

HAMPSHIRE BRIGADE COMMITTEE

7th January 2004

WINCHESTER RUGBY CLUB

Agenda

1. Apologies.
2. Members Present.
3. Nomination / Election of Assistant Secretary.
4. Minutes of Previous Meeting.
5. Matters arising.
6. Correspondence.
7. Chairs Report.
8. Secretaries Report.
9. Membership Secretaries Report.
10. Region Report.
11. Resolutions to Conference.
12. IT Training.
13. Interview recording.
14. Update on Station Cooks – New Working Routines.
15. Long Service Increments.
16. Pension Contributions.
17. New Work Systems at Andover and Fareham.
18. Sacked Recruit.
19. PowerPoint Presentations for Branches – Structure of the FBU.
20. Branch / Section Reports.
21. A.O.U.B.
22. Date / Venue of next meeting.

1. Apologies.

Were received from Brothers Christopher (Chair), Ramsey (Vice Chair, B&EMM) Burford (Mem. Sec), Williams (Education), Burrows (32), Hawkes (32), Evans (H&S Coordinator)

2. Members Present.

Were Brothers. Jordan (Sec.), Goring (Comms), Brown (A. Mem. Sec), Carpenter (A. Div), Moore (B. Div), Bates (54), Harris (24), Trew (54), Wadmore (30), Vickery (30), Chrisp (18), Sister Miller (06)

Meeting began inquorate, nomination / election of Assistant Secretary suspended. Item 16 moved forward to allow Brother Brown to leave early and attend to personal issues.

16. Pension Contributions

All members of HFRS have now received letters explaining their level of missed pension contributions due to industrial action. At previous BCM's it was agreed that if HFRS didn't cover the cost of these, that the welfare fund would be made available to all members of HFRS, FBU and others, who had suffered a loss due to taking part in industrial action.

Letters will now be sent out to all branches and sections to explain how to claim. Branch reps should coordinate their stations claims and submit them as one claim per station/section, this is to make it easier to administer.

There are time deadlines on this; claims to your branch/section reps by 29/2/2004, reps to submit all claims by 15/3/2004. The only exception to this is Control who have yet to receive the correct figure for their missed contributions.

Quorum reached at 10:35, election of meeting chair, Brother Goring, proposed Brother Carpenter, seconded Brother Brown

The Brigade Committee ask that if anyone has to leave early that they make the committee aware to avoid losing the quorum

3. Nomination / Election of Assistant Secretary.

No nominations at this stage

All branches and sections are asked to bring forward their nominations for this position at the next BCM

4. Minutes of previous meeting.

Accuracy, page 1, Burrows (32) omitted from members present, page 3, women, correction children always go free on courses and seminars.

True record, proposed Brother Moore, seconded Sister Miller

5. Matters arising.

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Principal Officers Meeting – Executive is getting itself organised and now awaiting new dates from SMT

Working Time Directive – will clarify with SMT implications of working time directive on the fire service

Breathing Apparatus – issues at incidents, PPE masks being left on sets at central points, standard test records not going with sets

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Day Crewing issues still need to be addressed

6. Correspondence.

The following correspondence was read out

Labour Research Department – Lesbian and Gay workers' rights – a LRD Guide December 2003

Letter from FBU – Lff Joe McCloskey Fund – address for contributions to go to:

L/ff Joe McCluskey Memorial Fund
C/o Ulster Bank
83 Main Street
Dungiven
Co. Londonderry
BT47 4LE

Letter to DCFO Bonney and Stn O Gray – new retained system Fareham

Letter to Dean Mills – lack of quorum at EBCM

Letter to DCFO Bonney – Reply to Safety Representatives Meetings

Letter from SDO Butcher – IRMP non-attendance at meeting

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Volunteers from reps or members to become involved in understanding more about IRMP is needed by BCM, names to Brigade Secretary.

