

SHOUT

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The newsletter for London Fire Brigade staff

November/December 2019 Issue 9



Group Commander Brian Reardon (standing on Commissioner's right) recently celebrated his 50th year of continuous service with a group of close colleagues. Brian is probably the longest serving member of our operational staff in the history of the Brigade.

A message from the Commissioner

This Christmas feels, as you can imagine, a little strange for me as my last day in service fast approaches. It has been a privilege to be your Commissioner, and I'd like to reflect a little on what we have achieved together over the last three years.

Without a doubt, the Grenfell Tower fire has formed a significant backdrop, both in terms of the impact the fire has had on the Grenfell community and so many of us, through to publication of the Phase 1 findings. Phase 2 starts next year and I expect it to be as rigorous in examining how that building came to be in such an unsafe condition in the first instance.

I would love to have the time and space

to talk about every achievement over the last three years but I suspect I would need several issues of Shout to do this, so I have picked a few highlights.

For me personally, our work on inclusion and diversity has been very important. That included our #firefightingsexism campaign which has been ground breaking in challenging stereotypes, and our recruitment campaigns, generating

a record numbers of women applying to become firefighters. This work will continue and I'm extremely proud to have been so very visible as London Fire Brigade's first female Commissioner.

Other highlights include all of our fire safety work, which became so high profile following the Grenfell Tower fire.



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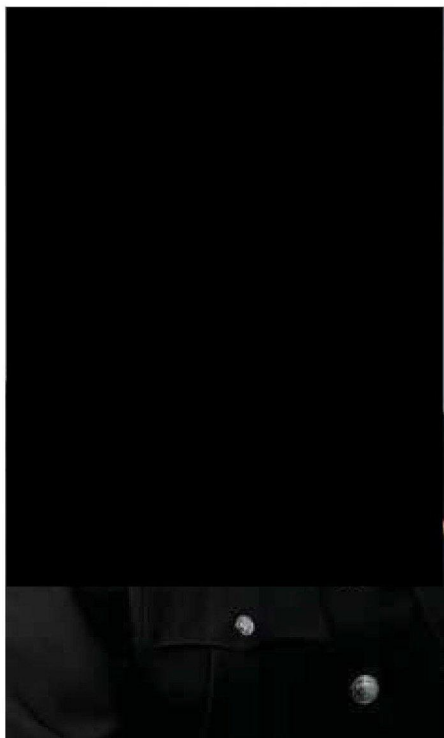
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A message from the Commissioner (continued from P1)



Our Total Recalls campaign, which has impacted not just in London but across the UK, has led to us becoming a go to commentator for product recalls and our community safety activity was marked earlier this year when I joined crews to complete our millionth home fire safety

visit. We were the first fire and rescue service in the UK to introduce fire escape hoods, giving incident commanders another option when decision making on the incident ground and the smooth implementation of Role to Rank in October this year will I hope ensure our operational response and opportunities for training and career progression are vastly improved

Our fabulous outreach work within communities across London, reaching out to those most at risk, working innovatively with our partners and opening up our fire stations to the local community. Taking part in our first documentary in over 20 years, Inside London Fire Brigade and I am proud of the expansion of our Fire Cadet scheme, that will see the Fire Cadet programme on offer in every London borough in 2020. And our Control staff, our heroes in headsets, who have worked so hard to improve the delivery of the essential service they provide.

The Brigade I inherited was one where there was the belief that senior managers did not care about their staff, I have tried hard to change this perception, and I think we are in a better place. I have

tried to get out to meet as many of you as possible, to hear what you have to say and to understand your concerns, all of which has proved invaluable.

I have talked about the importance of looking after one another, and taking the time to look after your own mental health. At this time of year this is particularly important, while it can be a happy time it can also be stressful and we can all put additional pressure on ourselves. As we head into a New Year do take a few moments to reflect on the things that matter to us; family, friends, colleagues, and what we can do to contribute to one another's happiness – in short, please look out for each other.

As I hand over to Deputy Commissioner Andy Roe at the end of year I wish him every success as your new Commissioner. I know he is as committed as I am in continuing to make London Fire Brigade a place that puts people first. Thank you to all of you for your continuing professionalism, dedication and commitment to protecting the people of London.

Wishing all of you, especially those of you on duty, a very safe and peaceful Christmas and a wonderful New Year.



More than 2,500 staff and guests attended our annual carol service at St Paul's Cathedral on Tuesday, 17 December. Full details in the next issue of Shout.

TOP AWARD FOR BRIGADE NUTRITIONIST



The Brigade's nutritionist has been recognised with a prestigious award for his work to improve the healthy eating habits of firefighters. Firefighter Greg Lessons, who is the first-ever dedicated nutritionist to be employed by a fire and rescue service in the UK, won 'Nutritionist of the Year' at the Caroline Walker Trust awards on 12 November 2019.

Greg won despite tough competition from leading nutritionists from around the country. Greg, a firefighter for 17 years at Shoreditch, Leyton and most recently Hornchurch fire stations began studying for a Masters in Nutrition at London Metropolitan University five years ago. His dissertation focused on firefighter

nutrition and how firefighters could improve their health by eating better on duty.

After graduating with a distinction, Greg was appointed as a full time nutritionist for London Fire Brigade and is now on a long-term secondment. He works with firefighters to develop personalised nutrition plans, helping them to make healthier food choices and also holds food preparation masterclasses with firefighters across the capital.

Greg said: "To be awarded the title of 'Nutritionist of the year 2019' is fantastic and I'm thrilled beyond belief! I was judged against four eminent UK nutritionists and I'm so proud to be chosen. It was also an honour to represent the Brigade and to raise the profile of nutrition, health and wellness in the workplace. A huge thank you to everyone who supported me along the way."

The Caroline Walker Trust was founded in 1989 after the death of the distinguished nutritionist, writer and campaigner Caroline Walker, to continue her work. The trust works to promote the improvement of public health through good food.

FITNESS TESTING STARTS SOON



Periodic (annual) fitness testing for all operational staff will start on 20 January 2020, with the first batch of joining instructions going out to staff soon. The format of the fitness test joining instructions are the same as for training courses; individuals will receive an email with the details and StARS will be automatically updated to show their attendance.

All the information required by staff regarding the format of the test procedure, the test to be undertaken and what to do in the event of an issue arising before the test date will be included in the joining instructions.

To refresh your understanding of

the approach the Brigade is taking to the roll out of periodic fitness testing, please go to the news pages of Hotwire and look for a post in December 2019 titled 'Fitness Testing starts in New Year'. Alternatively, find a communications message in your inbox from the former Assistant Commissioner for Fire Stations Andy Roe, dated 30 August 2019 or in the Brigade Wide Document Library, go to Governance>Internal Communications>2019 emails sent by senior staff.

If you have any queries, please get in touch with Milo Bodrozic in the Wellbeing Team, [redacted] or by email, milo.bodrozic@london-fire.gov.uk.

NEW POLICY RECOGNISES SPORTING EXCELLENCE

Members of staff who participate in representative sports should find it easier to arrange time off in the future following the introduction of a new policy covering their absence from work. The new policy, Policy 955 Sports Facilities applies to all staff groups and improves terms and conditions, particularly for members of staff who opt to take full advantage of the opportunities it provides to represent the Brigade and to pursue their chosen sport to the highest level they can in future.

In return, the Brigade requires staff to repay a proportion of the time off they have been given by actively participating in Community Safety, open days and cultural events that assist and promote the Brigade's work across the communities we serve.

SEED SOWN BY STAFF FEEDBACK

Policy 955 came about following staff feedback during the People Services Review in 2018. A number of staff suggested that while the Brigade strongly promotes fitness and wellbeing initiatives, more could be done to support staff who take part in representative sports.

Staff often find fitting the demands of representative sports around their work commitments a challenge, as it can be difficult to get to or from sporting events on time, especially if events are some distance away. Furthermore, if they do well at a particular sport and make progress they often find it difficult to secure time off to attend matches, competitions or tournaments that overlap with work; especially when teams are drawn from different watches or work patterns.

The new policy is aimed at individuals who take part in representative sports and do so at an elite level. However, the policy also offers opportunities for staff who may participate in smaller sports, beyond football and rugby. If a sport can be used to promote or support the Brigade's work or messages among target groups, such as young people, this too can be considered.

Deputy Commissioner and Director of Operations Andy Roe strongly supports policy 955, as he told Shout: "Sport



has always been an integral part of the Brigade's culture and identity, promoting strong teams, individual endeavour and acting as a positive tool for recruitment or to deliver important public safety messages. This policy is designed to better support sport's role in the life of the Brigade and maximise its value in promoting the wellness of our staff, while also acting as an important part of visibly delivering our message to Londoners."

