

# HAMPSHIRE BRIGADE COMMITTEE

## 4<sup>th</sup> March 2003

### WINCHESTER FIRE STATION

#### Agenda

1. Apologies.
2. Members Present.
3. National update.
4. Minutes of Previous Meeting.
5. Matter arising.
6. Branch / Section Reports.
7. Pay Campaign.
8. Membership Secretary Update.
9. Capability
10. A.O.U.B.
11. Date / Venue of next meeting.

1. **Apologies.** Were received from Bros. Bates(54), Christopher(Chair), Jacobs(18).
2. **Members Present.** Were Bros. Bowers(Officers), Brown(A.Mem), Burford(A.Sec), Carpenter(A.Div), Collins(18), Goring(16), Harris(24), Henderson(16), Jordan(32), Lacey(Vice.Chair), Moore(B.Div), Norton(01), Parsons(Mem.Sec.), Ramsey(B&EMM), Trew(54), Wadmore(30), Williams(Sec).

Regional Official: P.Miller, Acting National EC member, Region 13.

#### \*SUSPENSION OF STANDING ORDERS\*

3. **National Update.**  
Bro.Miller informs the BCM of the National talks.

#### Pay.

On Thursday 6<sup>th</sup> March 2003, the employers are to put forward their offer on Pay to the Negotiation Panel of the FBU.

Over the past 4weeks the employers and the FBU have been involved with talks. The meetings have been run that the pay is done in the morning and ad-hoc meetings are held in the afternoons to discuss subjects like Pensions, Discipline Code and the Governments White Paper which is due to be completed Spring '03.

The employers are very keen for the majority of the fire service to be negotiated locally. With the removal of items such as the Grey Book, relying more on Employment Law. The FBU's stance is for the Grey Book to remain and such items as H&S, Career breaks and child care, be included.

The National Fire Service is now in its 3<sup>rd</sup> Government Department in the same number of years.

Mr Philip Wood, civil servant from the ODPM, chairs the meetings of the Employers and FBU.

Throughout the talks each side have given presentations on Fire Cover, IPDS and Pay to name a few. Each presentation has been longer by the FBU as they have been involved with the areas of concerns. Not like some of the employers who have changed responsibilities.

Andy Gilchrist has informed the membership that should a substantial offer not be proposed by the Employers, further Industrial Action dates would be considered and announced.

SDO Butcher has informed brigade officials that members must adhere to their Contractual obligations, he is not interested in goodwill.

Bro.Bowers informed the meeting that some members are putting more pressure on FBU Officer Members. The membership is reminded that it's not a local problem but a National dispute and care is to be taken not to pressure FBU Officer Members.

The Brigade Exec have organised two further Emergency BCM's. These are on the 11<sup>th</sup> & 18<sup>th</sup> March, both starting at 1000hrs at Winchester Fire Station. The 11<sup>th</sup> is to tie up with the results of the Local Ballot on Capability. The 18<sup>th</sup> to hear back from Branches on the current Pay Dispute, prior to the Recall Conference in Brighton on the 19<sup>th</sup> March.

### Capability

Bro.Miller informed the BCM that the National Executive supports the Hampshire Ballot and will back any form of Industrial Action the membership decides upon, dependant on the result of the Ballot.

The meeting progressed with a debate on the Capability agenda and the stance of the Service Management against the FBU locally.

This included a feel of response from Branches on the support for Industrial Action.

A meeting was also arranged between the Joint Secretaries of the FBU (Andy Gilchrist) and the Employers (Charles Nolda), including DCFO Bonney. The meeting was to discuss the current dispute in Hampshire, which DCFO Bonney declined to attend.

Any Branches requiring Brigade or Regional Officials to attend branch meetings with the lead up to Recall Conference or the Capability Dispute should approach any of the Brigade Officials.

### **\*STANDING ORDERS REINSTATED\***

#### **4. Minutes of previous meeting.**

Accuracy – Pages 1-4 None.

Page 5 – to include section reps and Bro.Evans email address to be changed.

#### **5. Matters Arising**

**Pg.1.....Control** – Bro.Bowers informed the BCM that during the recent Industrial Action payments were incorrectly deducted. They have now been sorted out with the Personnel Dept., payments will be recalculated as per the Grey Book and monies returned. Will liase with Control room staff also.

**Pg.2.....Observers** – Conference and Recall Conference. Confirmation to be sought from Regional Treasurer reference Recall conference and information received from Head Office shows signs that Annual Conference may be postponed due to the ongoing Pay Dispute. Names received though were Bro.Henderson, Moore, Brown and Carpenter.

**Pg.3.....Capability** – Capability and the Sickness absence management policy are different SO's.

**Pg.4.....None.**

**Pg.5.....None.**

## 6. Branch / Section Reports

Cosham informed the BCM they had received letters of support through the, adopt a station campaign reference the local dispute in Hampshire from Merseyside. Support was also received from Strathclyde at Eastleigh Branch.

**Havant** – Concerns on a recent SAM's manual arriving on station reference retained payments. This seems to be incorrect. *Havant to raise.*

Concerns also with a recent Ops Bulliten with regard to Lookouts at Rail Incidents. Stating railtrack engineers are fully trained when HFRS employees are only given basic training on Lookouts. Bro.Evans (H&S) informed the meeting that Railtrack engineers should be used at all times however HFRS personnel can be used however they should have a minimum of a handheld radio with them as Railway Horns are being removed from appliances.