Letter to Dean Mills – advice on RFU
Letter to Peter Walsh – Pension Contribution due to Industrial Action
Questions from members awaiting reply

Letter to CFO Eastwood – Recruit Induction Talk
Request for dates, suggestion from BCM that we also need to have induction talks for retained recruits on initial training courses, approach to be made to CFO

Letter to CFO Eastwood – Sacked Recruit
Awaiting reply, BCM will be kept informed

Letter from DCFO Bonney – Reference Retained at Fareham

7. Chairs Report.

None at this time

Brother Christopher is reported to be doing well and looking forward to returning to duty
BCM wished him well

8. Secretaries Report.

Meeting held with Audit Commission, attended with Brother Burford. Audit Commission going round all brigades to gauge how the modernisation agenda is being implemented. Meeting with various parties within Hampshire. Their job to prepare a report, they will not be making any recommendation on the pay rise, outside their remit. Their report will become part of a national report and Hampshire will not be singled out, although Hampshire will receive a report direct.

National Framework Consultation Document (026176.pdf)

Mott McDonald Regional Controls Document (026180.pdf)

These two documents will be the basis of many of our discussions with SMT in the future.

These documents are available to download from the www.odpm.gov.uk website

Could all branch and section reps download and make these available to their members and discuss them at the branch/section meetings

Minutes from the BCM will be out within two weeks of each meeting.

A preliminary agenda will be sent out by email 7 days prior to BCM, please can all reps check their email

9. Membership Secretaries Report.

Read out by Brother Goring

With taking over the role of Membership Secretary in November 2003 there has been a Database update in conjunction with APT Solutions, HFRS and current Hampshire FBU files. This update is drawing to an end.

Financially there is only small funds in the kitty, which is why unfortunately Expenses for meetings etc have not been paid out. I am trying to rectify this regionally through the Regional Treasurer. Please bear with me in this. I will get expenses to you as soon as possible. I would also ask monies given to sections by Wayne, which are accounted for, pass on receipts or return money to me. This will help with the accountability of funds.

Please also inform all members that it is very important to fill out forms especially 'Change of Details' forms whenever personal circumstances change. If in doubt please fill in another form and send to me.

As you are all probably aware Union Subscriptions have also increased and came into effect on 1st January 2004. This is in line with current FBU rules.

This report was supplied by Brother Burford

10. Region Report.

Given by Brother Jordan

Region has been missing out on input from the National Executive due to having no Executive Committee Member for our region. Suggestion that an emergency resolution could be formed to address this, to be discussed under Resolutions to Conference.

All legal claims to go through region. This principal also applies for all other union matters. The proper protocols should be observed. In the first instance a member should approach his branch/section rep who will contact brigade/divisional reps, who will approach region, who will approach national reps.

Approaches straight to region or head office leaves the local reps out of the information loop and unable to help and possibly solve the problem at a local level. Your reps are here to help, let them help you.

Brother Dean Mills is going to organise a course for all new brigade officials across the region.

New regional education form available soon on HFBU website

Courses coming up

2,3 February 2004 Branch Officials

15,16 March 2004 Pensions

22,23 April 2004 Employment Law

Brother Dean Mills asks that all brigades use all of their allocation of Resolutions to Conference.

Buckinghamshire would like any spare observers positions brigades have

Regional standing orders have been amended

Currently no Regional H&S rep, nominations please. Bear in mind this will be a busy position with all the implications of IRMP's

Regions are reducing down to 13 from 14. We will become region 12. GMC and Merseyside have merged.

11. Resolutions to Conference.

The Executive was asked to make a decision on the resolutions to be sent to conference. BCM were asked if they would ratify this.

For 5 Against 0 Abstentions 1

The following resolutions were passed as acceptable for conference

"No FBU Official should be allowed to participate as a member of any joint management/employee working party formed to investigate an incident associated with fire service disciplinary regulations or fairness and dignity cases."