MAIN PROVISIONS

The main provisions of the Sports Facilities policy are summarised below:

- Open to all staff groups.
- Applies to events that are in any of the following three categories:
 - a) LFB Welfare Fund approved representative sports representing the whole of the Brigade.
 - b) An 'elite' level sport competing at a county level for a popular sport (as a minimum indication of what 'elite' means).
 - c) Other sports events may be considered if it could be used to promote the Brigade, especially to a demographic that could be of

benefit in promoting our work, such as young people and promoting fire safety messages.

- Operates in a similar manner to release for Trade Union time off facilities.
- Involves an obligation to partially repay the time off. For example, two – six days off to take part in a representative sport obliges the staff member to spend one day at an event such as an Outreach, or a Community Safety event. Seven – 14 days off would oblige two days.
- Time off for Sports Facilities cannot interfere with normal Brigade business.
- Requests must be made at least 28 days in advance of the date requested.
- Policy 955 is distinct from the Special Leave policy.
- There are annual reviews of Heads of Service to gain permission to have time off, then line managers can approve any further requests for dates.
- All dates have to be formally requested, and sports facilities are not in any way an entitlement.

To read Policy 955 in full on Hotwire, go to Home>Guides and policies>Policies and type '955' into the search box.

REVALIDATION OF INCIDENT COMMAND IN JANUARY



To provide reassurance that everyone with incident command responsibilities has the required technical and procedural knowledge, along with command skills we are introducing Revalidation of Incident Command (RoIC) in January 2020, this will alternate with refresher training currently in place.

Under Health and Safety legislation we have a responsibility to make sure all our incident commanders are prepared to make decisions in dangerous, fast-moving and potentially emotionally charged situations, even when there may be incomplete or inaccurate information available.

WHAT WILL REVALIDATION LOOK LIKE?

Revalidation is made up of:

- A knowledge check, to ensure an officer's technical and procedural knowledge is current and at the appropriate level for the role. This will be in the form of a multiple choice check of 20 questions every two years.
- An incident command exercise (ICE) every two years.
- A minimum number of hours spent practicing incident command every year (level 2 officers and above).

Officers at Level 2 and above will be able to record their command hours using

the newly developed incident command log (ICL), where a minimum of 12 hours per year will need to be recorded, in addition to incidents, time spent in charge of practical and simulated incident command exercises can also count towards the 12 hours. The ICL can be found searching for <https://icl/#/portfolio> in your web browser.

Further information is available in Policy 0954 – Revalidation of incident command

WHO WILL TAKE PART IN REVALIDATION?

All operational staff who have incident command responsibilities will take part in Revalidation:

- Level 1 officers – Leading Firefighter (LFF), Sub Officer (Sub.O), Station Officer (Stn.O).
- Level 2 officers – Station Commander (SC), Group Commander (GC).
- Level 3 officers – Deputy Assistant Commissioner (DAC), and Assistant Commissioner (AC).

It will also apply to those firefighters and officers that have been formally assessed to perform a higher role.

PREPARATION IS KEY

As we prepare to launch in January 2020, officers are encouraged to access the

central database of tactical decision exercises (TDEs) that has been created on Hotwire and can be found via HR, pay and employment>Training and development>Tactical decision exercises (TDEs) along with the knowledge profile appropriate to IC level to assist with preparation for revalidation. You can access the pre-course learning materials on Big Learning

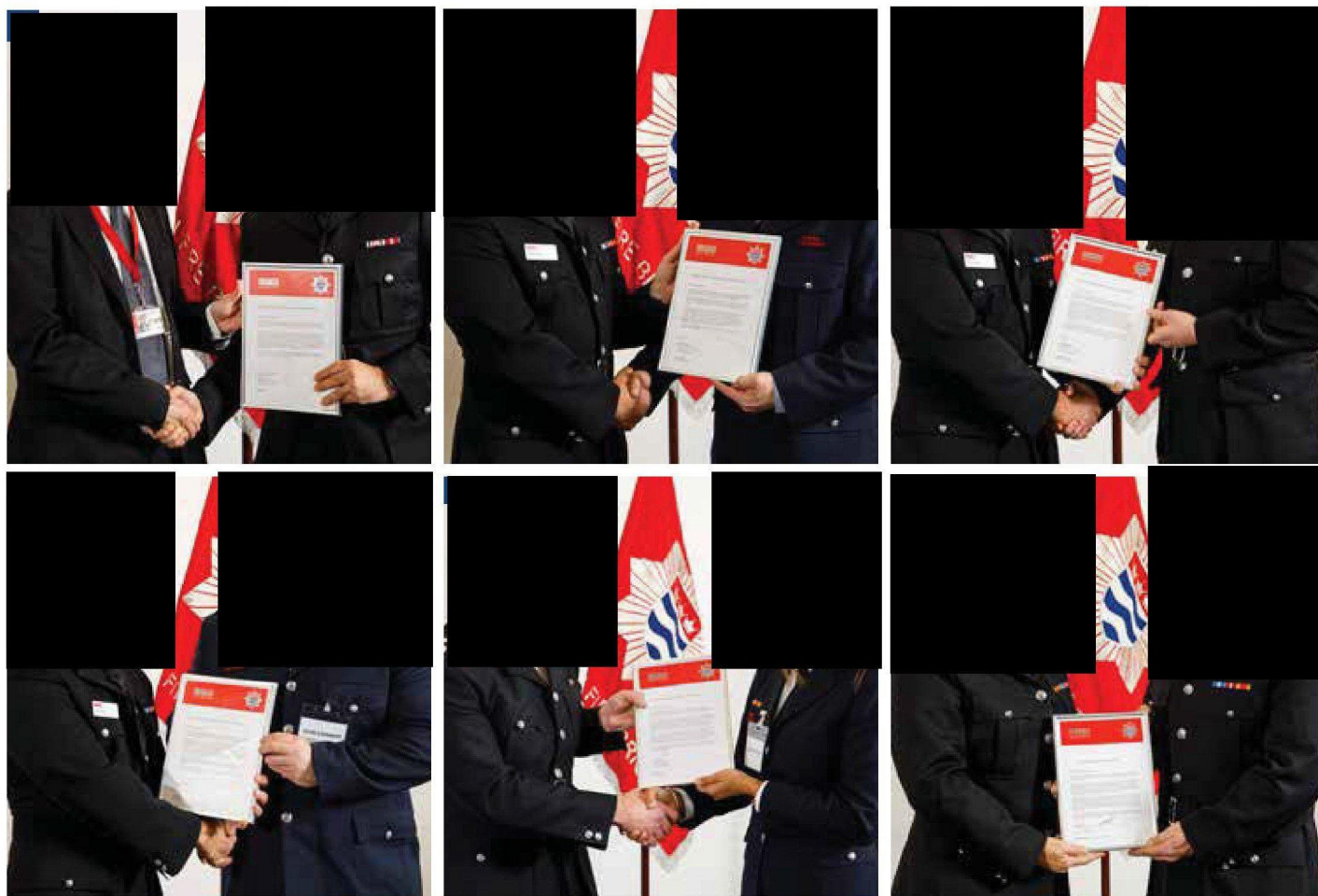
If you have not already watched it, do take the time to watch the film on Hotwire featuring Deputy Commissioner and Director of Safety and Assurance Richard Mills, and Sub Officer Ben Yong from the Grenfell Tower Investigation and Review Team – who explain in more detail why we are introducing Revalidation and some valuable insight from Ben who took part in testing the scenarios earlier this year. Simply search for 'Revalidation of Incident Command is coming' in the news section on Hotwire.

WHAT HAPPENS NEXT?

Level 1 Revalidation will roll out from the end of January, as with all training full joining instructions will be sent out four weeks in advance, and StARS will be automatically updated to show attendance.

Level 2 and Level 3 Revalidation will follow later in 2020.

AWARDS CEREMONY



Six members of staff were presented with awards during a ceremony at Union Street on Friday, 22 November 2019.

1. Group Commander Rick Ogden was presented with a Deputy Assistant Commissioner's Award by Head of Community Safety Chris O'Connor for meritorious actions in providing CPR to a man who had suffered a heart attack in May 2019.

2. Firefighter Gavin Shipley (Lambeth Fire Station) was presented with a Deputy Assistant Commissioner's Award by Deputy Assistant Commissioner for SW Area Lee Drawbridge for his meritorious actions after witnessing a road traffic collision on 21 August 2019.

3. Station Officer Anthony Champness (West Norwood Fire Station) was presented with a Deputy Assistant Commissioner's Award by Deputy Assistant Commissioner for SW Area Lee Drawbridge for his meritorious actions after witnessing a road traffic collision on 20 May 2019.

4. Leading Firefighter John Chinnery (Tooting Fire Station) was presented with a Deputy Assistant Commissioner's Award by Deputy Assistant Commissioner for SW Area Lee Drawbridge for his meritorious actions in providing CPR and first aid after a member of public suffered a heart attack on 11 February 2019.

5. Control Room Officer Helen Cutler (Control) was presented with an Assistant Commissioner's Award by Assistant Commissioner Jonathan Smith for her commitment in raising the profile of Control.

