

# MINUTES OF HAMPSHIRE BRIGADE COMMITTEE MEETING

1<sup>st</sup> October 2002

## WINCHESTER FIRE STATION

### AGENDA

1. Apologies.
2. Members Present.
3. Minutes of previous meeting.
4. Matters Arising.
5. Branch / Section Reports.
6. Cosham Resolution (Bro.S.Green).
7. Pay Campaign Update.
8. A.O.U.B.
9. Date / Venue of next meeting.

1. **Apologies.** Were received from Bro., Blight(56), Bowers,Brown,Cole(Off.Sec.), Burrows(Control), Richards(23), Twilley(24) & Wadmore(30).

2. **Members Present.** Were Bros. Bates(54), Brown(53), Burford(Min.Sec.), Christopher(ViceChair), Carpenter(31), Eades(Off.Sec.), Evans,Thurman(am/pm,Trg.Sch.), Evans(H&S54), Goring(16), Henderson(16), Jordan(32), Lacey(24), Moore(20), Norton(01), Parsons(Mem.Sec.), Pook(56), Ramsey(BEMM), Trew(54), Vickery(30) & Woods(19).

3. **Minutes of previous meeting.**  
Accuracy – Agreed.

4. **Matters Arising**

**Pg.1.....ICU Dispute** – Still awaiting meeting with DCFO House. CFO has shown indications of moving the ICU to C32.

**Andover** – Temporary Shift System, to get over the crewing problems is running well at the moment.

**Pg.2.....Recruitment Packs** – Due to the Pay Campaign the Membership Secretary's workload is high. The Recruitment Packs will be sent out ASAP and circulated via the Divisional Rep's.

**Pay Campaign Update** – Further update to take place during the BCM, however, a Comprehensive Document is to be circulated by Region shortly and sent to all Branches.

**Pg.3.....Hightown** – Still on going and meetings to be arranged.

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

All emails addresses should now be working. Website is fully up and running. Members are reminded that once emails are received can you either print out and if finished with, can you please delete. This will assist with the running and maintenance of the server.

**Andover – Pay Slips –**

Havant proposed and Andover seconded-

***“This Branch demands that all Pay related correspondence be sent to home address.”***

Amended by Brigade Committee –

**“Branch”** to read **“BCM”** Unanimously carried with the amendment.

**25yr Badges** – 2 Badges required at B20. *Bro.Parsons to deal.*

**Pg.4.....Cosham Resolution** – Bro.S.Green to address the BCM later in meeting.

**Pg.5.....Future BCM's** – These to be circulated on these minutes. Also closing dates for branches and BC, on resolutions for Annual Conference 2003. *Bro's Burford and Christopher to deal.*

**French FF's** – On September 15<sup>th</sup> 2002, a number of French Firefighters died whilst at an incident. Letters and emails of condolences to be sent by the BCM. All in favour. *Bro Christopher to deal.*

## **5. Branch / Section Reports**

**Hightown** – A number of concerning issues from Trainees starting on Stations were raised, reference Training Centre and the method of Instruction carried out. A discussion took place with a response by Training Centre.

It was decided that no action to take place until the Health and Safety reported back to the BCM, as some issues come under the RIDDOR regulations.

Training Centre did raise however that there is a “Mentoring Scheme” in place at Training Centre. This is where any issue a Trainee or member being trained can raise issues or concerns. This is where a no ‘rank’ conversation can be held, and if required, the correct changes or implementations can be carried out. Further awareness is scheduled.

**Training Centre** – The Branch has been re-established. Bro.Evans is elected Chairman.

**Waterlooville** – Bro.Woods is in the process of establishing a Branch and election of Branch Officials to follow.

**Redbridge** – Concerns with the pocket radios on appliances. Receiving, a major problem and the charge held by the batteries. It was commented that all Intrinsically Radios were to be removed and placed on the ICU and SEU's.