**St.Mary's** – A recent Benefit concert arranged by Soton City Councillor Perry McMillan raised £250 for the Hampshire Hardship fund. (A similar donation was also presented to Oxfam.) Official presentation to be held at C54 on 5<sup>th</sup> March.

The branch also encouraged other branches to form links with other local Trade Unions. A few have been contacted locally to C54, with a number donating items and monies to the station.

**Basingstoke** – The Station Commander at station raised a complaint to the Branch Officials with regard to two retained members, from another station, attending a Branch meeting at Basingstoke when National Officer Dave Patton attended. *Bro.Lacey to deal.*

**Welfare** – Bro.Brown informed the Branch officials that monies were available to members and members should be encouraged to claim Hardship should they so wish. All claims to be directed firstly through Branch officials and Divisional Reps.

**Health & Safety** – FBU Head Office has been in touch with Hampshire FBU with reference to Rapid Deployment Boards and Crewing of Appliances. *H&S Dealing.*

Working Time Regulations – a new study with a 17 week duration to be started in Hampshire. This is to look at the workloads of employees on and off duty. FBU H&S meeting with management, shortly.

After advice from Thompson Solicitors it was agreed for members to attend the recent 'Black Knight' exercise at Fawley. This was on the agreement with management that the FBU would be allowed time to carry out a full H&S risk assessment of the exercise and that all normal contractual hours were to be work to, without any inconvenience to members. This would also apply to any future New Dimension training.

**B&EMM** – A recent Stage 3 grievance has been won against HFRS and the Fire Authority. The BCM were pleased with the result however, Havant raised the issue why the BCM were not involved with the case from the start as per FBU rules. *Exec to raise.*

**Fairness & Dignity** – It was reported to the BCM that HFRS are seeking an alternative programme in the Diversity, Fairness and Dignity training originally set up with the FBU. HFRS have contacted the Trade Union College in Southampton. Concerns were raised that member's subscriptions to the TUC and to the Soton City College would be used to train non trade union personnel. *Bro.Lacey to raise.*

7. **Membership Secretary Report**

- Branch Officials are asked to chase up members to return Database forms recently sent to all members.
- An all members circular relating to the current Dispute and pay campaign to be circulated shortly. Including a form on Death in Service contributions.
- It was accepted that 25yr FBU membership badges are not getting presented on time. Branch officials to forward names to Membership Secretary.
- Any members change in Details will only be corrected on proper FBU forms. These are available through Branch Officials or contact Membership Secretary.
- Contact with the Fire Authority to be arranged.

8. **A.O.U.B**  
None.

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

**Emergency Brigade Committee meeting**  
**Tuesday 11<sup>th</sup> & 18<sup>th</sup> March at 1000hrs at Winchester Fire Station**

**Brigade Committee meeting**  
Tuesday 8<sup>th</sup> April at 1000hrs at Winchester Fire Station.

# Diary of Events

## January

6<sup>th</sup> Delegates for Conference 2003.  
6<sup>th</sup> Resolutions for Conference 2003.  
6<sup>th</sup> Alterations to Standing Orders for Conference 2003.  
7<sup>th</sup> Hampshire BCM.  
28<sup>th</sup> 48hrs Industrial Action.  
31<sup>st</sup> Emergency BCM @ A30, 1000hrs.

## March

3<sup>rd</sup> Amendments to resolutions for Conference 2003.  
4<sup>th</sup> Hampshire BCM.  
11<sup>th</sup> Em.BCM @ A30  
18<sup>th</sup> Em.BCM @ A30

## May

8<sup>th</sup> Hampshire BCM.  
14-16<sup>th</sup> Annual Conference Bridlington.

## July

1<sup>st</sup> Hampshire BCM

## September

2<sup>nd</sup> Hampshire BCM

## November

4<sup>th</sup> Hampshire BCM

## February

1<sup>st</sup> 48hrs Industrial Action.  
4<sup>th</sup> Hampshire BCM.  
4<sup>th</sup> Nomination for Observers to Conference 2003.  
6<sup>th</sup> Mass FBU Meeting, Guildhall, Portsmouth.  
25<sup>th</sup> Emergency BCM @ A30, 1000hrs.

## April

8<sup>th</sup> Hampshire BCM.  
14<sup>th</sup> Amendments to Exec Council Policy Statements for Conference 2003.  
25<sup>th</sup> Final Agenda issued for Conference 2003.

## June

3<sup>rd</sup> Hampshire BCM.

## August

5<sup>th</sup> Hampshire BCM

## October

AGM of Branches.  
7<sup>th</sup> Hampshire AGM  
7<sup>th</sup> Nominations for Conference 2004  
7<sup>th</sup> Branch Resolutions for Conference 2004

## December

2<sup>nd</sup> Hampshire BCM  
2<sup>nd</sup> Delegates to Conference 2004  
2<sup>nd</sup> 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><b>Position</b></u>	<u><b>Station</b></u>	<u><b>Mob.Tel.No.</b></u>	<u><b>Work Tel.No.</b></u>
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<b><u>Sections</u></b>				
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**Hampshire FBU Website**  
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