6. Station Commander Paul McClenaghan (Special Operations Group) was presented with a Commissioner's Award by Commissioner Dany Cotton for meritorious actions in rescuing multiple people from a fire on 10 May 2018.

BRIGADE SUPPORTS ARMY'S STEM DAY



The Princess Royal during her visit to the Brigade's stand.

Representatives from the Brigade visited Sandhurst Military Academy for two days in September to attend a STEM (Science, Technology, Engineering and Maths) careers event hosted by the army. More than 2,000 young people aged between 11 and 18 years old came along to find out about career

opportunities. One of the two days was made 'girls only' to encourage more female representation in STEM-related subjects and careers.

There were numerous industry stands alongside the army stands, including the Brigade's stand where members of the outreach, fire safety, USAR, fire

engineering and drone teams were on hand to promote the many and varied STEM roles the fire service has to offer.

A variety of Brigade equipment was on display: the USAR team built some search boxes for the young people to navigate using camera equipment; drone footage was shown of various incidents the drone team had attended and there were exhibits from the fire investigation team, including 'guess the fake' items. The throwline challenge was also set up and proved extremely popular among young people and adults alike, all desperate to get their name on the winner's board and win a selection of LFB branded items.

On the second day The Princess Royal attended the event and visited our stand and was very interested in how the Brigade is using technology such as drones to aid information gathering and support incident decision making. The event was a great success and a welcome opportunity to work collaboratively in order to raise awareness about the numerous roles available to young people in the fire service.

SIGN UP FOR MY PENSION ONLINE

Operational staff are being encouraged to sign up for the Local Pensions Partnership's online self-service portal 'My Pension Online' to learn more about their pension scheme and retirement benefits.

The Local Pension Partnership (LPP) administers the firefighter's pension scheme for the Brigade and has developed the portal to help operational staff manage their own pensions more quickly and easily online.

WHAT MY PENSION ONLINE CAN DO FOR YOU

The My Pension Online portal is the place to go for the majority of pension related tasks:

- Review your pension records.

- Update your contact details.
- View your annual benefit statements.
- Review your nomination details and download an Expression of Wish form (not applicable to 1992 scheme members).
- Produce an up-to-date pension forecast using the Benefit Calculator.
- Ask a question via your My Pension Online account.

HOW TO SIGN UP

Before you sign up online you will need your national insurance number, date of birth and Brigade email address to hand. Next, go to the Local Pensions Partnership website, <https://axise.yourpension.org.uk/> and follow these three steps, starting at the Home page:

- 1 Click on 'I want to create an online account'.
- 2 Select 'Sign up here'.
- 3 Add the requested details in each box and then select 'Sign Up'.

Please make sure you sign up using your Brigade email address as this has been registered with the LPP to streamline the process; you can change it at a later date to your personal email address under the 'My Details' section if you wish to do so.

Shortly after submitting your details you will receive an email containing your activation link, which is sent to your Brigade email address. The link will take you to the relevant page for you to set up a username, password and two security questions.

BEXLEY CREWS HELP SURVIVORS OF DOMESTIC ABUSE



The collaboration between the three fire stations in the borough of Bexley – Erith, Bexley and Sidcup – and Bexley Borough Council to support survivors of domestic abuse has gone from strength to strength during 2019. Domestic abuse (DA) is relatively high in parts of the borough

and often includes threats of arson and the use of fire as a weapon.

One of the leading specialist women's charities in London, Solace Women's Aid became the provider of specialist services for all DA survivors in Bexley last April. Under the collaboration between Solace and the Brigade, Solace refers vulnerable individuals to the Brigade for an urgent home fire safety visit (HFSV). Firefighters also fit arson-reduction letterboxes (ARL) when required. So far this year more than 50 HFSVs have been carried out for DA survivors and in most cases ARLs were also fitted to their front doors.

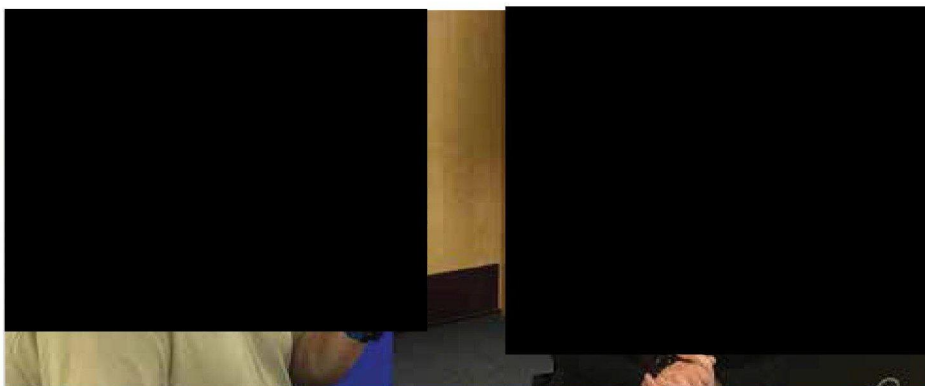
On the back of this work, crews also attend Solace-run DA refuges and fit ARLs as a matter of course. Firefighters also provide fire safety advice to residents of the refuges and to group sessions on home fire safety. To increase the Brigade's understanding of domestic abuse, junior officers also attend

domestic abuse champion training via Bexley Borough Council.

Borough Commander Peter Curtin said: "I was shocked by the level of domestic abuse reported in Bexley so I was keen to explore how we could provide greater assistance through HFSVs. Alongside the borough's station commanders I become a DA champion, which enabled me to explore other areas of partnership working such as fitting ARLs in the refuge accommodation, which meant signing confidentiality agreements with Solace to maintain the secrecy of the refuge locations.

"Solace feels our collaboration is making a big difference to the lives of their service users and the safety planning that Solace completes with them is helping them live safe and independent lives without fear of abuse. The next step is to expand this work throughout the SE Area."

STOP SMOKING THE REDBRIDGE WAY



A smoking cessation workshop session at Ilford Fire Station on 19 November. Pinar Kurt Karpuz from Everyone Health monitors the progress of a former smoker who has successfully given up.

Crews in Redbridge are helping local smokers kick the habit by hosting smoking cessation workshops at Ilford Fire Station. The workshops began in early October and are run by Redbridge Borough Council's smoking cessation service provider, Everyone Health. During the workshops, firefighters discuss fire safety and highlight the fire risk caused by smoking. Firefighters also offer home fire safety visits to everyone

who attends the workshops. Redbridge Borough Council is the first London borough to support its smoking cessation service in this way.

Stop Smoking Practitioner Pinar Kurt-Karpuz from Everyone Health said: "The smoking cessation workshops in Redbridge are now well established and we're seeing more clients every week. The use of the community room at Ilford Fire Station has really helped us. We

understand the direct links between smoking and fires in the home, so in return, we're supporting the Home Fire Safety Visit referral process for our clients to improve fire safety in their homes. I would like to put on record that we really appreciate the assistance from the crews and especially Borough Commander Jamie Jenkins for supporting our work and allowing us to use the fire station's facilities." There's another benefit for crews – Everyone Health offers firefighters who smoke one-to-one support if they also decide to give up.

Redbridge Borough Commander Jamie Jenkins said: "This project supports our commitment in the London Safety Plan to open up fire stations to the community and use our expertise to provide fire safety advice to residents. We not only improve fire safety, but also work to break down barriers within our community and demonstrate easy access to our fire stations and staff."

SNAKES AND LADDERS



Left to right: Sub Officer Mark Simpson and Firefighters Peter Vaughan, Karen Gilford, Amy Arthur and Jonathan Freestone.

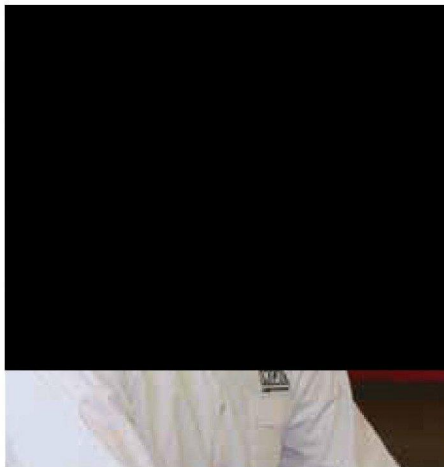
Heathrow's white watch visited Hounslow Urban Farm on Wednesday, 30 October to provide fire safety advice and guidance to the local community and found themselves making friends with a variety of slithery wildlife. Firefighter Daniel Rosamond told Shout: "The day was a great success with many children enjoying

Brigade goodies and learning about smoke alarms, 999 call procedures and receiving safety advice and guidance that they can take back and apply at home.

"Families were encouraged to sign up for home fire safety visits via our website. The crew were lucky enough

to get up close and personal with some of the reptiles! The families enjoyed looking around the appliance, seeing our equipment and asking questions about our more interesting bits of kit. We would like to thank the Hounslow Urban farm and all its staff for providing great hospitality on the day."

