

MINUTES OF HAMPSHIRE BRIGADE COMMITTEE MEETING

3rd December 2002

WINCHESTER FIRE STATION

AGENDA

1. Apologies.
2. Members Present.
3. Minutes of previous meeting.
4. Brigade Committee Statement.
5. Matters Arising.
6. Welfare Update.
7. EC Nominations.
8. Resolutions to Conference 2003.
9. Branch / Section Reports.
10. Pay Campaign Update.
11. Date / Venue of next meeting.

1. **Apologies.** Were received from Bros. Brimble(02), Evans(H&S), Moore(20).

2. **Members Present.** Were Bros. Argent(02), Bates(54), Brown(53), Bryan(08), Burford(Min.Sec.), Carpenter(31), Christopher(Chair), Collins(18), Crisford(Off.Sect), Eastick(01), Goring(16), Gray(20), Henderson(16), Hussey(17), Jacobs(18), Jones(02), Lacey(A.Vice.Chair), Parsons(Mem.Sec.), Ramsey(B&EMM), Thurman(Trg.Sch.), Trew(54), Vickery(30), Wadmore(30), Williams(Sec) & Woods(19).

3. **Brigade Committee Statement.**

The Chair read out a statement following the completed Industrial Action days. Find a copy attached on the Hampshire FBU website.

4. **Minutes of previous meeting.**

Accuracy – Pages 1 – 4, None.

Page 5 – Add Bro.Evans as H&S Co-ordinator to address list.

Bro Bates work telephone number '023 80333254'

5. **Matters Arising**

Pg.1.....None.

Pg.2.....Observers to Conference – Still awaiting numbers allowed from Region. This is due to finances controlled by Regional Treasurer. All members reminded to bank any outstanding cheques from Hampshire, as accounts will be closed at the end of the month.

Pg.3.....West Sussex – Control Operator placed on sick pay with full pay. Re addressed in January 2003.

H&S – The Brigade are aware that some second hand fire kit will be sent back if issued without proper documentation.

Pg.4.....Diary of Events – New format to be attached to minutes. *Bro.Burford dealing.*

Pg.5.....H&S Coordinator – Bro.Evans to be added.

6. **Welfare Update**

Welfare statement read out, find attached copy.

Welfare meeting arranged for 11th December at Winchester Fire Station at 1000hrs.

Welfare to be audited, hence receipts required.

7. **EC Nominations**

The January BCM is to be the AGM.

Nominations for Vice Chair and Minutes Secretary required.

Vice Chair – Nominations Bro.Lacey. Proposed by Andover, seconded by Redbridge.

Minutes Secretary – Nominations Bro.Burford. Proposed by Redbridge seconded by Fareham.

As there was only one nomination per position, and the meeting was for nominations to go back to branches, the BCM could endorse the positions without going back to Branches.

Both positions were unanimously carried.

8. **Resolutions for Conference 2003.**

Hampshire EC Resolution –

“This conference demands that the report of the Fire Cover Review task groups is published immediately and implemented with the full involvement of the Fire Brigades Union.”

Proposed by Hightown, Seconded by Redbridge. Unanimously carried.

Andover –

“If pay parity is reached for Wholetime, Retained and Emergency Control Staff then Fire Brigade Union membership subscriptions should also be of an equal parity.”

Proposed by Andover, seconded by Havant.

It was decided that this was a rule change and would be held back to the next years rule change.

B&EMM –

“This conference demands that Fire Brigade Union members applying for representation under “All different, All Equal” should have the right to appear in front of a regional committee meeting in order to give a full and detailed account of why they should be granted representation.”

Proposed by Redbridge, seconded by Waterlooville. Unanimously carried.

“This conference demands that as Wholetime retained is constantly used by management as a tool to destroy Fire Brigade Union unity and erode our conditions of service. We demand that the National Executive embark on a vigorous campaign of education, supported by specialist weekend schools, local meetings, facts, figures and leaflets, to inform all parties of Wholetime / Retained working practices.”

Proposed by Southsea, seconded by Whitchurch. 13 Fore, 1 Against and 1 Abstention. Carried.

