

HAMPSHIRE BRIGADE COMMITTEE

4th February 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. Conference
12. Regionalisation of Control
13. Long Service Increment
14. Working Time Directive
15. IRMP
16. Fairness and Dignity
17. Pension Contributions
18. Regional Exercise
19. South Wales Retained Project
20. AFA's That Are Fires
21. Branch / Section Reports.
22. A.O.U.B.
23. Date / Venue of next meeting.

1. **Apologies.**

Were received from Brothers Bowers (officers), Trew (54), Hawkes (32), Crisp (18), Wadmore (30), Christopher (Chair)

2. **Members Present.**

Were Brothers Jordan (Sec), Ramsey (Vice Chair, B&EMM), Goring (Comms), Burford (Mem Sec), Evans (H&S), Carpenter (A Div), Moore (B Div), Bates (C Div, 54), Brown (Assist Mem Sec), Burrows (32), Hussey (17), Foster (01), Vickery (30), Harris (24), Collins (18), Sisters Rood (Control), Miller (06)

3. **Nomination/Election of Assistant Secretary.**

Sister Miller proposed by Brother Goring, Seconded by Brother Moore. Unanimous for, BCM agreed this to be a caretaker role until elections at next AGM.

4. **Minutes of previous meeting.**

Accuracy – no corrections

5. **Matters Arising.**

Page 2

Breathing Apparatus – Kevin Oxlade is addressing a number of issues with regard to the new BA.

Kevin Butcher and Alan House are also involved. There are differences in stations keeping standard test books with sets.

Page 3

Chair – Brother Christopher will be attending future meetings in an unofficial capacity and will resume his duties in slow time.

Page 4

Education Courses – branch and brigade officials course in Bournemouth was very valuable, more courses to be organised locally, with Brother Mills to tutor.

Page 6

Catering – a number of stations have raised this as an issue. Email has been sent to stations by DO Stead. This has been poorly received and the membership is deeply upset. The Executive have requested a meeting with management over this issue, however, this request crossed over with the information coming out from DO Stead. A letter received from DCFO Bonney 30/1/2004 recognises the need to talk about this at the next principal officers meeting we are scheduled to attend. The executive are also disappointed in the manner this information has been promulgated to stations without any consultations.

6. **Correspondence.**

Letter from ADO Mick Crennell – Trainees Induction Protocols, passed to Membership Secretary for dates

TUC Courses for All Union Reps, list of dates and courses available

Labour Research – Magazine

Letter to Dean Mills – Dual Tape Recorders item from last months BCM

Letter from HFRS – Catering, copies sent to station cooks, redundancies

Letter from DCFO Bonney – Answer Sacking of Recruit this is an ongoing issue still being addressed

Draft Service Order – Leave discussed in Secretary's report

Letter to DCFO Bonney – Removal of Equipment from SEU St Mary's discussed with reply from DCFO House, outstanding issues will be addressed

Letter from FBU HO – Seminar South Wales Retained Project

ODPM Circular – Retained Personnel: Retirement at 55, still no change on current policy

Letter from Andy Gilchrist FBU HO – Vote of No Confidence in Executive Committee, this is now a dead issue failed to reach minimum number

Letter from FBU HO – Moving Forward Together Seminar Glasgow to be attended by Vice Chair and Secretary

Letter from CFO Eastwood – Principle Officers Meetings, meeting dates have been arranged

Letter from DCFO House – Reference calls to AFA's and the use of Special Appliances a meeting is arranged with SDO Rayner

Letter from Geoff Ellis FBU HO – Resolution Ruled out of Order

Letter to DCFO Bonney – Request to Attend and Fund the International Association of Black Professional Firefighters, this is in support of recruitment and retention of Black and Ethnic firefighters

Letter to CFO Eastwood - Principle Officers Meetings as above

Letter to CFO – Response to Regionalisation of Controls dealt with under item 12

FBU HO – Stress In Officers In the UK Fire Service survey to officers section from FBU HO

7. Chairs Report.

Given by Brother Ramsey Vice Chair.

1: Preliminary Agenda for FBU 80th Annual Conference is now out.

Please can all branches take the time to look through all the resolutions, and make any notes or comments? So that the Hampshire delegations can put the views of Hampshire FBU forward.