RISING STAR



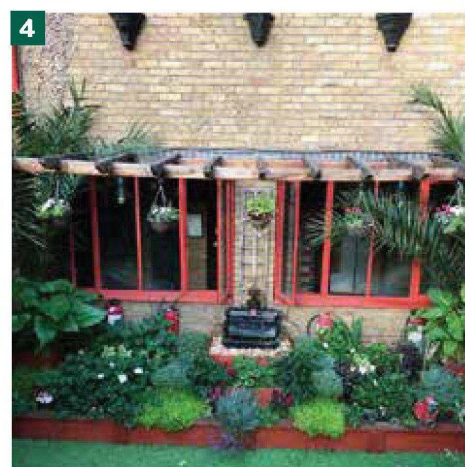
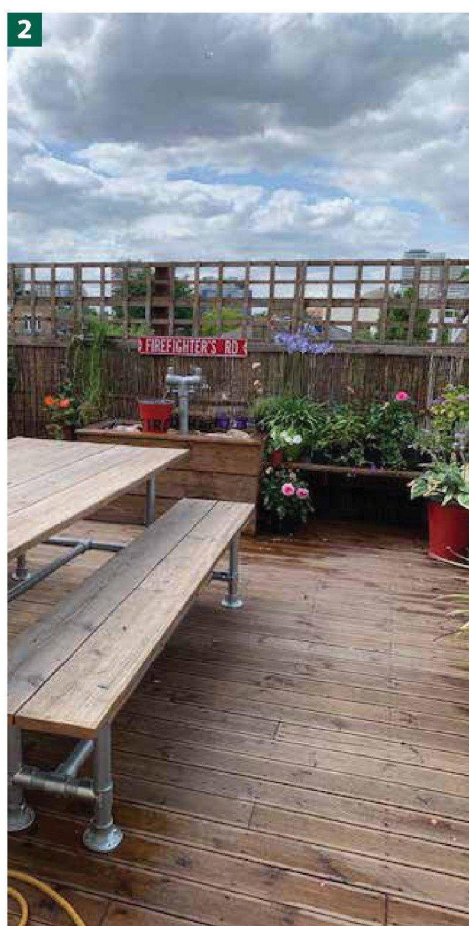
Research and Inspecting Officer Dylan Evans, who is based in the Brigade's Petroleum Group, has won the 'Rising Star' award at APEA Live, a specialist annual event for the petroleum industry. APEA (Association for Petroleum and Explosives Administration) created the Rising Star award as part of an event that celebrates the leading lights within the UK's petroleum and fuel industry.

Dylan's manager Clare Scawthorn secretly nominated him for the award for the great work he has been doing on alternative fuels and the evolution

of the fuel industry. Dylan's focus has been on hydrogen, electric vehicles, charging technology and the impact on the transport infrastructure, feeding into the Brigade's Alternative Fuels Group and recent government consultations.

The Petroleum Group's inspectors work across London making sure the petroleum forecourt infrastructure is safe through inspections and fulfilling their statutory duty of reviewing design submissions and works in order to issue storage certificates that allow petrol filling stations to operate.

BRIGADE IN BLOOM 2019 GARDEN COMPETITION RESULTS



1. Best large garden Norbury Fire Station. 2. Battersea Fire Station. 3. Southgate Fire Station. 4. Peckham Fire Station. 5. LOC garden. 6. Deptford Fire Station.

Norbury, Tooting and Acton fire stations have won the top prizes in our annual 'Brigade in Bloom' gardening competition, which was coordinated by Sub Officer Simon Jakeman in the Sustainability Team. There were 12 fantastic entries from fire stations this year and the standard is better than ever, so congratulations to all of the winning entries, which required inspiration, perspiration and green fingers from all of the crews involved!

BEST LARGE GARDEN NORBURY FIRE STATION

(£125 in garden vouchers)

- **Highly Commended:** Brixton Fire Station (£25 in garden vouchers).
- **Runners up:** Wimbledon and Ealing fire stations.

BEST SMALL GARDEN TOOTING FIRE STATION

(£75 in garden vouchers)

- **Highly Commended:** Battersea Fire Station (£25 in garden vouchers)
- **Runners up:** Southgate and Holloway fire stations.

BEST FOOD/WILDLIFE GARDEN ACTON FIRE STATION

(£75 in garden vouchers)

- **Highly Commended:** Deptford Fire Station (£25 in garden vouchers)
- **Runners up:** Peckham and London Operations Centre, Merton

GOLDEN TROWEL AWARD

The prestigious Golden Trowel Award is won by the best new garden in each area this year:

- **SE Area:** Norbury Fire Station
- **NW Area:** Acton Fire Station
- **NE Area:** no award, as no new gardens were entered
- **SW Area:** Tooting Fire Station

EMERALD SOCIETY TEAM WIN



The Emerald Society's victorious team. Back row, left to right: Des Murphy, Richie Barnes, Clint Walsh, Mick Lynch, Sam Ismail and Ian Brown. Front row, left to right: Tom Connolly, Dan O'Brien, Bill Monk, Jon Aldridge and Frankie Birch.

The Brigade's Emerald Society hosted the visit of Mayo County Fire Service for the second annual charity football match on Saturday, 19 October. Sixteen members of Mayo Fire Service made the journey over to London following the Society's visit to Castlebar in 2018.

The team captain, Sub Officer Dan O'Brien (Shoreditch blue watch) said: "With some new faces in our team, alongside some ever-presents from the inaugural match last year, the Emerald Society came from two goals down at half time to level the match at 2–2 following goals from Jon Aldridge and debutant Frankie Birch to take it to a penalty shoot out. The home team held their nerve in the imposing surroundings of the Honourable Artillery Company pitch and secured the trophy – and 12 months of international

bragging rights – with a 3–2 win after penalties. It was decided against letting the home side keeper Bill Monk collect the trophy for fear of him dropping it, so it was left to me as team captain to lift it.

"A social reception was held afterwards and much goodwill and cross brigade working and respect was engendered. As a society, we wish to thank Mayo for their efforts in attending and providing the trophy and medals. We look forward to continuing the friendly rivalry in 2020 when they will host us again."

The Emerald Society is one of the Brigade's official support groups and open to all staff, regardless of Irish heritage or connection. Anyone wishing to join or to find out more, please contact the Emerald Society via its mailbox, EmeraldSociety@london-fire.gov.uk

FIRST ANNIVERSARY OF FIRE ESCAPE HOODS



Above left: Station Officer Steve Collins (right) with a demonstration of the hood.

Above right: Fire escape hood pouch hanging from straps to avoid it dropping down and snagging when the tray is moved in or out.

We became the first fire and rescue service in the country to introduce fire escape hoods – for operational use in November 2018. So how useful have they been?

The overwhelming feedback from crews that have deployed them has been very positive – members of the public who've been given a fire escape hood to wear during incidents have calmed down and their rescue has been safer and more controlled.

THE STATISTICS

The fire escape hoods have been used to rescue 30 members of public at 19 incidents since they were introduced a year ago, utilising a total of 28 hoods. The feedback from people who've been rescued while wearing a fire escape hood has inevitably been quite limited due to the fact that firefighters hand most recipients to the London Ambulance Service (LAS). However, on at least one occasion where feedback was obtained, the recipient was quoted as saying 'It was like breathing fresh air'.

THE INCIDENTS

The majority of rescues using the hoods have been carried out away from the fire when BA teams have needed to remove the recipient through smoke filled spaces.

While this is a correct use of the hood, BA teams are reminded that the filter does have a finite capacity and a full assessment of the risks vs. benefits of leading a recipient through a smoke filled environment should always be undertaken.

INCIDENT IN HAYES

A recent incident in Hayes when fire escape hoods were deployed illustrates some of the benefits of having them available. Firefighters from Hillingdon attended a fire in Varcoe Gardens, an end of terrace house of two floors. There was smoke logging in the property caused by a small fire in the ground floor hallway. The incident commander, Station Officer Scott Pearsall (Hillingdon blue watch) takes up the story:

"On arrival three adults were waiting at a front open window on the first floor. Due to the concern expressed by the occupiers, a female was removed via a ladder externally while we worked to open the front door. The smoke had been caused by a firework put through the front door which had since self

extinguished, but due to the smoke logging and the occupiers' concern, I committed a BA crew to the bedroom who used smoke hoods to bring the remaining two residents to clean air via the internal staircase.

"Due to the fact the fire was out and conditions were not going to deteriorate, I considered fully ventilating the property and removing the occupants without the use of escape hoods, but due to their heightened concerns I felt it best to remove them at the earliest opportunity.

"The crew explained the use of the hoods to the occupants before deploying them and the occupants had no issues in placing them on their heads and wearing them until in safe air. The recipients were happy to wear the hoods and did not display any signs of panic or discomfort. In my opinion, having the fire escape hoods gave me options in planning and implementing my plan and allowed me to bring the occupants to safe air more quickly in a more controlled/safer manner than having to use a ladder externally."