A number of revues being carried out by HFRS on the replacement of Pocket radios. Also management pushing for Offensive PPV. This will raise problems with PPV operators and communications. Issue is ongoing.

A National Inquiry is to be carried out for Pocket radios and Main Scheme radios.

**Basingstoke** – Bro Norton elected as Branch Chairman. Thanks to Bro.Parsons for attending a recent Branch Meeting. Watch rep's to be established on station. Public awareness meetings have gone well and another is arranged for the 15<sup>th</sup> October in Basingstoke. More guidance is required for members coming up for retirement.

**Health & Safety** – Issue on heights of window sills on Drill Towers being carried out.

Bros.Lacey and Evans on Stage 2 H&S course. Project on course is to raise awareness and implement a H&S webpage on the Hants FBU website.

**Copnor** – Two retired members from station have recently died with forms of cancer. Under H&S issues members are asking for the Cancer issue previously at Copnor to be reopened. *Bro Moore to liaise with FBU H&S Sub committee members.*

**St.Mary's** – Branch recently unanimously agreed to an old FBU member to rejoin the FBU after stopping his WT/RT duties. *BCM endorses the Branches vote.*

**Andover** – Retained members have asked for meetings with regard to Pay and Allowances. Service Order to be discussed with Management.

**Havant** – Rent allowances have not been paid for 9 months. Retained crews going out with only 3 qualified in BA. MRV recently returned from Workshops with the front winch fitted. Is this not raising training implementations? ***Being raised at FBU and Management meetings.***

Havant FBU officials recently attended Emsworth Fire Station and talked to Retained personnel. A number of FBU membership applications have now been received.

**Brigade Chairman** – Yateley fire station personnel have showed interest in joining FBU. However great pressure being applied by other Yateley personnel in senior RFU positions.

Romsey also showing interest in FBU memberships.

Numerous stations in the north of the county now showing interest in joining the FBU.

Those personnel in the RFU can join the FBU also. You can be in more than one Union and members are reminded that the RFU is not a recognised negotiating union.

#### **6. Cosham Resolution (Bro.S.Green).**

Thanks were given by Bro.Green for opportunity to address the BCM.

Most people were aware of Bro.Green's history on the case. He has received 7 medical reports, of which many have been from independent Doctors. The outcome is that Bro.Green is suffering from depression and it is not a Short-term illness and it is unsure whether or not it could be Long term.

On 1<sup>st</sup> December 2001, Bro.Green's pay went to half pay and the last 3 months has gone down to zero pay. Financially, Bro.Green has arranged all financial commitments, to take into account his now zero salary income.

He has been inspired by the support of FBU members, FBU Officials, both locally and Nationally, and also the Cosham Branch Resolution. Although after talking to the mentioned members, this could in fact be a National Issue.

The Grey Book states that the CFO can reduce pay. Although management caused the injury, due to pressure etc. Normally if it's an injury or illness received due to work, the service follows up and assists the person to recover. In this case they have not.

Questions were asked of what he would like the outcome to be and what help HFRS has given Bro.Green. The answer was to return to work as he has already completed 20 yrs of service and that he has received no help from HFRS. The HFRS Doctor, after consultations, suggested retiring Br.Green on Medical grounds, however, management refused to take the Doctors view and told they would seek another direction.

A final thanks was given by Bro.Green for the opportunity to address the BCM.

Resolution by Cosham –

***'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.'***

Amendments proposed by Bro.Jordan, seconded by Bro.Brown

***'BCM'*** instead of ***'Cosham Branch'*** & ***'immediately'*** instead of ***'at the earliest convenience'***.

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

11 fore

0 Against

3 Abstentions.

Resolution carried and to be forwarded by Bro.Christopher.

## 7. Pay Campaign Update.

**Ballot Papers** – those members not received Ballot papers to email Wayne Parsons at mem.sec@hantsfbu.org.uk, with full name and postal details including the believed reason why you have not received the papers. It's also recommended that those not received, should fill out a 'Change of Details' form just to clarify their status.

