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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

Year ended:

List no:

Head or Main Office:

Website address (if available)

Has the address changed during the year to which the return relates? Yes No (Click the appropriate box)

General Secretary:

Telephone Number:

Contact name for queries regarding

Telephone Number:

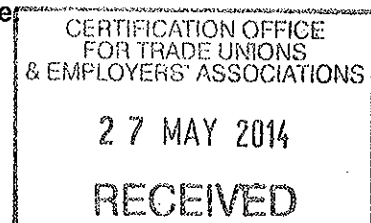
E-mail:

PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.
Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



(Revised February 2011)

RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	1,046				1,046
FEMALE	117				117
TOTAL	1,163				A 1,163

Number of members included in totals box 'A' above for whom no home or authorised address is held:

0

Number of members at end of year contributing to the General Fund

1159

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
VICE PRESIDENT	VACANT AT 31/12/12	MR CLIVE ROBINSON	03/01/13
EXECUTIVE BOARD MEMBER	VACANT AT 31/12/12	MR MARTIN CARNELL	07/02/13
EXECUTIVE BOARD MEMBER	MR ANDY HOYLAND	MR BEN CAIRNS	01/08/13

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		193,087
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	4,181	
Total of other income (as at page 4)		4,181
		TOTAL INCOME
		197,268
EXPENDITURE		
Benefits to members (as at page 5)		13,249
Administrative expenses (as at page 10)		126,802
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		140,051
Taxation		725
		TOTAL EXPENDITURE
		140,776
		Surplus (deficit) for year
		56,492
		Amount of general fund at beginning of year
		61,066
		Amount of general fund at end of year
		117,558

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income		
Commissions	3,623	
Reimbursed Witness Costs	558	
TOTAL OTHER INCOME		4,181
TOTAL OF ALL OTHER INCOME		

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	
		Education and Training services	
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
		Salary Costs	
Advisory Services			
		Other Benefits and Grants (specify)	
Dispute Benefits		Premium to cover Legal Expenses	13,249
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	13,249

(See notes 24 and 25)

FUND 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		—
	Total Income		—
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		—
	Total Expenditure		—
	Surplus (Deficit) for the year		—
	Amount of fund at beginning of year		—
	Amount of fund at the end of year (as Balance Sheet)		—
	Number of members contributing at end of year		—

FUND 3		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		—
	Total Income		—
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		—
	Surplus (Deficit) for the year		—
	Amount of fund at beginning of year		—
	Amount of fund at the end of year (as Balance Sheet)		—
	Number of members contributing at end of year		—

(See notes 24 and 25)

FUND 4		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		—
	Total Income		—
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		—
	Surplus (Deficit) for the year		—
	Amount of fund at beginning of year		—
	Amount of fund at the end of year (as Balance Sheet)		—
	Number of members contributing at end of year		—

FUND 5		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		—
	Total Income		—
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		—
	Surplus (Deficit) for the year		—
	Amount of fund at beginning of year		—
	Amount of fund at the end of year (as Balance Sheet)		—
	Number of members contributing at end of year		—

(See notes 24 and 25)

FUND 6		Fund Account	
Name:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
Total other income as specified			---
Total Income			---
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
Total Expenditure			---
Surplus (Deficit) for the year			---
Amount of fund at beginning of year			---
Amount of fund at the end of year (as Balance Sheet)			---
Number of members contributing at end of year			---

FUND 7		Fund Account	
Name:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
Total other income as specified			---
Total Income			---
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
Total Expenditure			---
Surplus (Deficit) for the year			---
Amount of fund at beginning of year			---
Amount of fund at the end of year (as Balance Sheet)			---
Number of members contributing at end of year			---

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund		
		£	£	
Income	Members contributions and levies			
	Investment income (as at page 12)			
	Other income (specify)			
	Total other income as specified			
	Total income			
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)			
	Administration expenses in connection with political objects (specify)			
	Non-political expenditure			
		Total expenditure		
		Surplus (deficit) for year		
		Amount of political fund at beginning of year		
		Amount of political fund at the end of year (as Balance Sheet)		
		Number of members at end of year contributing to the political fund		
		Number of members at end of the year not contributing to the political fund		
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union		
		£	£	
Income	Contributions and levies collected from members on behalf of central political fund			
	Funds received back from central political fund			
	Other income (specify)			
	Total other income as specified			
	Total income			
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)			
	Administration expenses in connection with political objects (specify)			
	Non-political expenditure			
		Total expenditure		
		Surplus (deficit) for year		
		Amount held on behalf of trade union political fund at beginning of year		
		Amount remitted to central political fund		
		Amount held on behalf of central political fund at end of year		
		Number of members at end of year contributing to the political fund		
		Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£
Administrative Expenses		
Remuneration and expenses of staff		90,111
Salaries and Wages included in above	£88,504	
Auditors' fees		3,550
Legal and Professional fees		15,993
Occupancy costs		5,967
Stationery, printing, postage, telephone, etc.		5,350
Expenses of Executive Committee (Head Office)		33,945
Expenses of conferences		390
Other administrative expenses (specify)		
Bank Charges		7,173
Subscription		660
Bad Debts		806
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		412
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
MMNB Costs		-37,555
	Total	126,802
Charged to:	General Fund (Page 3)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	126,802