LEARNING POINTS

Outlined below are some issues raised by crews and the suggested solutions:

The pouch in its correct position is difficult to deploy

The hood deployment will be made far easier by grasping the pouch and sliding it up the right hand shoulder strap toward the chest.

The pouch obscures the BA wearer accessing the cylinder valve

Sliding the pouch up the right hand shoulder strap toward the chest will leave the cylinder valve access clear.

The bag containing the hood is difficult to tear open with gloves on

By correctly locating the orange tear triangle near the top corner of the plastic bag and tearing at this point, the access to the pouch should be made easier. If tearing the bag open still presents an issue – and following a dynamic risk assessment by the BA operative it is deemed safe to do so – the BA operative may remove their fire gloves for this specific task. The fire gloves are to be refitted upon task completion. It is likely that if the BA operative has deemed it appropriate to deploy the fire escape hood at that time, the environment will present a low level of thermal risk to the recipient and therefore to the BA operative.

Pouch on Series 3 fire appliance gets damaged when BA kit is stored in NSF locker

The cause of this problem was investigated and found to be due to the fire escape hood pouch dropping down and getting snagged when the slide out tray was moved in or out. Due to the considerable cost (£73 per pouch) of this damage, all Series 3 fire appliances will have two new straps fitted to the top of the BA carrying frame when they return from their 12 week service. The BA set that fits into the BA carrying

TRANSGENDER AWARENESS WEEK

Trans Day of Remembrance, left to right: Equality Manager Tiffany Oarton, Chair of LGBT+ Network Natalia Proctor, Equality Manager Abby Crawford and LGBT+ Network Secretary Devon Young.

Transgender Awareness Week took place from 18 – 22 November and, as well as proudly holding up the Trans flag outside of HQ on Wednesday, 20 November (see photo), the Brigade's LGBT+ Executive Team and Equality Managers attended a 'Trans in the City' event that evening.

The event was led by BP to mark Trans Day of Remembrance which has been observed since its inception in 1999 on November 20 each year. The day is held to memorialise those who have been murdered as a result of transphobia. The BP event had several speakers who related their experiences and highlighted

challenges faced by our trans community.

Hate crimes against trans people have tripled in England and Wales since 2015. The past decade has seen 3,314 murders of trans and gender-diverse people worldwide. The Brigade is committed to supporting trans people. We know that we're safer together and that's why we celebrate diversity and strive for inclusion at the Brigade.

If you would like to find out more, or get involved with our LGBT support group, please contact Natalia Proctor, Chair of the LGBT+ Network: natalia.proctor@london-fire.gov.uk.

frame should suspend their fire escape hood from this strap to avoid it dropping down and snagging when the tray is moved in or out.

FURTHER TRAINING

Although all staff (and now including firefighters on development) should have received familiarisation training in the fire escape hood use and deployment, further familiarisation training should be scheduled into

the watch-based training programme. The fire escape hood briefing note can assist with this training. To read it, go to the Brigade Wide Document Library on Hotwire (Home>About LFB>documents and resources>Brigade Wide Document Library) and search for 'fire escape hood briefing note' in the search box.

For more information, contact Station Officer Steve Collins, Operational Policy and Assurance, [REDACTED]

SAY HELLO AND WAVE GOODBYE

New starters, retirements and leavers.

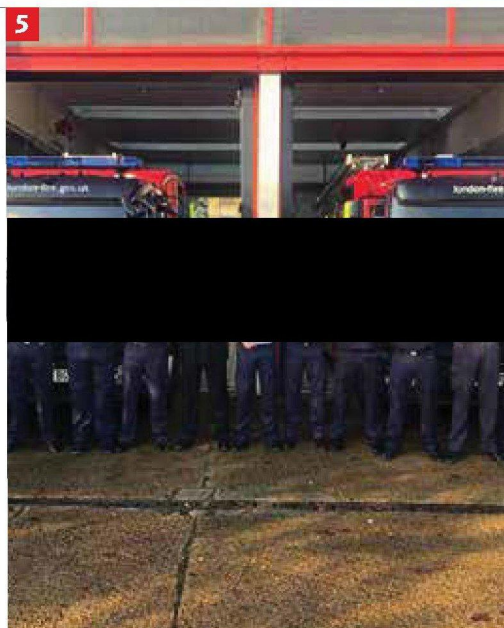
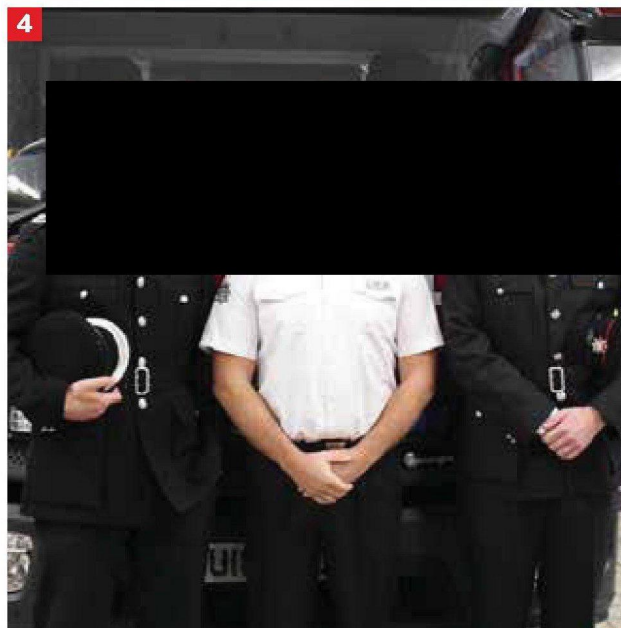


Photo: Tony Hardiman

STARTERS

1. Trainee firefighter pass out on Friday, 1 November 2019

Front row, left to right:

Vishal Lodhia (Leytonstone), Adam Cartlidge (Finchley), Danny Hart (Barnet), Joe Healy (Ruislip) and Craig McArdle (North Kensington).

Back row, left to right:

Gregory Murphy (Hillingdon), George Sparks-Sullivan (Walthamstow),

Stephen Timms (Wandsworth), Dean Priestley (Edmonton), Marchand Steenkamp (Walthamstow) and Jason Hayes (Stoke Newington).

2. Trainee firefighter pass out on Friday, 4 October 2019

Front Row, left to right:

Louie Derbyshire (Addington), Lewis Scothron (Hillingdon), Daniel Kelleher (West Hampstead), Shane Harrison

(Addington), Nathan Potter (Ruislip), Jay Bazzone (Homerton) and Abubaker Habib (Millwall).

Back row, left to right:

Daniel Walton (Ruislip), Gary North (North Kensington), Sean Denton (Kentish Town), Michael Higgs (Brixton), James Strachan-Tyler (Chelsea), Keir Mellor (Islington) and Steven Treacher (Paddington).

3**7**

3. Trainee firefighter pass out on Friday, 15 November 2019

Front row, left to right:

Chris Lewis (Romford), Neil Wells (Finchley), Mark Stevens (Soho), Victoria Butler (Stoke Newington), Dave Evans (Soho) and Gabriel Ivarsson (Willesden).

Back row, left to right:

Conor Langton (Northolt), James Robinson (Hayes), Tony Discipline

(New Cross), Jaden Francois-Esprit (Wembley), Daniel Glendon (Kingston) and Zac Cuddy (Purley).

RETIREMENTS

4. Station Officer Keith Barnes retired from Southall's red watch after 30 years of service.

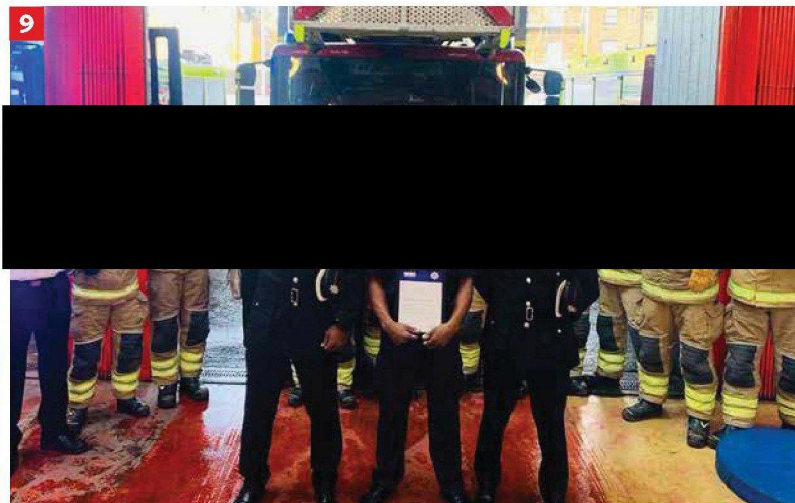
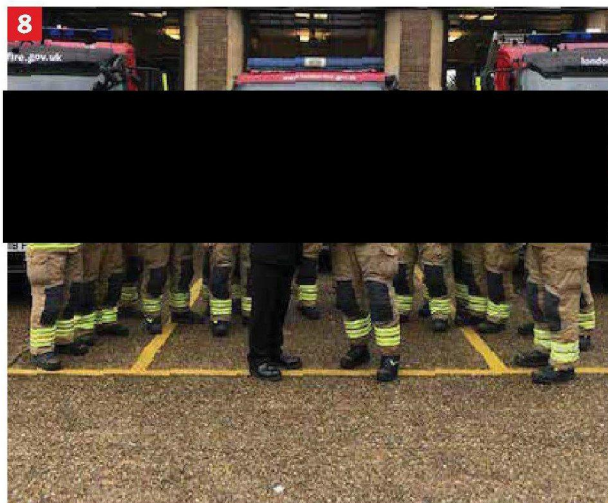
5. Firefighter Mark Goodson retired from Feltham's blue watch after 30 years of service.

