

# MINUTES OF HAMPSHIRE BRIGADE COMMITTEE MEETING

## 3rd September 2002

### WINCHESTER FIRE STATION

#### AGENDA

1. Apologies.
2. Members Present.
3. Minutes of previous meeting.
4. Matters Arising.
5. Personnel
6. Training & Education.
7. Operations.
8. Community Safety.
9. Branch / Section Reports.
10. Health & Safety
11. Membership Secretary's Report.
12. Correspondence.
13. A.O.U.B.
14. Date / Venue of next meeting.

1. **Apologies.** Were received from Bro., Blight(56), Richards(23), Twilley(24).

2. **Members Present.** Were Bros. Bates(54), Brown(53), Bryan(06), Burford(Min.Sec.), Christopher(ViceChair), Carpenter(31), Cole(Off.Sec.), Goring(16), Lacey(24), Moore(20), Packer(32), Parsons(Mem.Sec.), Ramsey(BEMM), Williams(Sec.).

3. **Minutes of previous meeting.**

Accuracy – Pg.2., MOD Fire service, should read Military Personnel.

Pg.6., F&D email address to add. New Mobile No. for Membership. Secretary.

4. **Matters Arising**

**Pg.1.....ICU Dispute** – ACAS result came out in favour for the FBU. After a long battle by FBU Officials a vote of thanks to them from the BCM, especially for Bro. Dave Graham.

Bro.Goring Proposed, Seconded by Bro.Brown, for a vote of Thanks to the Officials and asked for a letter to be sent out to those who have battled with management, and succeeded on the crewing of the ICU. ***Bro.Williams dealing.***

DCFO House has only just agreed today to meet with officials for meetings to be held on the crewing of the ICU. They are to be held within the next week.

**Eastleigh** – (SO7/1/6) –Wrt is still to be the first appliance taken off the run by the direction of the Duty Principal Officer. New amendments to the Service Order were read. New recruit courses being run and two courses to run at same time.

**Andover** – Memo read out from DO Mark Rayner, reference the trial shift system at Andover.

Reassuring that it is a trial system, and that it will not be brought in, without full negotiation with the FBU.

**Pg.2.....Brigade Chair Elections** – Closed at 2pm on 2<sup>nd</sup> Sept. Ballot papers to be circulated.

**Recruitment Packs** – Completed. To be printed out and put on disks. Four packs to be produced first. Those wishing to use the packs please approach Mem. Sec. for copies.

### **Pay Campaign Update**

Up to 200 Hampshire Firefighters and Control Room staff went to the London Rally on the 2<sup>nd</sup> Sept.

Support was given by speeches from other Union General Secretaries, these included the Railways Union, who mentioned that if the FBU were to take Industrial Action, their Union would support us, and under Health & Safety issues would not run the London Underground.

French Fire Unions would support the FBU. With reference the Channel Tunnel, members in Kent and Emergency cover it would be considered to close the Channel Tunnel.

The Postal and Communications Union supported our claim and agreed that they would not cross any picket, thus stopping the postal service to Brigade properties.

The meeting of the NJC held on the 2<sup>nd</sup> Sept., collapsed with the employers offering a pay rise of 4%, with the Conditions of Service modernised, and still not committing themselves to tell us what the basic pay should be for Firefighters and Control Room staff. This was even after the FBU adjourned the meeting one last time to give the employers a chance to commit themselves.

Emergency Hampshire Rallies to be held at Winchester Rugby Club on Friday 6<sup>th</sup> Sept at 1000hrs and a second meeting at the Club on Monday 9<sup>th</sup> Sept at 1900hrs. This is to allow as many members to attend as possible, so delegates to Recall Conference can have an idea of the feeling to Industrial Action. Regional Officials will also be attending to assist with answering any questions or concerns.

Hampshire is allowed 4 delegates to recall Conference in Manchester. It was decided that the top table would attend. This also allowed one other due to holiday commitments. Bros., Moore and Brown were nominated. Bro. Moore received 2 votes and Bro. Brown received 4. Delegates to Conference will be Bros., Williams, Parsons, Burford and Brown.