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contribution s £	Benefits		Total £
				Description	Value £	
Chief Executive	37,010	4,052	1,607			42,669

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
		Total investment income	---
Credited to:			
		General Fund (Page 3)	---
		Fund (Account)	---
		Fund (Account)	---
		Fund (Account)	---
		Fund (Account)	---
		Fund (Account)	---
		Political Fund	---
		Total Investment Income	---

BALANCE SHEET as at 31/12/2013

(see notes 47 to 50)

Previous Year		£	£
1,651	Fixed Assets (at page 14)		1,239
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
1,213	Sundry debtors		15,754
109,496	Cash at bank and in hand		145,246
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
110,709	Total of other assets		161,000
	TOTAL ASSETS		162,239
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
2,819	Tax payable		2,819
	Sundry creditors		25,764
4,725	Accrued expenses		16,098
43,750	Provisions		
	Other liabilities		
51,294	TOTAL LIABILITIES		44,681
61,066	TOTAL ASSETS		117,558

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold				
	£	£				
Cost or Valuation						
At start of year			6,928			6,928
Additions						
Disposals			1,203			1,203
Revaluation/Transfer s						
At end of year			5,725			5,725
Accumulated Depreciation						
At start of year			5,277			5,277
Charges for year			412			412
Disposals			1,203			1,203
Revaluation/Transfer s						
At end of year			4,486			4,486
Net book value at end of year			1,239			1,239
Net book value at end of previous year			1,651			1,651

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)	—	—
Market Value of Quoted Investment	—	—
UNQUOTED Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)	—	—
Market Value of Unquoted Investments	—	—

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	193,087		193,087
From Investments			
Other Income (including increases by revaluation of assets)	4,181		4,181
Total Income	197,268		197,268
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	140,776		140,776
Funds at beginning of year (including reserves)	61,066		61,066
Funds at end of year (including reserves)	117,558		117,558
ASSETS			
Fixed Assets			1,239
Investment Assets			
Other Assets			161,000
Total Assets			162,239
LIABILITIES			
Total Liabilities			44,681
NET ASSETS (Total Assets less Total Liabilities)			117,558

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

All notes to the accounts must be entered on or attached to this part of the return.

see attached.

Fire Officers' Association

Notes to the Financial Statements
for the Year Ended 31 December 2013

1. **ACCOUNTING POLICIES**

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery etc - 25% on reducing balance

Subscription

Subscriptions are accounted for on an accrual basis.

Taxation

The corporation tax due for the year is chargeable on Investment income and Commissions due.

2. **OPERATING SURPLUS**

The operating surplus is stated after charging:

	31.12.13	31.12.12
	£	£
Depreciation - owned assets	412	551
Auditors' remuneration	<u>3,550</u>	<u>3,000</u>

3. **TAXATION**

Analysis of the tax charge

The tax charge on the surplus on ordinary activities for the year was as follows:

	31.12.13	31.12.12
	£	£
Current tax:		
UK corporation tax	<u>725</u>	<u>740</u>
Tax on surplus on ordinary activities	<u>725</u>	<u>740</u>

Fire Officers' Association

Notes to the Financial Statements - continued
for the Year Ended 31 December 2013

4.	TANGIBLE FIXED ASSETS		Plant and machinery etc £
	COST		
	At 1 January 2013		6,928
	Disposals		<u>(1,203)</u>
	At 31 December 2013		<u>5,725</u>
	DEPRECIATION		
	At 1 January 2013		5,277
	Charge for year		412
	Eliminated on disposal		<u>(1,203)</u>
	At 31 December 2013		<u>4,486</u>
	NET BOOK VALUE		
	At 31 December 2013		<u>1,239</u>
	At 31 December 2012		<u>1,651</u>
5.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		31.12.13	31.12.12
		£	£
	Trade debtors	62	-
	Staff Loan	152	-
	Prepayments	<u>15,540</u>	<u>1,213</u>
		<u>15,754</u>	<u>1,213</u>
6.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		31.12.13	31.12.12
		£	£
	Trade creditors	25,764	-
	Tax	725	741
	Social security and other taxes	2,094	2,078
	Accrued expenses	<u>16,098</u>	<u>4,725</u>
		<u>44,681</u>	<u>7,544</u>
7.	PROVISIONS FOR LIABILITIES		
		31.12.13	31.12.12
		£	£
	Other provisions		
	Provision MMNB Costs	<u>-</u>	<u>43,750</u>