6. Firefighter Terry Brown retired from Tottenham's blue watch after 30 years of service.

7. Firefighter Steve Harrington retired from Wimbledon's green watch after 30 years of service.

Continued on page 16

Say hello and wave goodbye (continued from P15)



RETIREMENTS continued

8. Firefighter Mark Beer retired from Wembley's red watch after 30 years and six months of service.

9. Leading Firefighter Anson Giraud retired from Paddington after a long and distinguished career.

LFB SAYS GOODBYE TO ...

OCTOBER'S LEAVERS FRS

Stephen Barnard Fire Safety
Michael Bowman
Technical and Service Support
Snezana Chase People Services
Sarah Miller People Services
Jessica New Fire Stations
Maria Sack Fire Safety
Darren Shiell Health and Safety
Robert Whitmore
Technical and Service Support

Operational

Robert Brennan Firefighter
Terry Brown Firefighter
Matthew Broxton Firefighter
David Cappaert Crew Manager

Neil Chisholm Group Manager
Timothy Clark Firefighter
Robert Davis Crew Manager
Shane Duffy Firefighter
Roger Holmes Watch Manager A
Terry Maher Watch Manager B
Peter Molloy Watch Manager B
Timothy Monkton Firefighter
Gary Norris Station Manager
Jeremy Pendleton Crew Manager
Steven Robinson Firefighter
Eddy Russell Station Manager
Nigel Skinner Watch Manager B
Keeley Smith Group Manager
Junior Thomas Watch Manager A
Ian Thornton Crew Manager
Darren Thorpe Firefighter
Michael Veasey Firefighter
Allister Woods Watch Manager A

NOVEMBER'S LEAVERS Control

June Norris Control Room Officer

FRS

James Collier Fire Safety
Michael Conti People Services
Petra Duvanna Fire Safety
Michelle Gooch Finance Services

Peter Gray

Technical and Service Support

Remmy Kanya Procurement

Barry Kent Fire Safety

Kit Lui Finance Services

Sophie Olive

Ops Resilience and Special Ops

Laura Proto Communications

Catherine Thomas Fire Stations

Jacqueline Webb Central Operations

Operational

Andrew Badby Firefighter

Michael Beasley Station Officer

Mark Beer Firefighter

Mark Calver Firefighter

Robert Ervin Firefighter

Tom George

Deputy Commissioner and Director
of Operations

Anson Giraud Leading Firefighter

Mark Goodson Firefighter

Nicholas Hill Firefighter

Philip Horsley Firefighter

David Potter Firefighter

Graham Sinclair Firefighter

Mark Smith Firefighter

Matthew Tiffin Firefighter

Martin Wilson Group Commander

WOMEN'S GROUP CELEBRATES 30TH BIRTHDAY



The Brigade's Women's Action Committee has celebrated a landmark event in its history this year: 30 years since its first meeting back in 1989. To mark the occasion, over 60 current and retired members came to Union Street to celebrate and reflect on the past 30 years; the victories, the achievements and some of the ongoing challenges that women still face today in the fire service.

Shout is grateful to Leading Firefighter Robyn Chainey (Wandsworth blue watch) for her account of the meeting. "The running order of the day included speeches from the Commissioner Dany Cotton and a panel made up of the original attendees of the first Women's Action Committee meeting 30 years ago. The panel gave our younger members an insight into how drastically different the life of a female firefighter was during the years

before the formulation of the Women's Action Committee.

"It also gave them the chance to highlight many of the changes that have benefitted both male and female firefighters across the UK, like gender specific fitting PPE, improved paternity/ maternity conditions and segregated changing facilities, to name but a few. Reflecting on so much history and change, it was impossible not to look forward to our goals and aims for the future of the Woman's Action Committee and our hopes for the next generation of women in the fire service.

"Emily Watkins from the University of Brighton delivered a presentation on the research she is conducting on the effects of heat stress among female firefighters, as very little research has been conducted in this area and her findings could benefit

all female firefighters in the future. One of the many positives that was celebrated on the day was the sheer number of female firefighters who attended the event, not just from London, but also guest firefighters from across the UK. The numbers of female firefighters have slowly grown in the UK and support networks like the Women's Action Committee have proved vital in supporting this to happen. We hope in the coming years we can celebrate our future birthdays with even more female firefighters."

The Women's Action Committee provides a network of operational women across the Brigade. Members organise events, campaigns and initiatives relating to gender equality and provide support, guidance and advice. For further information, contact Station Officer Kathryn Duncan, Lambeth green watch, [REDACTED]

HOPE WALK 2019



The annual Hope Walk raised over £420 for the Papyrus charity thanks to the generosity of staff and their love of cake!

More than 50 members of staff and supporters took part in the sponsored walk from HQ at Union Street to our pop up museum in Lambeth at midday on Thursday, 17 October. Many more staff baked or bought cakes at a cake sale that morning in the atrium at Union Street.

Hope Walk is held to raise awareness around young suicide and to raise vital funds to help the Papyrus charity deliver its lifesaving services throughout the UK. Sadly, suicide is the biggest killer of

young people (male and female) under 35 in the UK, but many young suicides could be prevented.

One of the walk's organisers, Helen Lloyd-Williams said: "A big thank you to all those who participated in this year's Hope Walk and cake sale and for helping #SmashTheStigma. We really wanted to highlight mental health in the blue light services this year and it was wonderful to have representatives from the Metropolitan Police and London

Ambulance Service joining the walk, alongside our FRS and operational staff, as well as representatives from the Fire Cadets."

The Mayor is calling for all Londoners to play their part in supporting others and helping to prevent suicides, #ZeroSuicideLDN. To find out more, visit www.thriveldn.co.uk/zerosuicideldn and take the free 20-minute training and help play your part in saving lives. For more information about Papyrus, visit: <https://papyrus-uk.org/>.

NEW SALVATION ARMY CANTEEN VANS



The unveiling of the two new vans at Shoreditch Fire Station.

The Salvation Army's fleet of three canteen vans – always a very welcome sight to hungry and thirsty crews at incidents of eight or more appliances – are being replaced by three new vehicles that will provide an entirely new fleet across the capital by early 2020. The new vans cost around £70,000 each and are built on a Renault chassis with bespoke modifications.

Two of the new vans were unveiled by the Salvation Army at Shoreditch Fire Station in mid October, where one of the three new vans will be based. The other van will be based at Acton Fire Station and a third van at Bexley Fire Station.

The Salvation Army has run the vans in a close working relationship with the Brigade for around 35 years; its vans have attended all of the major incidents since

the mid 1980s and have served crews with refreshments for anything from a few hours to as long as two weeks following Grenfell Tower fire and its aftermath.

The vans are staffed by Salvation Army volunteers and the Brigade makes an annual donation towards the van supplies and upkeep. The vans mainly attend Brigade incidents, but on occasion they also attend incidents to support the Metropolitan Police and the British Transport Police.

The Salvation Army's canteen van coordinator, Major Karl Grey said: "The Salvation Army's support for emergency service personnel and local communities at emergencies is a vital part of our work. We were called out 87 times last year and 68 times so far this year. The Brigade's crews and officers are superb and always give our volunteers a very warm welcome."

The vans were all recently equipped with a portable sink, soap and paper towels, part of work by Operational Policy and Assurance in conjunction with Health and Safety to reduce the risk of exposure to contaminants. Firefighters are encouraged to wash and dry their hands, face and neck before handling any food or drink provided by the canteen van during incidents.



One of the two new vans at Shoreditch, showing the new sink units recently fitted to all three vans.

OUR TIME – SUPPORTING FUTURE LEADERS



Left to right, Assistant Commissioner for Fire Safety Dan Daly, Talent Manager Gurdeep Sira, Station Commander Lucy Macleod Cook, Assistant Director for Strategy and Risk Susan Ellison Bunce, Deputy Commissioner Andy Roe, Assistant Director for Training and Professional Development Peter Groves, Senior Operations Manager Joanne Smith and Assistant Director of People Services Tim Powell. Participants not present: Deputy Head of the Grenfell Tower Investigation and Review Team Elise Blackman-Reid and National Operational Guidance Integration Manager Rachel Wetheridge.