Ballot Papers have numbers on and this is a legal requirement and is not a way of checking who's voted which way.

**Emails** – All FBU Branch officials have got email accounts under the Hampshire FBU website. All officials reminded to log on and activate their accounts.

**Management meetings** – Bros.Parsons, Christopher and an officer rep have met with senior officers and CFO. A second meeting is planned for the 2<sup>nd</sup> October and further meetings after that. This is to discuss Protocols and direction, should Industrial Action take place.

**Advertising Campaign** – The BCM and Pay Campaign Co-ordinator applauds the Hampshire Membership on their restraint on advertising the Pay Campaign. Especially when neighbouring and other National Brigades have implemented huge advertising campaigns. Some with the backing by their CFO's. Over the next few weeks serious thoughts and discussions will be taking place on the way forward to advertising our pay Campaign.

At present its down to the membership how they advertise, but hope the FBU will be able to discuss with management on a joint approach, to allow a specific method of advertising to be carried out. All weather posters are presently being made for stations. These will be circulated ASAP and placed outside fire stations.

**Non-members, WT/RT Actions** – At present no confirmation on the way management will act should non-members etc act, if they support the FBU Pay Claim. Meetings to be arranged with management. Information will be sent out to all Branches when known.

**CFA Meeting** – Bro.Parsons gave a Deputation to the CFA. Including the pay campaign history and way forward. He also mentioned that the review would also be looking at the Councillors positions on the CFA, as this could be governed Regionally or even Nationally. It was also envisaged that reports or FBU members from Hampshire bring the HFRS into disrepute were totally wrong and that all FBU members, from Hampshire, have campaigned impeccably. This was also backed by the CFO. An informal meeting to be arranged for the 8<sup>th</sup> October at Eastleigh Fire Station for all Councillors to attend including any other FBU members. This would incorporate a small presentation and Q&A session.

**FBU Websites** – Members and non-members encouraged to access the National Website [www.fbu.org.uk](http://www.fbu.org.uk) and Hampshire FBU website [www.hantsfbu.org.uk](http://www.hantsfbu.org.uk), to keep updated on the progress of the campaign. Other sources of information can be found on the 'Links' page of both websites.

**Press & Media Activity** – Recent pole by Meridian TV on whether the Fire Service should Strike came out in the FBU's favour of 60% fore and 40% against. This had nothing to do with the pay adjustment. Generally there have been good and bad reports against the fire Service and the FBU. This is only expected. Members are encouraged to express their views to papers and other media. However, should you prefer, FBU officials are at hand for advice.

**Watch Reps** – These are now required on stations as information is now arriving daily. Members need to have the information and keep updated.

**Public Mass Meeting** – A large-scale public meeting is to be organised. However details are to be arranged. Possible meeting to incorporate a FBU table and a CFA table, with questions being asked by the general public.

**Strike Committees** – Should a Ballot be supportive of Industrial Action, the main direction for Industrial Action will come from National Officials and Head Office. Although, in Hampshire we will have a form of Strike Committee to coordinate the bigger National direction.

**FBU Updates** – Leaflets to be circulated shortly from Region. This includes Fire Safety information as well as Pay Campaign updates. Head Office to circulate information for local businesses and health & Safety awareness.

**Retained Stations** – Bro.Jordan is to coordinate information and updates, to Retained stations. Hampshire officials are arranging more visits. Those wishing to help and carry out visits please liase wit Bro.Jordan (C32 W/W).

**Ballot Process** – Closing date for Ballot papers is 12 noon on the 18<sup>th</sup> October '02. Announcement of results scheduled for 1630hrs on the 18<sup>th</sup> at Head Office. Should Ballot be supportive of Industrial Action, first walk out could be on the 25<sup>th</sup> October. This being 7 days after the 18<sup>th</sup>.

