropriate".

Celotex's parent company made €798m last year and more than €2bn in 2017 when the Grenfell tragedy happened.

It is an all-too-familiar tale. Regulations are tightened to prevent the sale of a harmful product, which is then sold in a country with a weaker regulatory structure.

All too often, public safety reforms do not remove harm, they simply displace it. As one market attempts to restrict a dangerous product, the producer will inevitably seek another market to expand sales. It's the inevitable logic of the profit system.

Since Margaret Thatcher took power in 1979, the beating heart of the British government has been a drive towards deregulation, privatisation and austerity. Building regulations, under her government, were cut from 300 pages to just 25. Among the 275 pages lost was a

formal requirement for buildings to be "deemed to satisfy" fire safety regulation.

Thatcher was by no means the only politician to attack fire safety regulations; governments of all stripes, including New Labour, followed suit.

But she fired the starting gun in an onslaught of the state that promoted free commerce at almost any cost.

## 21 LETTERS WARNED OF TRAGEDY

Six weeks before the Grenfell Tower fire, the then housing minister Gavin Barwell, who later became Theresa May's chief of staff, received his seventh consecutive letter from the all-party parliamentary fire safety and rescue group warning of the dangerous state of building safety and the potential for a "major fire tragedy with loss of life".

It was the last of a series of 21 letters to successive ministers and secretaries of state which had, if replied to at all, been dismissed as not urgent. After a decade

of brutal austerity under the coalition and Conservative governments, we have lost more than 11,000 firefighters and a quarter of our fire safety officers.

Hundreds of thousands of people live in homes that are at risk of a fire like Grenfell. They rely on a fire and rescue service that has been gutted of resources.

Since the fire, many of us have said that it must never be allowed to happen again. That requires fundamental social and political change which goes far beyond what can or will be delivered by a public inquiry which, by design, are often set up to ensure questions are kept within safe limits.

Nevertheless, as the inquiry resumes in the months ahead, we should resolve, over three years on, to shine a light on how, beneath the grey bureaucracy of daily decisions, a system driven by profit can lead to a barbaric loss of life.



A wall of memorials to the victims of Grenfell stands at the base of the remains of the tower

# FIREFIGHTING THE

## How firefighters stepped up to help their communities

**T**he coronavirus death toll in the UK has surpassed 51,000, bringing tragedy to thousands of families. The disproportionate impact on the elderly and vulnerable left 2.2 million shielding for months, while millions more were furloughed, laid off or instructed to stay at home.

Throughout, firefighters have stepped up to help their communities. And the FBU has worked to ensure that the response is appropriate, proportionate, and safe – both for its members and the public.

“Firefighters and control staff have always stepped up when the public has been in danger and this crisis is no different,” said Matt Wrack, FBU general secretary. “The strain on all emergency services will continue, but we can and will get through it together.”

After lengthy negotiations between the FBU, the national employers and the National Fire Chiefs Council, a framework for firefighters’ coronavirus response was developed, taking the form of a national agreement at the end of March. This outlined what temporary activities firefighters were able to be involved in.

As *Firefighter* went to press, the agreement had been extended until mid-July, with an option to run until the end of August.

The first wave of activities saw firefighters deployed to drive ambulances and, in the case of mass casualties, assist in the movement of bodies.

Firefighters also undertook delivering vital food and medical supplies to people shielding in their homes.

As the pandemic progressed, firefighters entered new areas. A total of 14 new activities had been agreed at the time of going to press, including assembling PPE, assisting with coronavirus testing and transferring patients to and from emergency Nightingale hospitals.

Firefighters who voluntarily signed up for ambulance assistance were paired with paramedics and their impact has been remarkable.

“The number of members who signed up for the



COURTESY OF WEST MIDLANDS FRS

work was really uplifting,” said Jon Wharnsby, a firefighter who has been working with ambulance staff. “It was inspiring to see how many just wanted to find a way to help.”

The London Ambulance Service, which was up against it even before the pandemic due to austerity, has been transformed by the assistance.

“It has created a capacity where ambulances are waiting for patients rather than patients waiting for ambulances. The paramedics that I’ve spoken to say that it has undoubtedly saved lives.”

### MOMENTS OF GREAT JOY

While Jon and his colleagues have described the experience as “tiring”, “stressful” and “emotional”, there have also been moments of great joy.

After assisting with the delivery of a baby and cutting the umbilical cord, Jon (half-jokingly) suggested that the mother name the new-born girl after his partner. She later contacted the service to say that she had done just that, but had got the name wrong.

When Dave Pitt, an FBU health and safety rep in the West Midlands, first began moving the coronavirus deceased, the number of bodies encountered

**Firefighters in the West Midlands delivered food to the vulnerable as part of the additional activities agreed by the union**



# VIRUS

## FBU MEMBERS ON THE COVID-19 FRONTLINE



GETTY IMAGES

As part of the agreed additional duties firefighters were permitted to assist with transferring both COVID-19 and non-COVID-19 patients

PA IMAGES



each shift were quite low. But over the space of two weeks the numbers accelerated.

The FBU had recently been in dispute in the West Midlands, but the pandemic has seen an improvement in industrial relations and health and safety engagement. “We’re hoping that they continue to consult with us on the same level as they have during COVID,” Dave said.