2: FBU training we need to set a date for training

- (1) IT training
- (2) Sections in the FBU
- (3) FBU structure
- (4) IPDS & IRMP

3: We need to invite Nick Toms From Thompson's solicitors. To put the committee in the picture about the Basingstoke four and Simon Green

4: Next month we will be arranging a date to set up a Hants FBU Retained committee, this has been long overdue, but they will be responsible going to all retained station.

5: A short Presentation of HFRS Budget 2004/2005

6: 25 year badges presentation given to Steve Moore B Div Rep and Paul Vickery A30 Branch Secretary

8. Secretaries Report.

Secretary's report

Service orders in draft form being dealt with:

Leave covering uniform, control and main grade

Abuse of Substances

Stress

Leave order has been returned with a few amendments, was previously discussed at three separate meetings with management

Abuse of substance has been returned with a number of amendments and fundamental changes asked for. There was too much emphasis on discipline rather helping the individual who may have a problem.

Stress order, is being extensively altered, because it doesn't go far enough.

Waiting to meet management on the following issues:

New working routine with the loss of cooks

Facilities time for retained officials

Received from management audit commission proforma self assessment

Received an agreement from management for funding to enable a visit to the International Association of Black Professional Firefighters to progress recruitment and retention of Black and Ethnic firefighters. This is on a mutual funding basis along with the FBU.

Received reply on Removal of Equipment from SEU St Mary's

Attended meetings with management on the following:

Budget 2004/5

Regionalisation of Controls

Fairness and Dignity

Regional Exercise

Requests to management awaiting answers

Two systems being worked at Andover

PPE for Iraq firefighters, request from FBU HO

DCFO House has offered some PPE from Hampshire if he receives assurances from the FBU that it will go to firefighters in Iraq

Principal officers meeting dates have now been scheduled with management awaiting final confirmation

Meeting with SDO Rayner scheduled to deal with AFA issue

Legal Aid claims have been put in for members to region

Represented a member on an issue of capability. The executive are not happy with the way or method this issue was raised and will challenge at all stages.

9. Membership Secretaries Report.

1. After recent union school I have now received a cheque for the past meetings. Unfortunately I am unable to pay the expenses of past meetings due to the cheque not being cashed, but hopefully I can pay today's meeting. I thank the officials for their patience over the recent months.
2. A reminder to all officials and Sub committee members that any expense has to go through the Membership Secretary with appropriate forms and not directly to the Regional Treasurer. This is not required for members of the Exec or sections who should complete their monthly claims as at present or on the clearance from Membership Secretary and Regional Treasurer.
3. Those officials putting in a monthly claim should also put Brigade meeting expenses on their own claim and not on the meeting sheet. This will then stop duplicate claims going through.
4. All paperwork to be sent to the Membership Secretary with regards to amendments to Membership, including the Subscription form for new members. The paperwork needs to be signed by the individuals and where required Witnesses and Seconded, should sign before forwarding to the Membership Secretary. If possible a note should be attached confirming if it's a New Wholtime or Retained member. For the latest forms please see the Hampshire FBU website. (www.hantsfbu.org.uk)
5. The FBU in Hampshire now stands at approximately 750. This is not accurate as this figure fluctuates on a weekly if not daily basis with new members, retirements or resignations. It's important that any change to membership including home addresses is forwarded to the Membership Secretary to keep the database as up to date as possible.

6. Any official requiring stationary is to place an order through the Membership Secretary. This will then be processed monthly. The Membership Secretary has the right to refuse stationary if items asked for is deemed unnecessary for the official and position held. An order form to be placed on the Hants FBU website. All officials then please place their order via an email to the Membership Secretary or at a BCM. Then hopefully stationary will be given at the following meeting.
7. Any paperwork being sent through the internal post to Membership Secretary should be put in a proper envelope and marked 'internal post' and not in the HFRS internal post envelopes. This then keeps confidentiality and not allows other personnel opening the post.
8. Can all branches please pass on all officials on branches via an email to Membership Secretary. Please include Name, Branch, workplace contact number and a mobile number if possible. This includes any Assistant officials and Health & Safety Rep's.
9. New FBU Phone number is 07966 754305

10. Region Report.

No regional report this month.

12. Regionalisation of Control.

Report from Control given by Sister Rood

CONTROL ROOM REGIONALISATION

Some of you will be aware of the recent report for the ODPM carried out by Mott MacDonald into the Future of Fire & Rescue Service Control Rooms in England and Wales.