We've joined our GLA partners in supporting the Mayoral initiative 'Our Time: Supporting Future Leaders'. The scheme aims to break down the barriers that women face in the workplace and tackle gender inequality at work.

LONDON'S GENDER PAY GAP

London is one of the most diverse and inclusive cities in the world, but despite this, gender inequality remains an issue. The gender pay gap in London is the largest in the country and women are

significantly under represented in senior roles – men currently dominate leadership roles in every industry.

The Our Time scheme is aimed at mid career professional women who are striving to achieve leadership roles in the next few years. The scheme pairs high potential women with senior managers (known as 'champions') for a year. The champions help the participants to access the professional networks, opportunities and contacts that are often needed to progress to leadership positions.

THE BRIGADE PARTICIPANTS

The Our Time scheme was advertised to staff on Hotwire in May 2019. The five successful applicants – Gurdeep Sira, Lucy Macleod Cook, Joanne Smith, Elise Blackman-Reid and Rachel Wetheridge – and their five champions attended the launch of the 2019–2020 cohort of Our Time at City Hall where they met other participants in the scheme and the Mayor Sadiq Khan. The new scheme is expected to run annually, so keep an eye on Hotwire for similar opportunities next year.

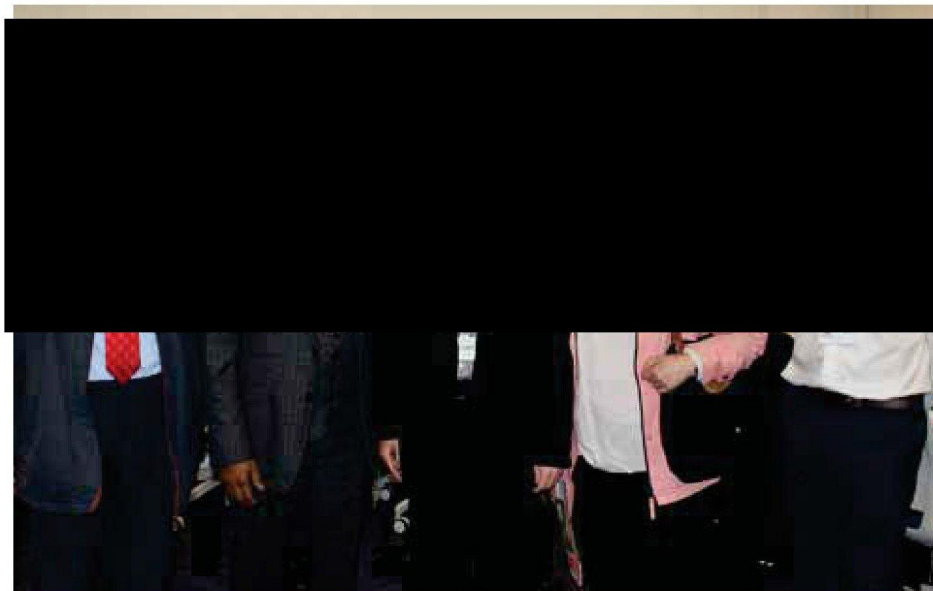
FBU CONTAMINANTS SURVEY



The Fire Brigades Union (FBU) and the University of Central Lancashire have launched a national survey that looks at the impact on firefighters of exposure to toxic contaminants. The FBU's survey is part of a three year research project that aims to better understand how and when firefighters are exposed to toxic contaminants and how fire and rescue services are using PPE and other control measures to reduce the risks. The survey is available on the FBU's website, www.fbu.org.uk/contaminants-research.

All firefighters are encouraged to take part. The survey is open until 5 January 2020 and takes approximately 20-25 minutes to complete. Further information is available from Anna Stec at the University of Central Lancashire, aastec@uclan.ac.uk.

NEW CROYDON TRAINING CENTRE



Left to right, Councillor Andrew Pelling, the Mayor of Croydon Humayun Kabir, Assistant Director for Development and Training Peter Groves, Councillor Joy Prince and Project Manager Patrick Hollins. Councillor Robert Canning (not pictured) also attended.

Revised plans for an LFB-owned training centre alongside Croydon Fire Station were shown to stakeholders and representatives of the local community at a public consultation event at Croydon Fire Station on Wednesday, 6 November. Among the attendees were the Mayor of Croydon, Councillor Humayun Kabir and local ward councillors. They all expressed their support for the amended project, which has received positive feedback throughout the consultation process.

FULL REFURBISHMENT PLANNED

The main training centre building will now be provided by the full refurbishment of the existing Babcock/PEG premises at Croydon, instead of the original proposal for a complete new build on the site. The refurbished building will provide state of the art modern training facilities, with a new façade, new internal layout and an additional extension on the second floor to accommodate a lift and walkway to a restaurant. The existing training centre building has now closed, pending the start of the construction phase. The operational fire station will be unaffected by the project.

The revised plans include a new build six storey Real Fire Training Venue (RFTV)

that will provide a realistic firefighting training facility in a high-rise building, the first of its kind in London. The RFTV will incorporate specialist smoke cleaning equipment to make sure there is no impact on local air quality and thus no adverse impact on the nearby residents. The plans include the demolition of the existing drill tower. A brand new tower incorporating a training roof will be built for the fire station.

The Brigade's upgraded Croydon training facility will complement the existing training facilities owned by Babcock at Beckton and Park Royal and offer improved training provision for all staff, particularly through the proposed RFTV. It will also reduce costs and travel time for staff based in the south who will be able to attend training courses without having to travel long distances across London.

PROPOSED TIMESCALE

A revised planning application will be submitted to Croydon Borough Council early in 2020. If approved, construction is due to begin in mid 2020 and the new training facility would open in late 2021 or early 2022.

Hot stories on Hotwire

The screenshot shows the Hotwire website with a navigation bar including Home, Operations, HR, pay and employment, and Guide. The main content area features several articles:

- Be vigilant over the festive season**: Updated information on staying safe following the recent terrorist incident at London Bridge.
- PPE Link icon on desktops**: You are now able to send your own PPE to Bristol Uniforms for servicing via a new desktop icon. (Accompanied by a grid of icons)
- We've joined the Business Disability Forum**: How the forum will help the Brigade become an employer of choice for people with disabilities. (Accompanied by the Business Disability Forum Member Hub logo)

Our regular feature in Shout highlights all the great stories on Hotwire you might have missed over the past few weeks. Why not take a look?

Be vigilant over the festive season

Updated information on staying safe following the recent terrorist incident at London Bridge.

PPE Link icon on desktops

You are now able to send your own PPE to Bristol Uniforms for servicing via a new desktop icon.