Dave’s team underwent pre-operation psychological readiness training covering emotional resilience, welfare, compassion fatigue and burnout, and 24/7 support was available from his brigade.

But not all brigades have had the same level of support and the tripartite group has raised concerns about the variation in risk assessments. National risk assessments are now in development, which services must implement by mid-July if coronavirus response work is to continue.

The pandemic continues to sweep through much of the country. For a period, COVID-19 patients were being discharged to care homes, prompting criticism of the government for failing to protect the sector. The number of care home deaths known to be from coronavirus so far stands at 15,000.

Against this backdrop, senior health and social

**London firefighters load PPE ahead of its distribution across the city to the health service, care homes, doctors’ surgeries and mortuaries**

care officials called in firefighters to help stem the spread of infections in care homes. Firefighters will train care home staff directly on infection prevention and control procedures and how to safely carry out COVID-19 tests.

“While firefighters are here to help care staff and residents through this crisis, we must be clear that it should never have come to this,” said Matt Wrack, incensed that thousands had paid for the government’s “mishandling” of the pandemic with their lives. Now, the government is taking steps towards unlocking the country. Some critics say they may be doing so too early. Should the virus resurge, firefighters will be ready.



ARTUK.ORG

Robert Owen's education ended when he was 10, but he made sure that his employees' children had schools and other forerunners of today's welfare state

Twist Mills. His experiences of the mills of Manchester moulded Owen into one of the greatest philanthropic social reformers this country has ever seen.

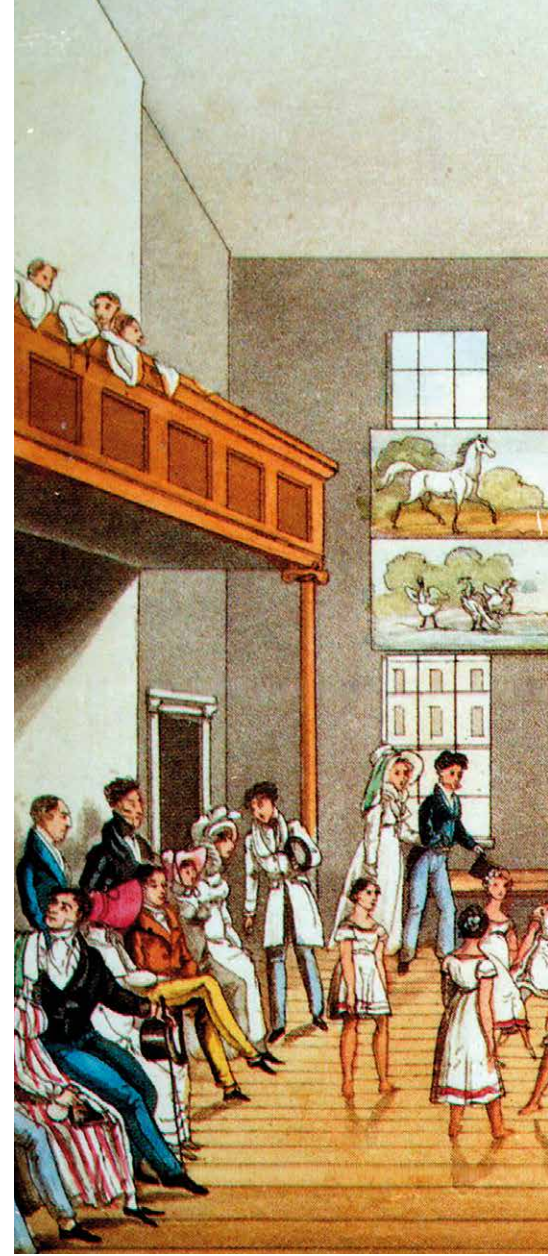
In 1793, he was elected as a member of the Manchester Literary and Philosophical Society and became a committee member of the Manchester Board of Health, which was instigated principally by Dr Thomas Percival to promote improvements in the health and working conditions of factory workers.

### EVILS OF OVERCROWDING

Dr Percival was central to arousing Owen's interest in the physical evils of overcrowding and the insanitary conditions which existed in the towns and factories.

One report by Percival on a typhus epidemic in Lancashire made the suggestion, revolutionary for the time, that shorter working hours for both children and adults would make them less susceptible to infection and daringly added: "It may also be advisable to bathe the children occasionally".

During a visit to Scotland, Owen met and fell in love with Ann Dale, the daughter of a Glasgow philanthropist and proprietor of the large textile mills at New Lanark.



# A MAN AHEAD OF

**B**usiness owners are not usually in the "social revolutionary" category or credited with the creation of the co-operative movement. But in the case of Robert Owen, he was not just any businessman.

Born in Wales in 1771, Owen left school at the age of 10 with little formal education, he was very much self-educated. He became an apprentice draper in Manchester before operating his own spinning mules (a machine used to spin cotton and other fibres, used extensively from the late 18th to the early 20th century).

In 1792 Owen became manager of the Piccadilly Mill and then the Chorlton

After marrying Ann, he purchased New Lanark from his father-in-law. With his own mills, Owen was free to conduct the affairs of New Lanark on higher principles than the purely commercial ones that he had witnessed in Manchester.

