

HAMPSHIRE EMERGENCY
BRIGADE COMMITTEE
MEETING

9th June 2003

WINCHESTER FIRE STATION

Agenda

1. Apologies.
2. Members Present.
3. Assistant General Secretary.
4. Branch / Section Reports.
5. Pay Campaign.
6. New Dimensions.
7. Health & Safety Report.
8. A.O.U.B.
9. Date / Venue of next meeting.

1. **Apologies.** Were received from Bro. Vickery(30).

2. **Members Present.** Were Bros. Barrick(24), Bates(54), Blight(56), Brown(A.Mem.Sec), Burford(A.Sec), Burrows(32), Christopher(Chair), Collins(18), Henderson(16), Hussey(17), Jordan(32), Lacey(Vice.Chair), Ramsey(B&EMM), Thurman(Officers), Trew(54), Wadmore(30), Williams(Sec). Bro.Norton(01) Late.

Bro.Mike Fordham, Assistant General Secretary FBU.

Bro.Miller, Acting Region Executive Member, Region 13.

Bro.Clarke, Region 13 Treasurer.

Observers: Bros.Barnes(30), Simmons(17)

3. **Mike Fordham. Assistant General Secretary.**

Bro Christopher opened the meeting and explained comments about the Pay Dispute from Hampshire were passed to Region and then to Head office, and it was decided that a National Officer would attend the BCM.

Meeting handed over to Bro.Mike Fordham.

Bro.Fordham thanked the BCM for the invitation to attend the meeting and proceeded to explain the National Executives Resolution.

Nat.Exec decision is to strongly accept the latest Pay offer.

Indications have shown that Dep.PM John Prescott would reluctantly impose new legislation after the deadline set by the employers and the ODPM, being Recall Conference on the 12th June 2003. the imposed offer would most definitely be a reduced 16%, currently offered by the employers.

On accepting the current offer this would still enable the FBU to take part in negotiations, however, if a settlement was imposed, this would be much harder.

Since October 2002, the pay formula had been agreed in principle, but since strikes have now taken place clarification and consultation will need to be cleared up in some areas. At all stages the membership will be consulted.

By July 2004, Firefighters will be on £25,000.

The current offer is substantially different from all previous offers from the employers. And the National Executive believes there is now no room for negotiation.

Any further Industrial action would be seen as Unlawful and the Attorney general would most likely intervene and oppose Industrial Action on merits of Public Safety.

Indications from government sources have shown that intentions have been to break the FBU.

National Executive will negotiate a pay scale by 31st July 2003. Stage 2 pay by November 2003.

Government white paper to be announced around the 16th June 2003.

National Exec's thoughts are that should Recall Conference reject the offer on the 12th then the FBU as it is at the moment would not be able to run and represent its members.

Now is the time to accept the offer and come out of this dispute with something and more importantly as a Union.

The floor was now opened up for questions from Branches.

Fareham

Q. Concerns on details that are not decided yet. If we accept what later with Conditions etc.?

A. Every stage of the new pay offer will be consulted to the membership. Should the membership require, the Nat.Exec will negotiate with the employers.

Do we accept to start things moving again in the new offer or do we stay where we are in a dispute which could possibly break the FBU.

St.Mary's

Q. The dates outlined in the pay offer need clarification, obviously it seems that the Government have their ideas and what they want to happen. Members just seem to think it's not in their best interests or they would have announced their plans already?

A. 1st things are that the pay formula will be agreed by end of July 2003 in line with the Associate Professional and Technical wages. At present the London Waiting and Day Crewing wages affects the pay formula.

Control parity to be announced at the end of July. Both sides to carry out a technical exercise to decide this. New rank system, IPDS. Negotiations on the roles for different ranks will depend the average percentage under Stage 2 of the offer.

The current disputes procedure is still in place although this is being negotiated. It's better to be in those negotiations as a Union than getting procedures imposed.

Southsea

Q. How can the FBU pull out of negotiations if we accept the offer?

A. If we accept the offer we can negotiate and be consulted further. The only person that could impose anything would be the DPM.

As of 4th June the Government had legislation in position to impose a settlement. The final date set by the ODPM and the employers was recall conference. If it was not passed, more than likely the legislation would be imposed.

Gosport

Q. If we reject what support from the TUC?

A. TUC has been very supportive in the Banners, T-Shirts, flags etc, but if new Industrial Action this would be very little due to the strikes would be deemed unlawful.