Coaches will be arranged for a Manchester rally, to be on the same day as Recall Conference.

Questions were asked on the way Pickets could be held. Including the numbers allowed and if Fly Picketing could be done. **Bro. Christopher to clarify.**

Members are reminded that should Industrial Actions take place, it will be the whole country going out at the same time and not certain Brigades, one day and another on another day.

Information will be circulated to all personnel, who may cross picket lines and the possible consequences it could provoke.

The Chief Fire Officer of Dorset has recently sent out a letter to all personnel, explaining that if Industrial Action does occur, he will be telling all personal to go out. This will prevent any problems occurring between those who would go out and those that wont go out. At this stage our Chief Fire Officer, has not made comment to this proposal from Dorset, to the FBU.

The BCM had a short discussion and decided on an 8 to 1 vote, to back the National Executive Committee of the FBU, for a recall Conference and the proposal of Industrial Action in the fire service. Although, after the two Emergency Meetings in Hampshire, will take the Members mandate to Recall Conference.

**Pg.3.....Redbridge** – Meetings with management to be arranged reference proposal on crewing levels in HFRS.

**Hightown** – Proposal on pay for carrying out duties of a higher rank raised at the Pay and Allowances meeting. Ongoing.

**Whitchurch** – FBU Solicitors are still awaiting information from J.McNeil, Personnel Manager, with regard to RT holiday pay.

**Southsea** – At a recent incident the TL broke down again. This was whilst a casualty was on the appliance and became stranded. Went to workshops at the same time C53's ALP was getting annual service from Anglocco engineer. The ALP had to be crewed from Workshops whilst being worked upon due to A01's ALP being only aerial available in the whole County. The engineer also looked at the TL and was able to correct the problem. Since being back at station there has not been any problems with the TL.

**Pg.4.....Health & Safety** – Bro.Lacey is attending a weeklong H&S seminar in Manchester. He is willing to give a presentation to the BCM on his return.

**Website – Branch Officials Email System update –**

As a Branch official you may not be able to access the email system from the station computer. We hope to have this problem solved soon. At the moment you may not be able to change your Name and Password using the station computer. If you have no other way to access the email system (from home etc) then please email Roy Goring ([webmaster@hantsfbu.org.uk](mailto:webmaster@hantsfbu.org.uk)) with your name and password. **MAKE SURE YOU SEND THIS EMAIL FROM YOUR CORRECT BRANCH OFFICIALS EMAIL ADDRESS.**

There are also problems with accessing the system from AOL. To get over this:-

1. Connect to AOL.
2. Run Internet Explorer.
3. Access the email system from within Internet Explorer.

**Pg.5.....F&D Meetings** – The proposed open forum meetings that will include negotiating consultations will not be sat on if non-recognised unions sit on them also.

**Bro.Goring Proposal** – To go to next Regional Executive meeting.

**5. Personnel**

**Andover** – Payslips confusing to read for the Retained Personnel. Does not break down the expenses enough for checking. Break down of turnout fees stapled to outside of payslip envelopes. Anyone can read them. **Bro.Christopher to raise.**

Problems with Working Rig trousers. Members are reminded about memo circulated from stores to send back for replacement.

25yr Membership Badges – Can all station reps please inform the Membership Secretary with all relevant entitlements. If any member is up to 25yrs, please inform your Branch Officials.

**St.Mary's** – Confusion on the leave entitlement for new recruits starting on station. No info on joining instructions to watches. **Bro.Christopher to raise.**

**Havant** – Recent confusion with regard to membership of FBU if doing WT/RT duties. If you do WT/RT duties you must either stop doing RT duties, resign from the FBU, which allows you to rejoin at a later date, or, you will be expelled from the FBU. The latter does not allow you to rejoin the FBU at a later stage. It is down to the individual to stop payments to the FBU through personnel and payroll. It is not the responsibility of the FBU and outstanding payments will not be returned. It's also the responsibility of all members to inform their Branch Officials and Membership Secretary, of any member doing WT/RT duties.