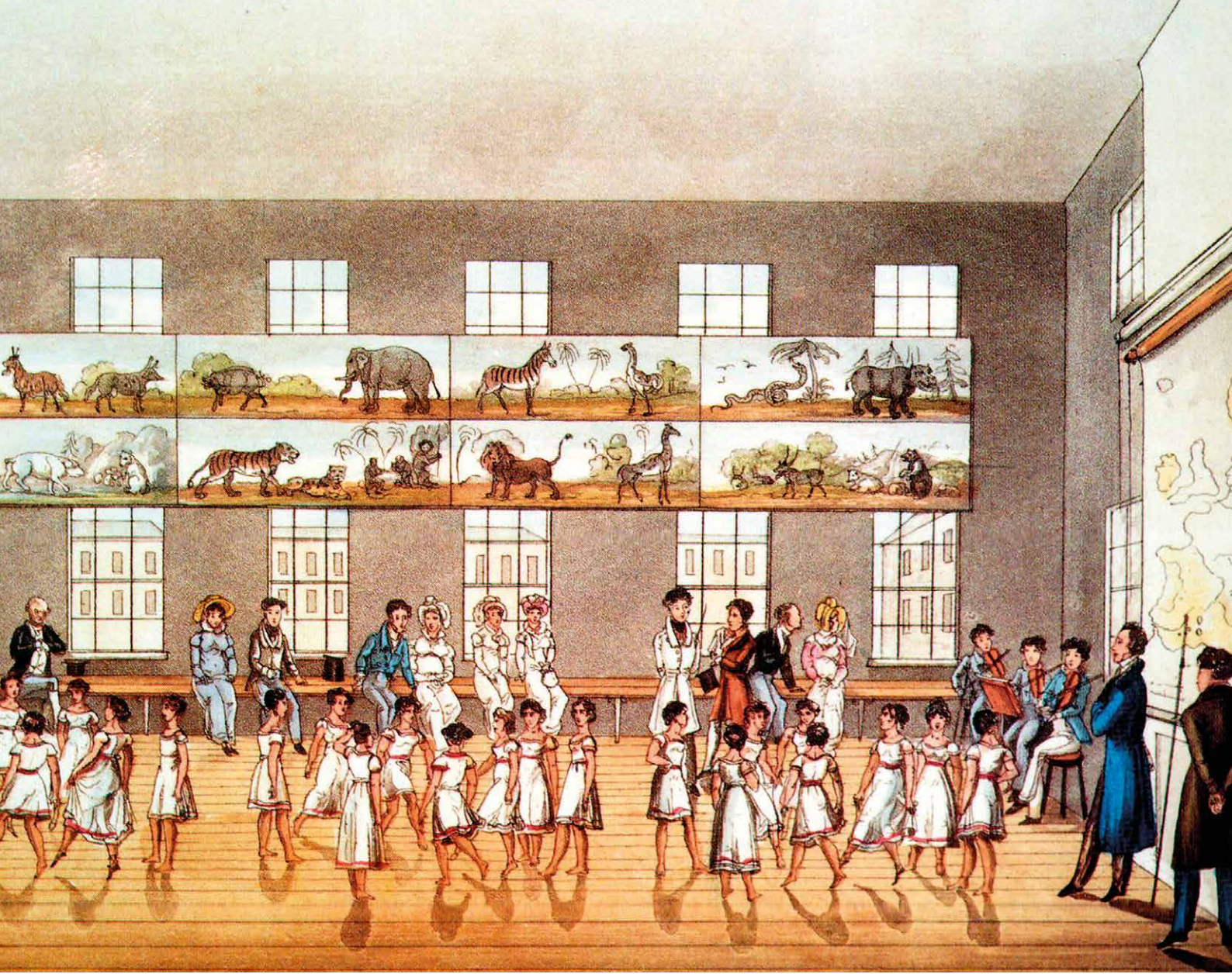
When he arrived at New Lanark, Owen found that around 2,000 individuals were directly associated with the mill. Of these, 500 were children who were brought to the mill at the age of five or six, from the poorhouses of Glasgow and Edinburgh.

Although these child workers had been treated relatively well, Owen still found the general condition of New Lanark's residents unsatisfactory.

Owen started work on improving his factory workers' lives; rebuilding the town and providing better housing and green spaces for the inhabitants. The factories were reorganised, and production methods improved.

Any mistrust his workers had about Owen changed in 1806 when an American embargo on the export of cotton led to a cotton famine in Britain. Owen took the decision to close his mills until the cotton supply was re-established, meanwhile he paid full wages to all his workers who had been laid off. The mills were closed for more than four months, costing Owen more than £7,000 – that would be over £600,000 today.

Perhaps Owen's greatest success was



**Dancing class practising the quadrille at New Lanark in 1815**

# HIS TIME

his support for education and early childcare. As a pioneer of infant care in Britain, Owen provided free schooling to all children at New Lanark (including a nursery) in a purpose-built schoolhouse complete with minstrel galleries.

Owen's view was that "no child should be employed in any manufacture until he is 12 years of age and then only for five or six hours a day".