**Fairness & Dignity** – Members are reminded that it is a secret ballot as Papers are sent to Home Addresses. It's down to the individual to mark the appropriate box, for which they want, this being either fore or against Industrial Action. The FBU will take a strict stance on the Unions Fairness and Dignity Policy for any grievances against any other FBU member or non-member. We also acknowledge the guarantee by HFRS, with regard to the Services Fairness and Dignity Service Order, against FBU members and non-members.

**Other Unions** – Information to be circulated to other trade unions. Bro.Lacey attending a trade union course and will talk with other Unions as will Bro.Parsons at Southampton City College.

**Basingstoke** – Branches encouraged to use initiative locally to advertise the Pay Campaign. This can be done through local Press and Radio. Also contacting local Trade unions.

**St.Mary's** – Raised the issue that West Hampshire NHS Trust had received a letter informing the trust to reconsider their current Fire Safety Precautions. It was mentioned that this is a National Issue and all trust and NHS departments have been approached.

**Training Centre** – Wanted clarification on the Pay adjustment for other ranks above FF. BCM was informed that the 39.4% pay adjustment would apply to all current pay scales. Those wanting Pension information are directed to contact Dean Mills, the Regional Secretary. The process of the Lawful Ballot protects FBU Members. This protects the member for a period of 8weeks from the first day of Industrial Action should it occur. Should the Employers begin any action on your terms of Conditions of Employment, this will be seen as Unfair and Legal Action can proceed against the Employers.

8. **A.O.U.B.**

**Officials Expenses** – The FBU's financial process has now been adjusted, as per Annual Conference this year. All claims have now to go through Bro.Clarke, Regional Treasurer, not through the Hampshire Membership Secretary. This is in effect from 1<sup>st</sup> October '02.

**Brigade Chair Elections** – Two Candidates have been confirmed, being Bro.Christopher and Bro.Jordan. Members will be getting Ballot papers from their Branch Officials.

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

An extra BCM has been arranged shortly after the announcement of the Industrial Action Ballot. The meeting will only be discussing the Pay Campaign and any actions the Ballot may direct. The date being Tuesday 22<sup>nd</sup> October at 1000hrs at Winchester Fire Station.

## **Timetable for Resolutions for Annual Conference 14<sup>th</sup>, 15<sup>th</sup> & 16<sup>th</sup> May 2003, Spa Hall - Bridlington**

Delegate's names submitted by 6<sup>th</sup> January 2003

Resolutions for Inclusion in the Preliminary Agenda, maximum of 3 to be submitted by each Brigade Committee, to reach head office no later than 6<sup>th</sup> January 2003.

Alterations to Standing Orders no later than 6<sup>th</sup> January 2003.

Amendments to Resolutions no later than 3<sup>rd</sup> March 2003.

Amendments to Executive Council Policy Statements to reach Head office no later than 2pm on 14<sup>th</sup> April 2003.

Final Agenda will be issued by 25<sup>th</sup> April 2003.

## **Hampshire FBU Brigade Committee Meeting Dates 2002/03**

22<sup>nd</sup> October 2002 (B/W)

3<sup>rd</sup> June 2003 (G/W)

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

1<sup>st</sup> July 2003 (B/W)

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

5<sup>th</sup> August 2003 (W/W)

7<sup>th</sup> January 2003 (G/W)

2<sup>nd</sup> September 2003 (B/W)

4<sup>th</sup> February 2003 (R/W)

7<sup>th</sup> October 2003 (G/W)

4<sup>th</sup> March 2003 (G/W)

4<sup>th</sup> November 2003 (R/W)

8<sup>th</sup> April 2003 (W/W)

2<sup>nd</sup> December 2003 (G/W)

8<sup>th</sup> May 2003 (G/W)

Please note that all the meetings will be on the first Tuesday of every month except in October '02 due to the Results of the Industrial Action Ballot on the Pay Campaign. April, which is on the second Tuesday and in May, which will be on Thursday in the week prior to Annual Conference, as per Brigade Standing Orders.

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
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### **HFRS FBU Website**

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