9. Branch / Section Reports

Hightown – Service Order on Driving. Clarification on Oic’s Responsibilities. *Bros.Christopher and Williams to raise.*

Havant – Proposes a calendar be attached to the minutes detailing dates of meetings, Resolutions, nominations etc. *Bro. Burford dealing.*

Fareham – O/T Claims for caterer during Industrial Action was raised. Top table and SDO Butcher resolved. All caterers to be paid as normal. Caterers should check pay slips.

Officers – Establishment pressure. All members to be aware of Retirements and the number of Non-uniformed posts occurring. Uniformed positions possibly not being replaced.

10. Pay Campaign Update

Leave – FBU and HFRS to send out joint document on the guaranteed leave entitlement to members. Clarification on the FBU, Government and Employers agreement on ‘Gold Command’ to be clarified.

Life Risks – Most branches confirmed members on strike would attend Life Risk incidents.

Allowances – Negotiation on Retained allowances and rent allowances for Day Crewing.
Bro.Christopher to raise.

St.Mary’s – RMT Union commissioned a poster “Modernisation means cuts defend your Fire Service”
2 RTA’s attended with 2 released and one Fire Rescue.
Substantial donations received on day of Home game of Southampton FC.

Redbridge – Good public support. A number of incidents attended whilst on Strike.

Andover – 2 casualties released from RTA’s. Power cut off from Picket Line. Was rectified that day.

Winchester – 6 RTA’s and 1 Persons reported attended.
Mr Oaten, local MP visited station.
Members thank Officers visiting Station.

Rushmoor – 24hrs picketing. Military backing is good from nearby Military town.
Retained are half and half, those out are well supported.

Gosport – 1 RTA trapped and 2 Persons Reported attended.

Waterloovile – There are some WT some RT still crewing. Station is Picketing and 2 new members signed up.

Whitchurch – Total of 4 out. Pump still crewing. Bro.Ramsey attended recent meeting with RFU shortly after. All RFU talked about was FBU’s actions and how wrong they were.

Basingstoke – 1 house fire attended. Green Goddesses approach was to flood the house with water to extinguish.
Public awareness occurring in the Town Centre.
£720 donation to Bro.Miller memorial fund.

Training Centre – Trainees walked out to support officers, training staff and Control members on picket line. Well received.

Hightown – Membership hardened. 1 RTA attended. Words of encouragement to Bro.Tait and his family for his commitment to the media and press.

Havant – All out except for Station Commander. No calls on initial 48hr strike. 1 RTA on 8day strike. Well supported by Officer members and public. £485 collected.

Fareham – Almost 100% support. A more aggressive tactical approach required towards Industrial Action. This would cost Government more money.
19,000 military personnel advertised as crewing Green Goddesses, this is infact, 13,000 crewing Green Goddesses and the remaining 6,000 are admin workers.

Eastleigh – Only 2 WT crossing picket line. All RT are taking Industrial Action.

30k Website has been having problems due to the number of hits to the site. The website needs to attach to a new server. This is causing financial hardship to the owner of the site. It was decided to donate a months charge to the site as the site is well maintained and updated and is a great source of information for FBU members. Proposed by Redbridge and seconded by Fareham. **Bro.Parsons to deal.**

TUC London Rally – Names and numbers to Bro.Brown, C53 WW. Times and pick-ups TBA.

11. Date / Venue of next meeting.

Tuesday 7th January at 1000hrs at Winchester Fire Station.

Diary of Events

January

6th Delegates for Conference 2003.
6th Resolutions for Conference 2003.
6th Alterations to Standing Orders for Conference 2003.
7th Hampshire BCM.
28th 48hrs Industrial Action.

March

3rd Amendments to resolutions for Conference 2003.
4th Hampshire BCM.

May

8th Hampshire BCM.
14-16th Annual Conference Bridlington.

July

1st Hampshire BCM

September

2nd Hampshire BCM

November

4th Hampshire BCM

February

1st 48hrs Industrial Action.
4th Hampshire BCM.