Many employers paid workers their wages in tokens that had no monetary value outside the mill owner's own shop. The owners could, and did, supply shoddy goods and charge top prices.

In contrast Owen's store offered goods at prices slightly above wholesale cost with profits subsidising the school. These principles later became the basis for the Co-operative movement in Britain.

**HIGH-QUALITY WORKING CONDITIONS, FAIR WAGES, AND A HEALTHCARE AND SICK PAY SCHEME ENSURED OWEN'S RELATIONSHIP WITH HIS WORKERS REMAINED EXCELLENT**

The provision of high-quality working conditions, fair wages, a healthcare and sick pay scheme and a genuine interest in social welfare ensured Owen's relationship with his workers remained excellent.

Owen instituted the policy of an eight-hour working day at New Lanark contrasting starkly with the 12–14 hour days in the cotton industry; coining the slogan: "Eight hours labour, eight hours recreation, eight hours rest".

New Lanark was a success. By 1825, Owen sold his share of the mills for the sum of £800,000.

Owen has continued to influence reformers who came after him and many of his views are as relevant today as they were in the first half of the nineteenth century.

Today New Lanark Mills are a UNESCO World Heritage Site. A fitting tribute to Robert Owen; master cotton spinner, philanthropist, factory reformer, educational pioneer, economist, social theorist and visionary.

# HELEN HARRISON STRENGTH, LOVE, HONESTY AND KINDNESS

A tribute to our sister, comrade and friend, Helen Harrison

Helen, who meant so much to so many people, sadly passed away on Saturday 18 April 2020 after a long battle with cancer.

She worked in many roles for Staffordshire Fire and Rescue Service and joined the FBU's national women's committee (NWC) as a rep for the West Midlands region.

She was at the first meeting of the newly formed NWC in 1999, where she got stuck into her role, and through huge amounts of commitment and fearless campaigning, she was soon elected as chair of the NWC.

Helen was also a highly respected member of the West Midlands regional committee and worked alongside officials and activists to make serious and progressive change.

## SERIOUS FEMINIST

Helen was a serious feminist. She was instrumental in developing the FBU NWC maternity, paternity and adoption best practice policy and one of her proudest moments was when her employer adopted the policy in full, giving women 39 weeks fully paid maternity leave. Hers was the first fire and rescue service to do this and paved the way for others to match it.

An exceptional rep, Helen encouraged new women members to get active. She gave them the tools to "find their voice" inside the FBU and at the union's national women's schools supported hundreds of women who attended over the years.

Helen epitomised the NWC, where the ethos is to work together and support each other for progressive change. When interviewed for the FBU's women members' magazine *Siren*, she was asked why she was still a rep after so many years. Her answer: "When someone made the decision to create and integrate a committee of women, to work for women members as part of the FBU, they did a very good thing."

## 'OUR REPS REPRESENT SO MANY WOMEN'

"The very fact that our reps are representing so many women, being consulted by so many women, that we have a steady stream of new faces at our meetings and schools and that women return to our school year after year, says it all.

"Most of all I've met some exceptional and truly inspirational women through the committee, some of whom have become great friends."



**Helen Harrison (right) with Sarah Gartland, her successor as chair of the FBU's National Women's Committee**

On leaving the fire service in 2015, she worked with a local Labour MP doing casework and was elected women's officer for her constituency Labour Party, which she combined with her role as secretary of the local trades union council.

Of this new role in life, she commented: "In a nutshell, I'm combining my favourite things – people and politics."

Each and every person who knew Helen will have their own memory of her: strength, love, honesty and kindness.

Our deepest sympathy is with Helen's husband Ian, her family and friends. She will be never be forgotten.

**AN EXCEPTIONAL REP, HELEN ENCOURAGED NEW WOMEN MEMBERS TO GET ACTIVE. SHE GAVE THEM THE TOOLS TO 'FIND THEIR VOICE' INSIDE THE FBU**

# RIGHTS AT WORK

## MEMBERS' HEALTH AND SAFETY RIGHTS DURING THE PANDEMIC

**Rakesh Patel**, head of employment rights strategy at Thompsons Solicitors, explains what FBU members can do if they have concerns about safety at work

Since the government imposed a nationwide lockdown on 23 March, fears around the safety of “key workers” – those who have had to keep working in order to keep public services running and keep the public safe – have remained high on the political agenda.

From concerns around the adequacy of personal protective equipment (PPE), for firefighters having direct contact with the public, to failures by employers to implement adequate social distancing policies and testing of key staff, workers have been concerned about the health risks they face while doing their jobs.

Can those with health concerns refuse to work if their employer says they should, or would this leave them at risk of having their pay docked or – worse – laid off altogether?

Thanks to the European Framework Directive on Safety and Health at Work 1989 – a significant milestone in protecting workers from harm – employees cannot be placed at a disadvantage should they choose to not work in the event of a “serious, imminent

and unavoidable danger”. In the UK, these rights are to be found in section 44 Employment Rights Act 1996 (ERA).

Where an employee reasonably believes that there are circumstances of danger that are “serious and imminent”, and which they could not reasonably be expected to avert, they can tell the employer that they plan to leave the workplace, actually leave (assuming that they do not have permission to do so), or even refuse to attend work.