This report recommends the reduction of Control Rooms from the current 49 to only 9 Regional Control Rooms. Hampshire will fall within the proposed South East Regional Control which also includes, Berks, Bucks, Oxfordshire, Kent, East and West Sussex, IOW, and Surrey handling a proposed 129,000 incidents. (Note: in 2003 HFRS Control with 8 Operators per watch, received 51,834 calls of which 27,462 were incidents attended.)

Staffing for this Control room is to be 20 per watch, Nationally this would mean approximately 520 job losses. Mott MacDonald have not used the National Staffing Model to arrive at this figure and appear to have just picked a number at random.

The Report openly acknowledges that this would leave the way clear for what it calls 'synchronous rationalisation of brigades themselves'! (Regionalising Brigades and eventually nationalising the Fire Service no doubt).

Control staff do not yet know where the new Control Room will be located or how many staff from each of the 9 brigades in our proposed region will be taken on or indeed under what Conditions of Service.

The Report makes no mention of how its proposals will benefit the public only what could be saved financially. Its scandalous that the public has not been consulted on this and that the Government is striding ahead with it regardless. In its last initiative 'Invest to Save' it used £7.8 million pounds of the tax payers money to set up 3 Joint Control Centres (shared premises with Fire, Police and Ambulance) in Gloucs, Wilts and Cleveland. What is to happen to these centres now?

We are told that local knowledge does not count for anything these days with new technological advances etc but the Computer database is only as good as its input and the interpretation of the Operator. To become too reliant only on technology in a life saving service is not only an insult to the skills of the job itself but potentially life threatening, to both public and Fire Fighters.

The Governments Role Model for these regions is Greater London Fire & Civil Defence Authority. This cannot be used as a comparison for Hampshire with its diverse communities and rural areas.

The Government states that the new IRMPs (Integrated Risk Management Plans) should be set by the Chief Fire Officer of the Brigade locally and agreed after consultation with the communities they serve etc. How can a Regional control operate 9 different IRMPs (In effect 9 different mobilising practises) and what type of technology would be able to cope with this?

A National Campaign is promised and Control Staff will be meeting nationally on 23rd February to discuss this.

Discussion from branches was held with the general opinion no one was happy with the proposals put forward by the Mott McDonald report on The Future of Fire Service Controls in England and Wales.

A meeting is to be held with Control representatives on the 23 February 2004 at Wortley Hall, hopefully with more ideas in ways to tackle these proposals.

The CFO has been given a document from the HFBU opposing the implementation of regional controls, awaiting a response from HFRS.

Members are reminded that HFRS have their own website and there is a facility there to voice your opinions about control and other issues. This is the SHOUT discussion board. You have to register and you are reminded that abusive posts will be removed.

11. Conference.

One of the Hampshire resolutions to conference was ruled out of order on the grounds of being factually incorrect.

Amendments to conference resolutions have to be in by 1 March 2004. Any branches that have any suggested amendments are asked to forward them to the Brigade Secretary for scrutiny by the Executive. The Brigade Committee voted unanimously to allow the Executive to go through the amendments and forward to head office.

Proposed by Brother Hussey seconded by Brother Moore.

Rule changes have been discussed.

Diary of Events will be amended to bring forward dates to discuss resolutions to conference for next year. This is to allow better cooperation between brigades across region 13 (12 under the new rule changes).

Branches are asked to go through the preliminary agenda for conference and discuss locally and bring forward opinions to the Brigade Committee, for or against, to enable the delegates to conference to put forward the Hampshire membership opinions at conference.

Emergency resolutions. Only one of last months proposed emergency resolutions comply with the rules of emergency resolutions.

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.”

13. Long Service Increment.

Discussion held on legality of losing LSI. Information pack and Model letters to instigate complaints

procedure under the fire brigade pension scheme. Both these will 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.

These documents have been produced so that you as an individual could make a claim to management to reinstate your right to Long Service Increment payment. The LSI argument and evidence document details various arguments and case history to show that Long Service Increments are not illegal or discriminatory. Read through it and be confident that you have a case to put in front of your CFO and Fire Authority. In the first instance you need to write a letter to your CFO raising your dispute. Sample letters are supplied, one for over 15 year and one for under 15 year service.