For 3 Against 2 Abstentions 1

“The FBU has a tendency to cancel all education schools and other education environments during a national dispute or campaign. This is wrong. We demand that during the next FBU national dispute or campaign, education schools and other education environments are maintained and delivered as normal. In fact, education should be stepped up during any national dispute or campaign to assist that dispute or campaign. Without education our members become ill informed and divided.”

For 6 Against 0 Abstentions 0

“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.”

For 4 Against 0 Abstentions 2

Emergency resolutions for conference

The following three resolutions are being considered for conference. These are only preliminary proposals and the wording is open to amendment. Could all branches and sections considered them and bring their vote back to BCM next month. Also if there are any other suggestions could they also be brought back to BCM next month? They have to be current issues.

Emergency resolutions for conference

1. Wholetime retained

“In line with the agreement accepted and signed with our employers on 12th June 2003, this conference demands that Annual Conference 2004 debates and changes the rules surrounding wholetime retained and overtime.”

2. RFU

“This conference demands that our policy of not sitting with the RFU is amended, otherwise the FBU could find itself pushed out from the negotiating table as all stakeholders are now included.”

3. EC Member

“This conference demands that if an EC Member is on absence other than sick leave, someone from that Regional Committee or Regional Sections be nominated as caretaker to the position to allow feedback from the National Executive.”

Delegates to conference

Brother Christopher

Brother Burford

Brother Jordan

Observers to Conference

Brother Ramsey (reserve delegate)

Brother Moore

Brother Hussey

Brother McCullen

Sister Miller

Brother Goring (reserve)

12. IT Training.

Brother Goring to visit all stations to train branch and section reps to use FBU email system.

Brother Goring is also able to arrange “Computer Training for the Terrified” this to is for branch and section reps please contact him direct.

Hampshire FBU also requires contact details from all branch and section reps. This can be email address, home address, but must include at least one telephone number, mobile or home.

13. **Interview recording.**

BCM to make an approach to Region to gain approval and funding for twin tape recording facilities. To be used in interview and investigations.

Brother Goring and Brother Moore to check into PACE compliance.

14. **Update on Station Cooks – New Working Routines.**

Station cooks are awaiting notices. Management will need to be approached over negotiating new working routines once the cooks are gone.

15. **Long Service Increments.**

Discussion held on legality of losing LSI. Information pack to be sent to branches and sections. Model letter to be issued to instigate complaints procedure under the fire brigade pension scheme. Both these will also be made available on the website. Branch and sections reps are asked to discuss this issue with their members. This issue affects all members, those already receiving 15 year money and those still to achieve it.

17. **New Work Systems at Andover and Fareham.**

New systems are trying to be introduced at these two stations without proper negotiation with the FBU. Letters sent to DCFO Bonney, in agreement that proper negotiation should take place.

18. **Sacked Recruit.**

Letter sent to CFO Eastwood 23 December 2003, awaiting reply.

19. **PowerPoint Presentations for Branches – Structure of the FBU.**

Brother Ramsey has developed PowerPoint presentation with help from Sister Miller. Brother Ramsey and Jordan are both available to visit branches and sections to present this, invites from branches and sections please. First come first served. A chance for branch and section members to learn more about their union.

Brother Burford has developed a PowerPoint presentation to deliver to recruits. Volunteers to help with these presentations are Brother Moore, Harris, Trew and Sister Miller. Any other reps wishing to volunteer give your name and details to Brother Burford.

20. **Branch / Section Reports.**

Fairness and Dignity – Return to training because of end of dispute. Make this a proactive approach. Further discussion at next BCM.

Gosport – Is the membership up to date, question from members. Discussed in membership secretaries report.

Members need to sign both forms when applying for membership.

29 year member hasn't received 25 year badge yet. Will be looked into with membership secretary.

Clarification on 3.5% for probationer firefighters. It has to be remembered that the 7% package was an average, so some will get more some will get less. When probationers achieve fully qualified and competent they will be on the same wage as other fully qualified and competent firefighters.