Without doubt, exposure to

coronavirus is serious – both for the individual and for people they come into contact with.

The emergency legislation enacted in the form of the Health Protection (Coronavirus, Restrictions) (England) Regulations 2020 echoes Sections 44 ERA again citing the “serious and imminent” threat: “These Regulations are made in response to the serious and imminent threat to public health which is posed by the incidence and spread of [Coronavirus]”.

Similarly, if an employee

believes they are in a situation that could cause them “serious and imminent” danger, appropriate steps can be taken to protect themselves or their colleagues in the work environment. An example of this could be employees refusing to enter a particular part of a workplace, while continuing to work elsewhere on-site if they deem this area safer.

The Personal Protective Equipment at Work Regulations 1992 takes this one step further. Employees may potentially be able to refuse to undertake specific duties that would bring them into contact with members of the public, unless adequate personal protective equipment – which could be anything from gloves and face masks to glass screens – is provided.

Ultimately, if a worker reasonably believes that they face circumstances of “serious and imminent danger” – either in their workplace or getting there (such as travelling on a crowded train) they may be entitled to refuse to work – or at least refuse to work in that part of the place of work where the “serious and imminent danger” persists. That applies even if the employer claims to have followed the government guidance, but is all the more likely to be applicable if it has not.

### ACCESSING SUPPORT FROM THOMPSONS SOLICITORS

Thompsons Solicitors has remained open throughout the pandemic, with staff working from home and available to support FBU members injured at or away from work – as well as members of their family injured away from work.

■ For more information, visit [thompsonstradeunion.law/trade-unions/fbu](http://thompsonstradeunion.law/trade-unions/fbu)



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TRADE-UNIONS/FBU



**FIRE BRIGADES UNION PHOTO COMPETITION 2020**

**CLOSING DATE: 15 July**

**DETAILS: [bit.ly/FBU-photocomp20](https://bit.ly/FBU-photocomp20)**

**SEND IMAGES TO: [firefighter@fbu.org.uk](mailto:firefighter@fbu.org.uk)**

LETTER



PROFESSIONAL  
BOAT RESCUE

I would like to express my thanks to the boat crew from Shrewsbury Fire Station who rescued my family and myself from our house in the recent floods.

I am disabled and rescuing me was not an easy task. The whole operation was carried out very professionally.

**Geoff Shepherd**  
**ROOT member**

**Former London firefighter**

HEAT INJURY PREVENTION AWARENESS  
ONLINE COURSE FOR ALL FBU MEMBERS

The FBU Learning Centre, in partnership with the University of Brighton, has developed a heat injury prevention awareness (HIPA) course designed for firefighters of all ages and experience.

The course will inform participants how to better prepare for and recover from incidents to help prevent illness and give essential advice on recognising signs and symptoms

of heat injury in both themselves and others.

The course is a free online interactive training aid which takes around two hours to complete. It can be done in small sections and saved to enable the user to complete it in bite-sized chunks. It can also be accessed after completion for future reference and refreshing knowledge.

● [www.fbueducation.org/hipa](http://www.fbueducation.org/hipa)

NOTICE

NOTIFICATION OF RIGHT TO  
GIVE WITHDRAWAL NOTICE  
– FBU POLITICAL FUND

**To:** All Members who joined the FBU on or after 1 March 2018 and to those members who opted-in to the political fund on or after 1 March 2018.

**Dear Brother/Sister**

The Trade Union and Labour Relations (Consolidation) Act 1992 (as amended by the 2016 Act) Section 84A (1) and (2) requires the Fire Brigades Union to notify you of your right to give a withdrawal notice, and hence opt-out from the political fund that you opted-in to join on or after 1st March 2018.

The withdrawal notice will take effect at the end of the period of one month beginning with the day on which it is given.

If you wish to opt out of the political fund then you can do this by the following measures:

- by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
- by sending it by email to the following email: [membershipservices@fbu.org.uk](mailto:membershipservices@fbu.org.uk)

If you have any queries please contact the email detailed above.

Yours fraternally

Dave Green – National Officer



**OVER £5.5 MILLION**  
IN COMPENSATION FOR FBU MEMBERS IN 2019

**Last year, Thompsons solicitors secured over £5.5m in compensation for firefighters and their families. Our commitment to FBU members remains unwavering. Our lawyers are here for you.**

[thompsonstradeunion.law/trade-unions/fbu](http://thompsonstradeunion.law/trade-unions/fbu)

# STATION CAT

## WHAT THEY'RE PAYING IN CHESHIRE AND MISSISSIPPI

Ringwood fire station in Hampshire and its manually operated doors – See 'When you've got friends and neighbours'



### WHY CHESHIRE CATS ARE GRINNING

It appears that £145,000 a year is not enough reward to run a fire and rescue service. Or so Cheshire Fire Authority would like us to believe.

Since taking on the role of chief fire officer in 2018, Mark Cashin has seen his salary rise by £8,860 to £153,860.

He was not the only senior manager in Cheshire whose bank balance should have seen an improvement over the last two years.

When area managers Alex Waller and Gus O'Rourke became temporary assistant chief fire officers in 2018 each earned £108,570. The posts were later made permanent and their salaries have risen by £6,825 to £115,395 each.