Keep a copy of your letter you send and hand it to your branch/section representative; get your representative to help fill in a legal aid form. Do this in preparation of a rejection of your dispute from your CFO. Once you have done all you can within the internal process you will need legal support, which is the time to put your application into the FBU. All legal applications have to go through your brigade committee and then on to region and then head office. This keeps all relevant representatives informed on the way

If in doubt over any of the above contact your representative or Brigade Secretary. There are variations of the letters depending on your time in and union affiliation. It is hoped that non FBU personnel will see the merits of putting in their own letters. Also we are encouraging non FBU members to see that we will always fight in cases where we feel there is injustice and that we are an all inclusive union.

14. Working Time Directive.

At the last HFRS H&S meeting management were awaiting further guidance from ODPM. HFRS are waiting to conduct surveys into the working time directive, but don't want to waste money going down one route to find they have to start again on a different one.

15. IRMP

Officers section will give a presentation on this next month. A brief discussion was held on the impact of IRMP's on the service.

16. Fairness and Dignity.

Brother Ramsey gave a brief report of the F&D meeting held with management on 22 January 2004.

GUEST SPEAKER: Dave Fawcett, Community Relationship Manager, HSBC – “Work-life balance, what it has meant for HSBC

Shanti Waas informed members present that a key aspect in pursuing equality in the Service is positive action.

PRESENTATION OF THE BLACK AND ETHNIC MINORITY MEMBERS SCHOOL 2003 – LUD RAMSEY

A discussion then took place regarding the value of network groups in terms of not only providing support, but as an opportunity to share good practice. It was agreed that Jenny McNeill would include ‘Outreach’ work on the timeline.

Diversity, Equality and Fairness

Jenny McNeill gave members an update regarding timelines and explained that under Diversity, Equality and Fairness, there are three focus areas:

- Equality Legislation

- Worklife Balance
- Positive Action

Equality Legislation

Human Resources

LOCAL DIVERSITY GROUP UPDATE

Lud Ramsey stated that he met with Dave Wallace in Berkshire and reported that the Banner Theatre Group were no longer carrying out the programme 'Black and Red'. However, he is trying to get them to do one more programme which can be videoed and then used as a training package.

The next Fairness and Dignity meeting will be held on 22 April 2004 at 1000 hours (venue to be confirmed)

17. **Pension Contributions.**

A reminder to all members and non FBU members that hardship claims should be in by the 29/2/2004 and forwarded by representatives by 15/3/2004 to the welfare committee.

Control is still awaiting correct details by letter and allowances on the above will be given. Also control is still awaiting details from region/ head office on details of employer's pension contributions.

18. **Regional Exercise.**

A discussion was held on the above. It was felt the FBU should be supportive of appropriate training. However, it was felt that all members should be asked if they would participate rather than being told or ordered to. This was in view of the fact that overtime would be required and at present the FBU policy is that any prearranged overtime should be of a voluntary nature.

A meeting was held on Eastleigh Fire Station with Green Watch who would be heavily involved. Discussions with ADO Pinchin were productive and the watch were supportive of the exercise. Other stations have voiced opinions that they are not as keen and have asked for matters to be raised with DCFO House.

Preliminary discussion with ADO Pinchin, he would not restrict leave on the exercise date, however, it was on the understanding that from the 16 February personnel would commit to the exercise. In exceptional cases if personnel felt they were not able to attend the exercise that mutual detachments between stations could be arranged locally to facilitate them not to have to go.

A meeting will be arranged with DCFO House to discuss all the above.

19. **South Wales Retained Project.**

A meeting is scheduled in Wales on 10 March 2004; more information will become available then. This item will be rescheduled for next months BCM.

20. **AFA's That Are Fires.**

Head Office of the FBU has asked Brigade Secretaries to gather information from their various brigades on this item. A meeting is scheduled with SDO Rayner on 10 February to discuss this.

The recent fire in the Uddingston Care Home was discussed as a good case for not reducing responses to AFA's.