April

8th Hampshire BCM.
14th Amendments to Exec Council Policy Statements for Conference 2003.
25th Final Agenda issued for Conference 2004.

June

3rd Hampshire BCM.

August

5th Hampshire BCM

October

AGM of Branches.
7th Hampshire AGM
7th Nominations for Conference 2004
7th Branch Resolutions for Conference 2004

December

2nd Hampshire BCM
2nd Delegates to Conference 2004
2nd BCM's Resolutions to Conference 2004.

Please note that all the meetings will be on the first Tuesday of every month except in 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.

Meetings 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>
<u>Chair (Responsible for Training and Operational Issues)</u>			
Paul Christopher	R/W C32	023 80368035	023 80613151
	Email: chair@hantsfbu.org.uk		
	Mob: 07966 754057		

<u>Vice Chair (Responsible for H&S Issues)</u>			
Shaun Lacey	G/W B24	Mob: 07919 050014	023 92871303
	Email: vice.chair@hantsfbu.org.uk		

<u>Secretary (Responsible for Financial Issues)</u>			
Harry Williams	G/W B23	023 92793900 & fax	023 92371044
	Email: secretary@hantsfbu.org.uk		
	Mob: 07966 754031		

Membership Secretary (Responsible for Recruitment, Membership & AIF)

Wayne Parsons	G/W C32	01202 841775	023 80613151
	Email: mem.sec@hantsfbu.org.uk		
	Mob: 07966 754305		

<u>Minutes Secretary</u>			
Colin Burford	R/W C53	Mob: 07989 308756	023 80776391
	Email: min.sec@hantsfbu.org.uk		

<u>Fairness at Work Officer</u>			
Steve Moore	As B Div Rep details.		
	fairness@hantsfbu.org.uk		

<u>Health & Safety Co-ordinator</u>			
Steve Evans	R/W C54	Mob: 07973 845111	023 80333254
	Email: chair.hs@hantsfbu.org.uk		

DIVISIONAL REPS

<u>A Division</u>			
Ian Carpenter	A31		01264 339000
	Email: adiv.rep@hantsfbu.org.uk		

<u>B Division</u>			
Steve Moore	W/W B20	02392 677646	02392 662926
	Email: bdiv.rep@hantsfbu.org.uk		
	Mob: 07719367944		

<u>C Division</u>			
Pete Bates	R/W C54	Mob: 07929 361918	023 80333254
	Email: cdiv.rep@hantsfbu.org.uk		

HFRS FBU Website
www.HantsFBU.org.uk
email: webmaster@HantsFBU.org.uk

BCM STATEMENT...

Following the first 48-hour and eight day periods of strikes the Hampshire FBU Executive Committee would like to offer the following statement to its officials and members.

Firstly a massive thank you and congratulations to every member and their families for organising and supporting our campaign picket lines and for maintaining pickets throughout some of the wettest and windiest November days and nights for years.

All members of the EC visited every station, more than once and could not help but be moved by the determination of the members and the support that we as the Hants EC were given by everyone.

Recognition also goes out to the many non-FBU members who withdrew their labour and supported our picket lines.

It has been particularly pleasing to welcome so many new members to the FBU over the past few weeks, and to see some of our newest members undergoing their initial training at SHQ walking out and supporting our claim.

Public support throughout the strikes has simply been overwhelming. We have had financial donations towards our welfare fund totally more than £20,000. Donations of food and drinks have been staggering and countless gestures of support have been reported across the county. No matter what the press may say we know that the public support us and will continue to do so as long as we can keep them aware of the facts.

If we were to believe any of the statements that have come from Government or any distorted articles that have been taking up column inches in our national and local papers, we would believe that we are beaten, that our Union leadership has been leading us up a dead end with unrealistic claims and a supposed lack of public support. They would also have us believe that we can't win so we had better just roll over and accept the consequences.

ABSOLUTE RUBBISH!

The Government are frightened. They are frightened of our proven ability to stick together as a membership for as long as it takes. They are frightened of every TV interview or sound bite a Firefighter gives because we are all singing from the same hymn sheet with plain, simple and sensible language. They are frightened of the overwhelming public support we are getting. They are frightened because the more the public understands the issues, the more transparent the government and its tactics

become. Their unease becomes apparent when we look at 2 recent government statements;

“We had full confidence in the Armed Forces being able to provide a comparable Service to the Public and this has been proved many times recently”.