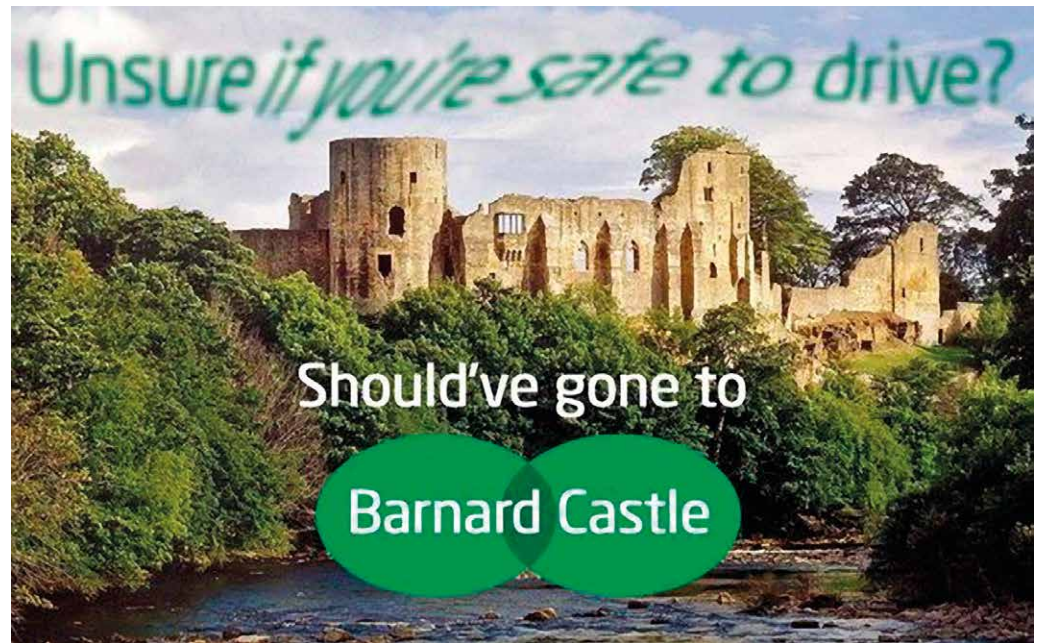
In an attempt to justify the new pay levels Cheshire FRS has said that they were following a "benchmarking exercise" in order to maintain a competitive package to aid recruitment and retention.

Anyone got the contact details of CFRS HR department as your Cat would like to apply for the CFO's job and believes that £100,000 would do her just nicely, thank you.

### OCEAN SPRINGS SHOWS THE WAY

Your Cat had set herself a big challenge for this issue: to not mention the "V" word.

Everything was going well and then a story wafted into the in tray from over the disinfected pond. So, apologies in advance, but she just could not resist having a look at this one.



City leaders in Ocean Springs, Mississippi, have voted to provide hazard pay for the next ten weeks to their first responders.

The city's firefighters and police officers can expect an extra \$100 a week in their pay packets as they battle to protect their community against the pandemic.

For once, politicians (albeit in the USA) doing the right thing.

### AND WE'LL FINISH WITH AN ETON MESS

Your Cat has it on good authority that, with things being so quiet on the political front, the Prime Minister has decided to fill his spare time by writing a cookery book.

The result will be a tome with instructions as clear as Mr Johnson himself, so even if you were not educated at Eton (where they make a delicious mess) there is no

excuse for not getting it right first time. Possibly.

A quick taster of what to expect with an excerpt from your Cat's favourite mouth-watering recipe so far: "Put the chicken in the fridge at gas mark 5 for 20 mph ..."

Why not join us next time, when he is going to show us how to serve up a portion of Durham Pudding?

### JUST FOLLOW THE CATS EYES

Some advice straight off the press for junior officers.

Your Cat knows how difficult it can be when one of your crew turns up and you are concerned about their vision.

Apparently, latest government thinking is: don't bother your line manager. Put the offending individual in the driving seat of your pump and take them on a blue light run around town, 40 – 60 miles should do the trick.

If you get back safely

then there might not be a problem. Simple. Guidance is still awaited on what to do if the test is failed.

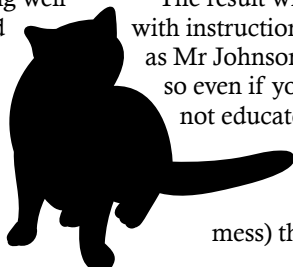
Your Cat has heard there are some good roads in County Durham.

### WHEN YOU'VE GOT FRIENDS AND NEIGHBOURS ...

Hampshire Fire and Rescue Service applied for planning permission to replace the appliance room doors at Ringwood fire station with modern, insulated electric-operated doors that would improve response times.

However, New Forest District Council has received a letter from a local resident who says: "We are concerned that the new doors may be less effective in preventing sound transmission and also the automatic mechanism may be noisy." Really?

Has anyone seen the WD40, best put a couple of squirts on the old cat flap, don't want to upset the neighbours do we?