Do you get retrospective representation from the FBU when you join? Short answer no, so join before you have a problem.

Wholetime/retained, you cannot be a FBU member. Until policy is changed at conference this will not change. If you continue to contribute to the FBU that is your fault. The FBU has rules; if you break them you will not be covered. You will be sent a letter informing you that you have choices.

1. Resign from wholetime/retained
2. Resign from the FBU
3. Be expelled from the FBU

It is your responsibility to inform payroll that you no longer wish to contribute to the FBU. The FBU are not allowed to do it for you.

A Division –

Day Crewing raise the following issues; spoilt meals, get the same as wholetime continuously crewed, however, flexi officers get 50 % more, why the difference?

Rent allowance.

Concerns over Sub Officers on stations that have station commanders will get a lower turn out fee than currently. This will obviously be a worsening of their conditions, need an answer from management.

Bank holiday send home for wholetime and not retained. Need this imbalance to be addressed.

On one pump shouts, retained are being allowed to ride if they are on station. Query over legitimacy of this, pay and insurance?

Stand in on nights; question has been raised over the case of injury occurring. Would the stand in be insured, and would the stand in be classed as on duty or off duty?

Rope packs will be used by non trained personnel on joint crewed appliances.

Next day crewed sub committee meetings 6th April 2004, 6th July 2004, 5th October 2004.

Winchester –

What is the state of play on ICU and the ACAS decision? Will be addressed with SMT when we next meet.

Retained Bounty Payment. Is this discrimination on pay, to ask region for clarification.

Amber lights on appliances reflect back in fog and cannot be isolated, H&S issue.

Coning off, strobing amber lights are illegal? H&S issue.

Fluorescent jackets should be long sleeved on motorways? H&S issue.

Operational support vehicle, what is its purpose?

Women –

Women's school coming up in February, (last weekend) application forms in rear of Siren. Anyone having difficulties getting hold of a form contact Sister Miller at Whitchurch

Sister Miller to re-establish women's' section.

St Marys –

Iran earthquake SEU stripped of equipment. This left frontline vehicles short on equipment, why? Why wasn't the rescue squads (UKFSSART) that went to Iran self contained?

Snake eye search and inspection camera
Thermal imaging camera
Mini gas monitor unit
Rados radiation monitor
Pedal cutter and hand pump
Nike hand pump, therefore all 10t and 20t HRG unusable

Southsea –

Gavin Sexton memorial service to be arranged

21. A.O.U.B.

Meetings with the RFU – FBU policy is we don't attend meetings with the RFU, we should be walking out if they are in attendance.

22. Date / Venue of next meeting.

Brigade Committee meeting
Wednesday at 1000hrs at Winchester Rugby Club

Diary of Events

January

7th Hampshire BCM.

March

3rd Hampshire BCM.

May

5th Hampshire BCM.

11-14th Annual Conference Bridlington.

July

6th Day Crewing Sub Committee

7th Hampshire BCM

September

1st Hampshire BCM

November

3rd Hampshire AGM

February

4th Hampshire BCM.

April

6th Day Crewing Sub Committee

7th Hampshire BCM.

June

2nd Hampshire BCM.

August

4th Hampshire BCM

October

AGM of Branches.

5th Day Crewing Sub Committee

6th Hampshire BCM

6th Nominations for Conference 2004

6th Branch Resolutions for Conference 2004

December

1st Hampshire BCM

1st Delegates to Conference 2004

1st BCM's Resolutions to Conference 2004.

Please note that all the meetings will be on the first Wednesday of every month.

Meetings will begin at 10:00 Tea & Coffee available from 09:30. Lunch available £4.

Meetings to be held at Winchester Rugby Club, Nuns Road, Winchester.

FBU Brigade Committee Members Contacts

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Hampshire FBU Website

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