**Vehicle Insurance** – Circular from Head office read out. If you have an accident in a HFRS vehicle your own vehicle Insurance may go up. Always check with your Vehicle Insurance Company before taking up any policies to see if you are covered.

6. **Training & Education.**

None.

7. **Operations.**

**Eastleigh** – Shortfall in HFRS Drivers. *Bro.Christopher to raise reference shortfall in Driving Courses.*

**Officers** – Operational cover of Officers could be changing and time scales of Officers attending incidents may increase. Working Group to be set up and report back to BCM.

**Andover** – A recent Fatality RTA, which Stockbridge attended, was initially an RTA washdown reported to HFRS from the Hampshire Ambulance Service. When HFRS got to the incident, the Ambulance Service was not in attendance.

8. **Community Fire Safety.**

CFS is a valued part of day to day running of HFRS. Encouragement and participation of all members is to be carried out.

9. **Branch / Section Reports.**

None.

10. **Health and Safety**

**Southsea** – Concerns on the position of station gym to the car park. Vehicle dust on Gym equipment. Havant have a similar problem. *H&S Committee to raise.*

11. **Membership Secretary's Report.**

Thanks to Bros.Brown and Burford for their contribution to the Pay Campaign during Bro.Parsons leave.

Any Rally Reports to be sent to Membership Secretary before being placed on the Hants FBU website. Pay Campaign at Safeway's in Basingstoke.

Information Pack to be sent out with all relevant information and the next step after Recall Conference on the 12<sup>th</sup> September with regard to any possible Industrial Action etc.

Members reminded that if in doubt of correct details held by the FBU, you must fill in 'Change of Details' forms and return to your Branch Officials, who will then pass on to the Membership Secretary. Mem.Sec., working on the WT/RT issue.

Recent meeting with the CFO asked if the FBU would address the next Fire Authority meeting. FBU agreed and the CFO continued with his support for the Pay Campaign.

12. **Correspondence.**

- Sick Pay – Use of Discretion.

12months full sick pay if injured on Duty and then discretion after the 12months. 6months full pay if injured off duty and then discretion after the 6months.

Cosham Resolution seconded by Havant –

*'The Cosham Branch proposes that unless the Hampshire Fire Authority pay the salary or medically retire Simon Green (Chair Basingstoke Branch FBU), as an Operational Firefighter at the earliest convenience, all members of the Hampshire FBU shall be balloted for Industrial Action.'*

Bro.Williams to write letter to the CFO with regard to the resolution. Officials to go back to Branches with the resolution and report back to next BCM. Resolution to be put to Thompson's Solicitors for correct wording and Legal standing.

Correspondence (cont'd)

- Mileage Rate
- Rehabilitation.
- H&S Reps.
- ACAS Trade Union Duties and Activities.
- ACAS dispute on ICU.

Teleprinter message to all stations reference Emergency FBU Rallies to be circulated. Friday 6<sup>th</sup> Sept at 1000hrs, and Monday 9<sup>th</sup> Sept at 1900hrs. Both meetings to be at Winchester Rugby Club.

**13. A.O.U.B.**

Bro.Dave Graham addressed the meeting –

He wanted to apologies for his recent exit of FBU Duties and Chair position, which was mainly down to Personal reasons. He would also like to thank Past and Present officials for their help and assistance whilst off FBU duties.

Bro.Graham would encourage any member to take up Union Official posts, however, never take any issue personally. Have respect for everyone from age, sex and of any rank that you are dealing with. Also for members to have respect for Union Officials, as they are only carrying out their duties as officials. Also Bro.Graham has full support for the current Pay Campaign. A special thanks was given to Bros., Christopher and Williams for their assistance and support whilst Bro.Graham was in post and whilst off.