Fire Officers' Association

Notes to the Financial Statements - continued
for the Year Ended 31 December 2013

8. RESERVES

	Income and expenditure account £
At 1 January 2013	61,066
Surplus for the year	<u>56,492</u>
At 31 December 2013	<u>117,558</u>

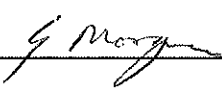
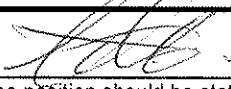
ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>IAN GLYN MORGAN</u> Date: <u>15th MAY 2014</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>ADE ROBINSON</u> Date: <u>15th MAY 2014</u>
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES/ NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES/ NO

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in rule 83)

YES/ NO

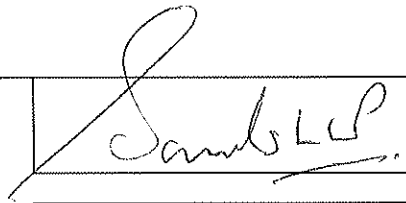
If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

AUDITOR'S REPORT (continued)

PTO

Signature(s) of auditor or auditors:



Name(s):

SAM NARULA.

Profession(s) or Calling(s):

CHARTERED ACCOUNTANTS

Address(es):

Date:

15th May 2014.

Contact name and telephone number:

01732-742089.

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

**Report of the Independent Auditors to the Members of
Fire Officers' Association**

We have audited the financial statements of Fire Officers' Association for the year ended 31st December 2013 on pages four to eight. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards and the accounting policies set out on page six.

This report is made solely to the Association's members, as a body. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and the Association's members as a body, for our work, for this report, or for the opinions we have formed.

Respective responsibilities of officers of the Association and auditor

The Association's officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. The accounts have to be prepared in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK & Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared. We also report to you if, in our opinion, the Association has not kept proper accounting records or if we have not received all the information and explanations we require for our audit.

Basis for opinion on financial statements

We conducted our audit in accordance with International Standards on Auditing (UK & Ireland) issued by the Auditing Practices Board. An audit includes an examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the officers in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Association's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

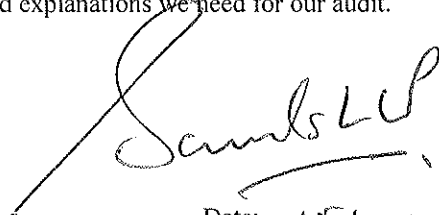
In our opinion the financial statements show a true and fair view of the state of the Association's affairs at 31st December 2013 and of its transactions for the year then ended; have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and the requirements of the Trade Union and Labour Relations(Consolidation) Act 1992.

Matters on which we report by exception

We have nothing to report of the following matters where the Trade Unions and Labour Relations Act 1992 requires us to report to you if, in our opinion:

- The Association has not kept proper accounting records in accordance with the requirements of section 28;
- A satisfactory systems of control over its transactions has not been maintained, and
- The accounts to which the report relates are not in agreement with the accounting records.
- We have not received all the information and explanations we need for our audit.

Sam Narula(Senior Statutory Auditor)
Samuels LLP
Statutory Auditor
3 Locks Yard, High Street
Sevenoaks, Kent, TN13 1LT



Date: 15th May 2014.

Supplement to FORM AR21 (for year ended 31/12/13)

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union: The Fire Officers' Association

Chief Executive	Mr Ian Glyn Morgan
President:	Mr Adrian Robinson
Vice President:	Mr Clive Robinson
Executive Board Member:	Mr David Gill
Executive Board Member:	Mr Ben Cairns
Executive Board Member:	Mr Chris Margetts
Executive Board Member:	Mr Rob Pritchard
Executive Board Member:	Mr Andie MacKay
Executive Board Member:	Mr Keith Jones
Executive Board Member:	Mr Karl Rolfe
Executive Board Member:	Mr Mark Rist
Executive Board Member:	Mr Martin Carnell
Executive Board Member:	Mr John Turner

Trustees of the Fire Officers' Association

Appointed in accordance with Fire Officers' Association Rule 20

Mr James Mann

Mr Mike Davies

Mr Richard Ayears