21. **Branch / Section Reports.**

Havant Meeting tonight to revitalise branch

| | |
|-------------------|--|
| Gosport | More courses for representatives. This is being addresses by the Executive. |
| Winchester | No other business |
| Health and Safety | <p>Conspicuity jackets looking into legality on roads, do they need to be long sleeved?</p> <p>Breathing Apparatus set impounded, back to Drager, lung demand valve set too low.</p> <p>ADSU, carry ear protection inside CPS ready to use if required, this is an interim measure until this issue is full y sorted.</p> <p>Asbestos draft service order being worked on</p> <p>Rope pack should be on the run in April. Awaiting core tap for instructors, unable to sign anyone off at the moment</p> <p>Part time firefighters will receive limited training, which will result in limitations on their use of this equipment. Will not be allowed to raise or lower.</p> <p>Low water foam demonstration given to HFRS. This could have been a useful demonstration for H&S committee to have been involved in.</p> <p>Manuals on rope working from fire service college awaiting issue to stations</p> |
| A Div Rep | Supplied copy of minutes from last day crewing sub committee |
| Andover | Having problems with overtime claims, incorrect amount being paid out (under paid). Has any other branches experienced this? Could they check to make sure? |
| Fareham | A member from this branch would like his thanks conveyed to the Executive for their quick response, support and handling of a difficult situation with management |
| Southsea | <p>Catering issues. The Executive are dealing with this issue as detailed earlier. The FBU will continue to give support to UNISON and its members.</p> <p>This Branch is disgusted with the councillor from Dorset, Mr Fox and support the National FBU in its condemnation of his remarks about Control. His remarks are particular offensive as the majority of staff in control rooms are female.</p> <p>Member rejoined the FBU proposed by Branch endorsed by BCM</p> <p>Invite from the Branch extended to Brigade Secretary 26/2/2004 18:30, accepted.</p> |
| Whitchurch | Exhaust extraction system not working. Been given excuse there is no money to fix this. Advised by H&S chair that money is no excuse to not fix H&S issues. H&S representative from Andover to be advised and action taken. |
| Women's Section | Attending school at end of month, will report back to BCM |
| St Mary's | No other business |
| C Div Rep | Missing branches – Hightown is still active and aiming to attend next meeting |

Basingstoke Getting back on it's feet after recent years of knock backs
Visit from Vice Chair and A Div Rep scheduled for 16/2/2004

Eastleigh Supporting preliminary agenda items for conference numbers 45,46,47

A number of new recruits have not been given travelling expenses and some have been told it was not available. Brothers Burrows is dealing with this and is in contact with DO Bowers. Could other branches check with their members to see if they too have been overlooked?

22. **A.O.U.B.**

Prearranged overtime – the agreement on 12/6/2003 agreed as from 7/11/2003 that this could be paid. Personnel are encouraged to ask for payment if they so desire.

Facilities agreement – there is an agreement in place and FBU officials are encouraged to read through it. Also if you require time off on a night shift before and following a BCM to ask for it. The Executive consider that three hours before and four hours after a meeting would be considered reasonable, subject to crewing levels being maintained.

Part of the Facilities agreement with HFRS gives Branch Officials the right to use reasonable HFRS stationery for their FBU duties. If you are unable to make arrangements locally, you can order FBU Stationery. There is a list now available on our web site – Resources/Hampshire/Stationery

ICU – is there an update and what is happening

Basingstoke 4 – High Court dates 24/2/2004-25/2/2004

HFA meetings – Brother Burrows and Sister Eames will be attending HFA meetings and reporting back to BCM

Education – 15/16 March 2004 pension school names to Brigade Secretary, places are limited

Standing Orders – branches are encouraged to produce their own set of standing orders, these can be based on region/brigade, but are not tied to either.

Representation – FBU officials and members are not allowed under FBU rules to represent non members.

New members to the FBU will only get representation on issues that have happened since joining the FBU. If any doubt exists, contact the Executive for clarification.

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

Brigade Committee meeting
3rd March 2004 Wednesday at 1000-1700hrs 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

7th Hampshire BCM

September

1st Hampshire BCM

1st Voting on Resolutions for Conference 2005.

November

3th Hampshire AGM

3rd Hampshire BCM

February

4th Hampshire BCM.

April

7th Hampshire BCM.

June

2nd Hampshire BCM.

August

4th Hampshire BCM

4th Branches Resolutions for Conference 2005

October

AGM of Branches.

6th Nominations for Conference 2005

December

1st Hampshire BCM

1st Delegates to Conference 2005

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

**Meetings are programmed to last 10:00-17:00. Please try to be available all day.
Time off is available from night shifts before and after the meeting.**

Tea & Coffee available from 09:30.

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

FBU Brigade Committee Members Contacts

| | <u>Position</u> | <u>Station</u> | <u>Mob. Tel. No.</u> | <u>Work Tel. No.</u> |
|-------------------------------|---|-----------------------|-----------------------------|-----------------------------|
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| <u>Sections</u> | | | | |
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Hampshire FBU Website

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