If this were true why are the Government exploring all avenues to make it illegal for us to take strike action?

“Striking Firefighters could be arrested if they leave picket lines to attend a life risk incident as they do it only for propaganda purposes”.

If ever there was a statement advertising a frightened Government clutching at straws then here is the evidence!

This statement becomes even more apparent when we look at the evidence. Whilst we have been conducting strike action we also continue to honour our primary duty – to save lives. We broke our picket lines 32 times during the last eight-day strike and released 12 seriously trapped casualties from their road vehicles and we rescued at least 1 casualty from fire. The action of firefighters morally responding to these calls has been completely distorted to undermine us and instead the military fire crews have been praised for coping well with a third of our work force.

The Military crews are not coping well. Moral is low, many have received only one or two days training and military crew commanders have had as little as six days training. The result is that whilst green goddesses respond to a fraction of the normal calls to the fire service their ability and procedures are extremely basic and limited. WE have already heard of many young, unsuitable prepared military firefighters being taken to hospital with smoke inhalation and other fire ground associated injuries. The introduction of the considerable might of the Trade Union movement to our cause should be heartily applauded. They have not entered the arena to further their own causes. They have not even entered because we need help, the FBU are more than capable of fighting our cause unaided. They are here because of the Governments burning desire to crush the voice of the workers. We have the support and backing of every major Trade Union in this country, not to mention many Labour backbenchers. Quite the opposite from losing support as the Government has suggested, we are gaining support every day, not just from children and little old ladies but from some of the biggest players in the political and social arena. Governments much more hard nosed than Blair’s have been forced into retreat when a striking workforce have won solidarity from other workers.

FBU members across Hampshire are congratulated for their strength, determination and conduct throughout the last few weeks. Unity continues to be our strength and our honesty our greatest attribute. We do not have to consider the spin, or try and remember what we said yesterday as we have spoken only the honest and simple truth.

The coming weeks will push our commitment to its limits and we must lift and carry ourselves and our families and each other every step of the way. We must remain focused, remain true and honest as this alone will maintain and improve our communities support.

Rumours of month long strikes are simply that: Rumours/Propaganda.

The next scheduled 8-day strike has been cancelled to allow exploratory talks with ACAS to commence. The 8 day strike due to start on Dec 16th is very much dependant on the progress made with ACAS and for that reason remains live. Via our region we are suggesting a series of shorter strikes in favour of eight-day blocks to maximise disruption and minimise hardship.

This is not a time for anarchy or splinter groups breaking away with new, local or personal agendas. This is a time to unite and take ownership of our fantastic service; we must protect it and work together to improve it.

Hampshire – be strong, be solid and be proud – together we can build an even better fire and rescue service complete with improved working practices and fair pay levels – after all that’s all that we are asking for!

ENDS Hampshire Fire Brigades Union

Welfare Update

As you may be aware all the members have been out there doing their thing and getting donations from the public, well I would like to take this opportunity to say a very big well done to you all for the superb job you've done. As of 2.12.02 you had collected £19,983.

During the next strike I would like if possible that all donation pots are emptied every 24hrs at 0800hrs. The money is then to be counted and bagged with correct denominations. If there is any money left over place it back in the pot.

The counted money is then to be placed in an envelope sealed up and signed. Remember to fill in the receipt book and attach the receipt to the envelope.

Mark the envelope with –

Station

Date

Amount

Sign and Print name.

In the picket log book (Back pages) log down every donation of £5 and above.

By doing it this way it will make the accounting side a lot easier, as I have received donations from stations and unknown people unmarked. This welfare fund is a new ball game to me and I would not like to see it go wrong. This is the easiest way I can come up with to make 99% of all donations accountable. Last but not least could you all tally up your logged donations as I am about to be audited by Harry and Shaun. If you can give me any advice I would be very grateful.

Tony Brown
Welfare Chairman