# 25-YEAR BADGES



**Colin McMeikan** (l), Dumfries, Scotland, receives his 25-year badge from branch secretary Duncan Gracie with green watch members looking on



**Kenny McClurg** (l), fire safety, Dumfries, Scotland, receives his 25-year badge from branch sec Duncan Gracie with white watch colleagues looking on



**Alan Glendinning** (l), Dumfries training centre, Scotland, receives his 25-year badge from branch secretary Duncan Gracie, with white watch colleagues looking on



**Lindsay Smith** (l), Aviemore, Scotland, receives his 25-year badge from branch rep Barry Taylor



**Andy Vingoe** (r), Suffolk, receives his 25-year badge from training department branch rep Alex Smith



**Richard Thomas** (r), Cardiff Gate training centre, receives his 25-year badge from South Wales brigade organiser Dai Evans



**Alison Kibblewhite**, South Wales, receives her 25-year badge from brigade organiser Dai Evans



**Nathan Rooke** (r), Oxfordshire, receives his 25-year badge from brigade official Steve Wright with fellow Oxfordshire brigade committee members looking on



**Dave Lock** (l), Devon & Somerset brigade organiser, white watch, Taunton, receives his 25-year badge from national officer Tam McFarlane with colleagues (l-r) Chris Pearce, Lizzie Ricketts, Rich Hey and Shaun Mockridge



**Warren Stanborough** (l), Kingston, London, receives his 25-year badge from SW London area secretary Dave Young



**Graeme Walking** (r), Tunbridge Wells, Kent, receives his 25-year badge from branch rep James Boyd with station colleagues



**Phil Binks** (r), Humberside, receives his 25-year badge from station rep Lynden Young



**Phillip Bland** (r), Wroxham, Norfolk, receives his 25-year badge from brigade chair Alan Jaye with the crew from Wroxham on call



**George Paterson** (l), amber watch, Methil, Scotland, receives his 25-year badge from branch secretary Dave Tozer



**Steven Michie** (r), Methil, Scotland, receives his 25-year badge from branch secretary Dave Tozer





**Neil Stokes**, Aberbargoed, South Wales, receives his 25-year badge from RDS members



**Frank Nicol** (r), red watch, Knightswood, Glasgow, receives his 25-year badge from colleague Paul Maxwell with watch members (l-r) Darren Rodgers, Davie Canning, Jason Drury, Gav James, Malky Kerr and Chris McLaughlin



**Carl Wootton** (r), Malpas, South Wales, receives his 25-year badge from branch rep Sam Harding



**Simon Tyrrell** (l), red watch, Rewley Road, Oxfordshire, receives his 25-year badge from brigade official Jimmy Harris with fellow colleagues looking on



**Alan Hanlon** (c), red watch, Whitechapel, London, receives his 25-year badge from acting London NE chair Nat Cane (far r) with watch members on parade



**Lee Divers** (r), Dover, Kent, receives his 25-year badge from branch rep Brennan Ralls with colleagues looking on



**Chris Cowie** (c), Birtley, Tyne and Wear, receives his 25-year badge from brigade organiser Holly Ferguson with colleagues (l-r) Jock McKinnis, Rob Black and Dean Pattison looking on and Gary Smith as photographer



**Brennan Ralls** (r), Dover, Kent, branch rep, receives his 25-year badge from Lee Divers with colleagues



**Neil Gyte** (l), Buxton RDS, Derbyshire, receives his 25-year badge from brigade chair Kev Townson



**Steve Scott** (l), training, Ramsgate, Kent, receives his 25-year badge from brigade organiser Dave Turner



**Paul Seaman** (r), Wroxham, Norfolk, receives his 25-year badge from brigade chair Alan Jaye with the Wroxham on call crew



**Andy Lane** (l), Swalwell, Tyne and Wear, receives his 25-year badge from brigade vice chair Keenan McMahon with colleagues looking on



**Duncan Horlock** (l) and Mark Taylor (r), Kent, receive their 25-year badges from group rep Malcolm Harmer at Ashford



**Andy Surridge** (c), green watch, Barnstaple, Devon & Somerset, receives his 25-year badge from brigade chair Scott Young with colleagues looking on

# 25-YEAR BADGES



**Pete Smith** (r), red watch, Beckenham, London, receives his 25-year badge from London SE area organiser Terry Leigh



**Craig Mackie** (l), red watch, Methil, Scotland, receives his 25-year badge from branch secretary Dave Tozer



**Andy Robinson** (r), Cleveland HQ, receives his 25-year badge from brigade secretary Davy Howe



**Mark Brown** (r), H&S rep, Kent, receives his 25-year badge from brigade chair Rob Parkin at a brigade committee meeting



**Nigel Vincent** (l), Suffolk, receives his 25-year badge from brigade organiser Carl Fargher



**Steve Andrews** (r), blue watch, Preston Circus, East Sussex, receives his 25-year badge from regional treasurer Andy Petch with colleagues looking on



**Mark Squirrell** (r), Suffolk, receives his 25-year badge from training branch rep Alex Smith



**Chris Wales** (r), red watch, Preston, Lancashire, receives his 25-year badge from branch secretary Alan Pearson with colleagues (l-r) Antony Childs, John Simpson, Stephen Robinson, Tom Robinson and Ed Robinson