**14. Date / Venue of next meeting.**

Tuesday 1<sup>st</sup> October at 1000hrs at Winchester Fire Station.

## **Hampshire FBU Brigade Committee Meeting Dates 2002**

**8<sup>th</sup> January 2002 (R/W)**

**2<sup>nd</sup> July 2002 (W/W)**

**5<sup>th</sup> February 2002 (G/W)**

**6<sup>th</sup> August 2002 (B/W)**

**5<sup>th</sup> March 2002 (R/W)**

**3<sup>rd</sup> September 2002 (W/W)**

**2<sup>nd</sup> April 2002 (G/W)**

**1<sup>st</sup> October 2002 (B/W)**

**9<sup>th</sup> May 2002 (R/W)**

**5<sup>th</sup> November 2002 (G/W)**

**11<sup>th</sup> June 2002 (B/W)**

**3<sup>rd</sup> December 2002 (R/W)**

**Please note that all the meetings will be on the first Tuesday of every month except January, which is on the second Tuesday. In May, which will be on Thursday in the week before Annual Conference as per Brigade Standing Orders, and June, due to the extra Bank Holiday.**

**Meetings will begin at 10am.**

**Meeting to be held at Winchester Fire Station.**

## **FBU Brigade Committee Members Contacts**

<u>Name</u>	<u>Station</u>	<u>Home Tel. Number</u>	<u>Work Tel. Number</u>
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### **Chair (Responsible for Training and Operational Issues)**

Dave Graham	A30	01962 862301	01962 870230
	Email: <a href="mailto:chair@HantsFBU.org.uk">chair@HantsFBU.org.uk</a>		
	Mob: 07802 156915		

### **Vice Chair (Responsible for H&S Issues)**

Paul Christopher	R/W C32	023 80368035	023 80613151
	Email: <a href="mailto:vice.chair@HantsFBU.org.uk">vice.chair@HantsFBU.org.uk</a>		
	Mob: 07974 001938		

### **Secretary (Responsible for Financial Issues)**

Harry Williams	G/W B23	023 92793900 & fax	023 92371044
	Email: <a href="mailto:secretary@HantsFBU.org.uk">secretary@HantsFBU.org.uk</a>		
	Mob: 07776 251000		

### **Membership Secretary (Responsible for Recruitment, Membership & AIF)**

Wayne Parsons	G/W C32	01202 841775	023 80613151
	Email: <a href="mailto:mem.sec@HantsFBU.org.uk">mem.sec@HantsFBU.org.uk</a>		
	Mob: 07966 449983		

### **Minutes Secretary**

Colin Burford	R/W C53	Mob: 07779 113605	023 80776391
	Email: <a href="mailto:min.sec@HantsFBU.org.uk">min.sec@HantsFBU.org.uk</a>		

### **Education Officer**

Vacant

### **Fairness at Work Officer**

Steve Moore	As B Div Rep details.		
	<a href="mailto:fairness@hantsfbu.org.uk">fairness@hantsfbu.org.uk</a>		

### **DIVISIONAL REPS**

#### **A Division**

Ian Carpenter	A31		01264 339000
	Email: <a href="mailto:adiv.rep@hantsfbu.org.uk">adiv.rep@hantsfbu.org.uk</a>		

#### **B Division**

Steve Moore	W/W B20	02392 677646	02392 662926
	Email: <a href="mailto:bdiv.rep@hantsfbu.org.uk">bdiv.rep@hantsfbu.org.uk</a>		
	Mob: 07719367944		

#### **C Division**

Pete Bates	R/W C54		023 8033254
	Email: <a href="mailto:cdiv.rep@hantsfbu.org.uk">cdiv.rep@hantsfbu.org.uk</a>		

### **HFRS FBU Website**

[www.HantsFBU.org.uk](http://www.HantsFBU.org.uk)  
email: [webmaster@HantsFBU.org.uk](mailto:webmaster@HantsFBU.org.uk)