St.Mary's

Q. If we accept, where can we go with any decisions we do not like?

A. If we accept this ends the current pay dispute. Membership will guide future negotiations. Consultations in place reference Control and Retained members.

Biggest concerns at the moment is the rank Structure. FBU and employers already accept that a greater differential is required between a FF and a Crew manager.

Vice Chair

Q. Would it not be seen as if we waited for clarity and further information ODPM would not impose. What is happening to the 15yr FF's increment?

A. Currently the 15yr money is a differential and this will be save guarded and also for those approaching 15yrs. It could also be seen that the difference between a qualified FF at 5yrs is unlawful to that of a qualified FF at 15yrs. The whole 15yr increment is part of negotiations.

Reference to imposition, if we reject the current offer at the recall conference, DPM will impose. If the FBU were to accept the offer, the FBU can continue to take part in the negotiation process. If we do not like any of the negotiations, we can strike under a new ballot.

Secretary

Q. The right to strike is to stay. Should the DPM impose will this trade unionist right be removed?

A. At any stage the Attorney General can impose a Public Safety Clause to make striking unlawful. At present there are three positions – 1. Imposition by the DPM, 2. Negotiate, 3. Stay as a union.

Members are reminded that the new rank structure was decided back in 1998, this was coming into place anyway and was not brought about by the pay dispute.

Bro.Christopher brought the meeting back to order and the vote was taken on the Branches decisions. Branches had previously been asked for their position on the Current Pay Dispute, the circulated Option 3 package and any future settlements to be voted on by a postal vote.

The results were:-

Branch	Accept	Reject	Option 3	Ballot Vote
SHQ, Trng Cen & Control	11	0	N/A	N/A
Cosham	6	9	5 (& 5 Abs)	Unanimous yes
Havant	7 (&2 Abs)	-	Unanimous yes	5 Yes 1 Abs
Fareham	12	3	12 fore 2 Abs	N/A
Southsea	-	3 (& 2 Abs)	29	-
Eastleigh	18	1	8	Yes
Andover		90%	Unanimous yes	Yes

Gosport	2 (& 1 Abs)	18	Unanimous yes	Unanimous yes
Winchester	4	11	N/A	Yes
Hightown	6	10 (24)	14 if reject falls	Yes
Officers	Unanimous fore	-	N/A	Yes
St.Mary's	23	14 (7 Abs)	Majority fore	Yes
Redbridge	28	11	No	N/A

Result from 13 Branches:

8 to go to 3rd Option
 10 to go for Postal Ballot
 7 to accept the offer
 6 to reject the offer

At this time Basingstoke rep arrived after the vote had been taken and the result given.

Southsea challenged the result and wanted the Basingstoke votes to be added. A further discussion took place and after the Rep from Basingstoke gave his result of 50 to accept, 4 to reject and no vote taken on Option 3, the challenge was dropped by Southsea.

Hampshire Mandate to Recall Conference is:

Resolution of Option 3 to be put forward.
 If accepted 8-7 in favour of Option 3.

If Accept or Reject EC's resolution a Fore vote to be given.

Postal Ballot would be supported.

Rulebook at present does not accept postal votes.

Bro.Miller informed the meeting that, Hampshire, IOW, Dorset, Buckinghamshire, Oxfordshire have voted to accept the offer and Berkshire have voted to Reject the offer.

Clarity was asked on the wording of "Consulted"? Bro.Fordham informed the meeting that this was along the usual way of, from the National Exec to Region to BCM to membership, and then in reverse order back to the National Executive.

Also the FF's currently on £21,500 will be on £25,000 by July 2004 and not the 15yr FF.

Bro.Christopher thanked Mike Fordham and the Regional Officials for attending the Emergency BCM.

Branch officials were reminded that only official strike bulletins are allowed on FBU notice boards and any unofficial documents should be removed immediately.

4. A.O.U.B.

Due to cancellation of an Observer to Recall, a position was available, 2 nominations received, Bro.Parsons(Mem.Sec) and Bro Crook(24). Bro Crook to attend.

5. Date / Venue of next meeting.

Brigade Committee meeting
24th June 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.
31st Emergency BCM @ A30, 1000hrs.

March

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

May

8th Hampshire BCM.
14-16th Annual Conference Bridlington. Cancelled
28th Em.BCM @ A30

July

1st Hampshire BCM. Rearranged.

September

2nd Hampshire BCM

November

4th Hampshire BCM

February

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

April

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

June

3rd Hampshire BCM.
9th Em.BCM @ A30.
12th Recall Conference, Glasgow.
24th BCM @ A30.

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

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