**Brian Patterson** (r), branch secretary, Kelso, Scotland, receives his 25-year badge from East area secretary, John McKenzie



**Roger Fage** (r), blue watch, Ipswich East, Suffolk, receives his 25-year badge from brigade organiser Carl Fargher with colleagues looking on



**Lee Russell** (r), white watch, Tamworth, Staffordshire, receives his 25-year badge from brigade secretary Rich Williams with colleagues Phil Mulligan and Colin Guest



**Mark Leppard** (r), Twickenham, London, receives his 25-year badge from SW London area secretary Dave Young



**Steve Jones** (r), white watch, Llanelli, Mid and West Wales, receives his 25-year badge from brigade secretary Simon Jones



**Chris Seale** (r), blue watch, Ilkeston, Derbyshire, receives his 25-year badge from brigade organiser Dan Carter



**John Waters** (l), Greenwich, London, receives his 25-year badge from branch rep Paul Thomas



**Neil Argyle** (r), branch rep, Plymouth, Devon & Somerset, receives his 25-year badge from regional secretary Guy Herrington

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### Region 12 Cornwall, Devon & Somerset, Avon, Gloucs, Wilts, Dorset

158 Muller Road, Horfield,  
Bristol, BS7 9RE  
0117 935 5132, 13rs@fbu.org.uk

**Change of address or next of kin**  
Advise your brigade organiser of any  
change of address and head office of  
changes to next of kin or nominations  
for benefits.

## FBU FREEPHONE LEGAL ADVICE LINE

**0808 100 6061**

ENGLAND, WALES AND N IRELAND

**0800 089 1331**

SCOTLAND

The line provides advice for personal  
injury, family law, wills, conveyancing,  
personal finance and consumer issues.  
For disciplinary and employment-  
related queries contact your local FBU  
representative.

**T THOMPSONS**  
SOLICITORS



**John Bennett** (r), group rep,  
Kent, receives his 25-year badge  
from brigade chair Rob Parkin



**Dave Hathaway** (r), driver  
training, Derbyshire, receives  
his 25-year badge from brigade  
secretary Chris Tapp



**Glenn Butler** (l), protection,  
Derbyshire, receives his 25-year  
badge from brigade secretary  
Chris Tapp



**Andy Lloyd** (l), blue watch, Croydon, London,  
receives his 25-year badge from branch rep Martin  
Thompson with colleagues looking on



**Matt Sykes** (r), white watch, Sandyford,  
Staffordshire, receives his 25-year badge from  
branch chair Martin Hall with colleagues (l-r) Rob  
Windsor, Martin Hall, Paul Blackburne, Michal  
Buczynski, Allison Thomas and Dave Jones



**Kev Robertson** (l), red watch, Moss Side, Manchester,  
receives his 25-year badge from branch secretary  
and regional women's rep Rosa Crowley-Bennett



**Dean Gazzard** (r), Derbyshire HQ, receives his  
25-year badge from brigade secretary Chris Tapp



**David Evans**, South Wales brigade organiser,  
receives his 25-year badge from his grandson  
Blake Knapp

Please send good quality, high resolution digital files or prints to:

**firefighter@fbu.org.uk** or

**Firefighter, FBU, 68 Coombe Road, Kingston upon Thames, KT2 7AE.**

For your image to look its best, we need  
the original, full-resolution image. One  
lifted from a website may not do justice  
to a unique occasion. We do our best with  
images that are low resolution, taken directly  
into a bright light or suffer from camera-  
shake, or have other problems, but cannot

perform miracles.  
Please include details for each image – full  
names of everyone who is in it; their station/  
brigade/watch etc; where they are in the  
picture (eg: left to right); their union posts/  
branch if relevant; and where/when it  
was taken.

**MORE  
CHANCES TO  
WIN CASH  
PRIZES!**



## **FIREFIIGHTERS 100 LOTTERY**

FIRE BRIGADES UNION | SERVING FIREFIIGHTERS SINCE 1918

# **REFER A FRIEND AND GET A FREE DRAW ENTRY**

We could not continue to support firefighters, their bereaved families and to honour the bravery and sacrifice of firefighters killed in the line of duty without your continued generosity. Every single player and every single ticket makes a difference.

For every person you recommend, who goes on to successfully join the Firefighters 100 Lottery, we will send you a claim code for a FREE entry into one of our draws! It is a small way for us to thank you for your ongoing support for the lottery.

When your friend signs up, they will

be asked how they heard about the lottery. There is an option for 'Refer a friend' and this is where they will add your email address. You will receive a code for every person who goes on to purchase tickets, so the more people you recruit; the more chances you will have to win a cash prize!

### **STEP 1**

Let people know about the FF100 Lottery



### **STEP 2**

Your friend joins the lottery and gives us your email address

### **STEP 3**

We will send you a unique claim code



### **STEP 4**

Redeem your code on our site for a free draw entry



Firefighters 100 Lottery is a weekly online lottery created to support firefighters, their bereaved families and to honour the bravery and sacrifice of firefighters killed in the line of duty

**[www.firefighters100lottery.co.uk](http://www.firefighters100lottery.co.uk)**

You will be sent an email to let you know if you are a winner – please make sure you keep your contact details up to date. All prizes must be claimed within six months.