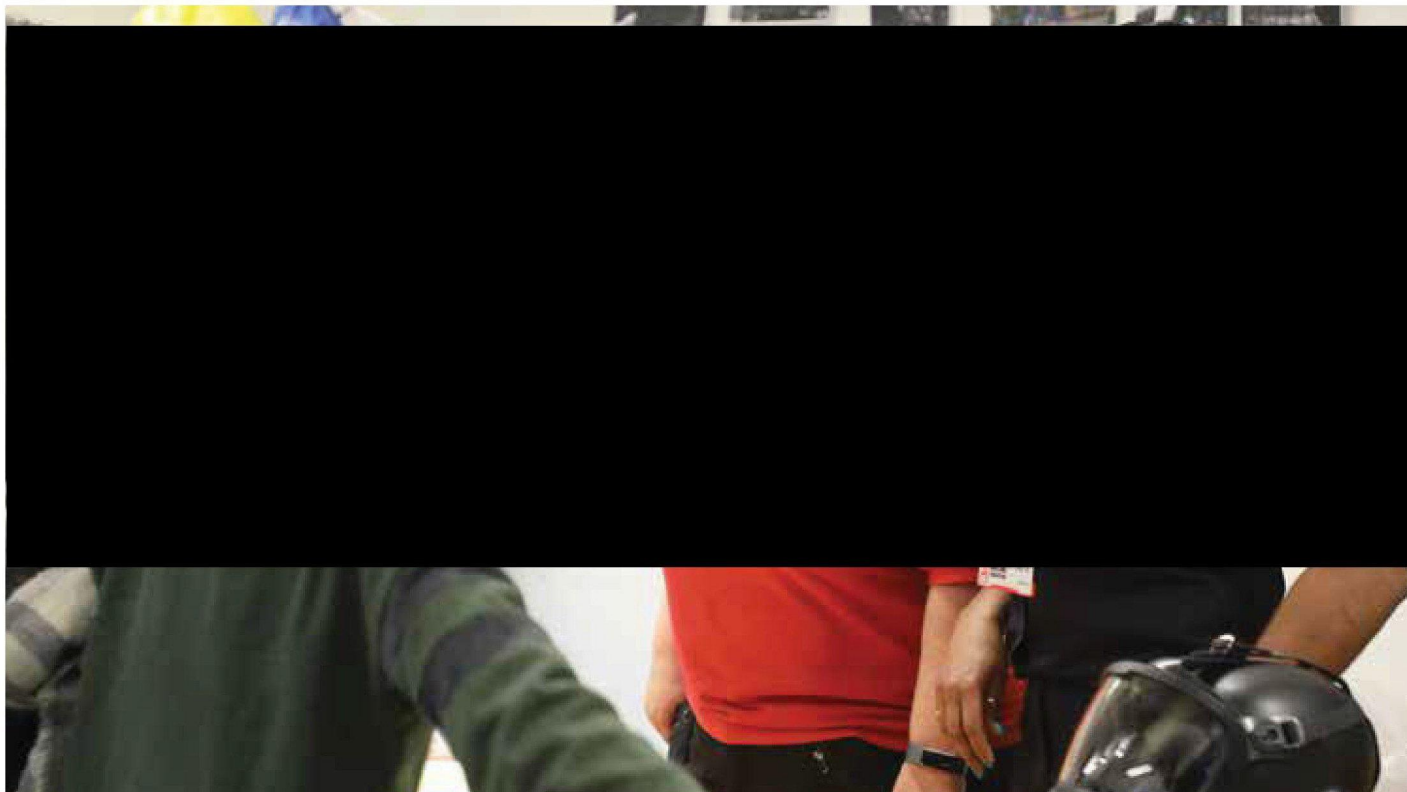
Chemdata and MDTs

Find out before you are caught out by IT's decision to remove Chemdata from mobile data terminals from January 2020.

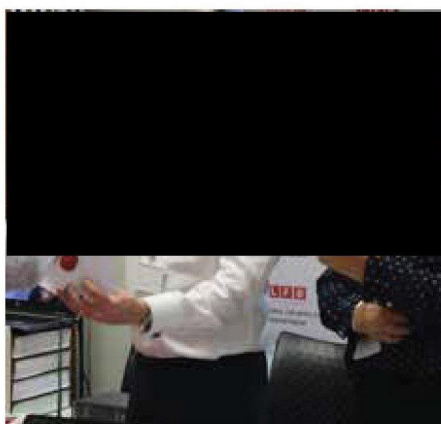
New 'acting up' training

A new CBT package A day in the life of a Leading Firefighter has been launched on Big Learning.

CORPORATE SERVICES AWARENESS EVENT AT HQ



Above left to right: Administration Manager Sarah Honey (Brigade Distribution Centre) and Sub Officer Jen Edwin (Protective Equipment Group) greet visitors to the BDC/PEG stand. Below left to right: Business Support Manager Chris Marshall and Governance Manager Anna Flatley ran a quiz about the General Counsel's stand. Bottom: The rooms were packed throughout the event.



A Corporate Services Department awareness event was held at Union Street on Friday, 15 November, the first such occasion for many years. The event was an opportunity for all departments within Corporate Services to show what they do and how they work with staff across the Brigade.

BUSY MARKET STALLS

Each department had their own stall in the ground floor meeting rooms that were open to all staff over lunchtime to explain who they are, what they do, how they do it and answer any questions from other members of staff. The event was suggested by Liz Szpytko, PA to Director of Corporate Services Sue Budden, to break down the so called 'silos' that some staff feel exist between departments and get staff talking to one another, an objective that certainly succeeded, if the high turnout was anything to go by!

Director of Corporate Services Sue Budden said afterwards: "I was very

impressed with how much effort every department went to and I thought all of the stalls were fantastic. There were small prizes for three of the stalls and it was incredibly tough to choose the winners, as the stalls were all really great."

THE PRIZE WINNING STALLS

Congratulations to the staff who created and ran the three winning stalls:

Best dressed stall:

ICT

Most entertaining stall:

General Counsel

Most informative stall:

Property

Sue added: "The event was open for all to attend and a huge thanks from me to those who did manage to make it. There was a great turnout and it was good to hear lots of you enjoying the event, alongside learning what Corporate Services do and how vital our services are to the Brigade."

LONG SERVICE AWARDS



Twenty nine operational and non operational staff were presented with their 20 years' long service certificates and medals at a ceremony held on Friday, 11 October 2019 at City Hall.

TWENTY YEARS' SERVICE CERTIFICATES

The recipients were introduced by the Director Corporate Services Sue Budden and the presentation was made by the Commissioner.

Sue Douglas

Road Safety Officer, Fire Safety

Leonard Field

Fire Safety Inspecting Officer, Fire Safety

TWENTY YEARS' LONG SERVICE AND GOOD CONDUCT MEDALS

The recipients were introduced by the Deputy Mayor for Fire and Resilience Dr Fiona Twycross AM and the medals were presented by the Commissioner.

Ian Allen

Firefighter, Battersea

Alan Allmark

Station Manager, Operational Policy and Assurance

Daniel Andrews

Firefighter, Lambeth River

Stephen Appleton

Crew Manager, West Norwood

Gareth Beeton

London Regional Chair, Fire Brigades Union

Richard Brooker

Crew Manager, Stanmore

James Carroll

Firefighter, Sutton

Peter Clark

Station Manager, Ealing and Acton

Justin Cooper

Firefighter, Homerton

Robert Douglas

Firefighter, Sutton

Darren Draper

Crew Manager, Harold Hill

Lee Elliott

Crew Manager, Old Kent Road

Kenneth Fry

Firefighter, Romford

Patrick Goulbourne

Deputy Assistant Commissioner, Operational Resilience

Simon Horn

Watch Manager, Wembley

Stuart Hulse

Firefighter, Lambeth River

Alan Jones

Crew Manager, Dagenham

Paul Kelly

Firefighter, Croydon

Sheila Macgregor

Firefighter, Croydon

Paul Mckay

Watch Manager, Kensington

Patrick Moloney

Station Manager, Dagenham

John O'Hare

Firefighter, Mill Hill

Jonathan Parker

Watch Manager, Special Operations Group

David Potter

Firefighter, Erith

Duncan Rees

Watch Manager, Euston

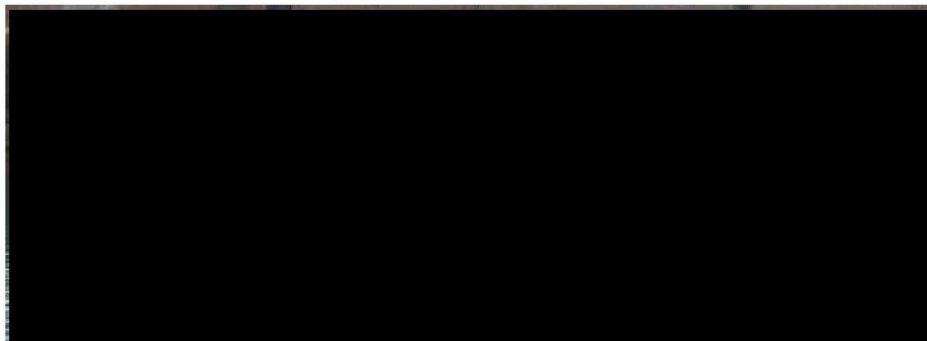
Paul Sadler

Station Manager, Lambeth and Clapham

Mathew Winslade

Crew Manager, Bexley

CROSS CHANNEL PADDLE



A group of three firefighters have raised more than £5,700 for The Fire Fighters Charity by paddling across the English Channel on stand-up paddle boards.

The three firefighters – Nick Drewett and Chris Perez from Richmond Fire Station and Dave Grundy from Heston Fire Station – started their epic crossing in Dover Harbour and completed the 50km distance in around six hours of furious paddling... paddling that became particularly furious as they made their way through the busy shipping lane. They hired a safety boat at their own expense to escort them across the hazardous waters.

Firefighter Nick Drewett said: "The distance itself was not massive, but when you add the tides, the swell and the changing winds – not to mention the wash from passing supertankers – then it all became a bit tricky. The conditions were reasonable at first, but soon got choppy, with cross winds and a big swell.

After four hours we reached the halfway mark and stopped for a break. We wondered if we could manage the second half, but fortune favours the optimistic and luckily for us about 30 minutes later the conditions improved. However, when we were about 3km from the French coastline the conditions changed again for the worse, but with the end in sight, we paddled hard and arrived on a deserted beach at Tissant in France."

GOT SOMETHING TO **SHOUT** ABOUT?

HAVE YOU GOT A STORY FOR SHOUT?

Email your ideas and articles to the Shout mailbox or call Paul Newman

EMAIL YOUR LETTERS TO THE SHOUT MAILBOX

Please include your name and role. Letters may be edited for space purposes.

Shout is printed on FSC (Forest Stewardship Council) certificated paper that guarantees well managed forests.