

BRANCH OFFICIALS TRAINING

There will be a Branch and Section Officials training day on

Friday 26/03/04
at Eastleigh Fire Station
09:00-17:00

The tutor will be Dean Mills (Region 13 EC Member)

You must be an elected Branch or Section Official to attend

There are only 12 places available and you MUST book your place by Friday 19/03/04 by emailing secretary@hantsfbu.org.uk or phoning Conrad on 07966 754031

FBU leave is available for the day, including leave from night shifts before and after the day

Lunch and drinks will be provided
Travelling expenses will be paid

HAMPSHIRE BRIGADE COMMITTEE

3rd March 2004

WINCHESTER RUGBY CLUB

Agenda

1. Apologies.
2. Members Present.
3. Minutes of Previous Meeting.
4. Matters arising.
5. Correspondence.
6. Chairs Report.
7. Secretaries Report.
8. Membership Secretaries Report.
9. Region Report.
10. Report from HFA
11. Conference
12. Control
13. Health and Safety
14. Working Time Directive
15. IRMP
16. Fairness and Dignity
17. Gay Pride
18. Regional Exercise
19. South Wales Retained Project
20. Training
21. Rank to Role
22. Branch / Section Reports.
23. A.O.U.B.
24. Date / Venue of next meeting.

Brother Goring proposed for chair of meeting by Brother Carpenter, seconded by Brother Hussey, unanimous.

1. **Apologies.**
Were received from Ramsey (Vice Chair, B&EMM), Brown (Assist Mem Sec), Christopher (Chair), Wadmore (30), Sister Burrows (G&L)
2. **Members Present.**
Were Brothers Jordan (Sec), Goring (Comms), Burford (Mem Sec), Evans (H&S), Carpenter (A Div), Moore (B Div), Bates (C Div, 54), Burrows (32), Hawkes (32), Hussey (17), Foster (01), Vickery (30), Chrisp (18), Sisters Eames (Control), Miller (Assist Sec)
3. **Minutes of previous meeting.**
Accuracy – no corrections
4. **Matters Arising.**
Page 1
Breathing Apparatus – test books new service order from brigade due.

Page 10

Travelling allowances – no retrospective claims for new recruits, brigade sticking to service order and only going back six months. FBU on recruits course to ensure new recruits are informed of the right to claim travelling.

5. Correspondence.

Letter from DCFO Bonney – Meridian Television

This was a request that officials gain the appropriate permission to bring media personnel on station, this is agreed by The FBU

FBU HO Geoff Ellis – Letter to Geraldine Malley Welfare Advisor HFRS

A request was made by Geraldine Malley to Andy Gilchrist for information, this was refused

Letter from DCFO Bonney – Daily Routines (no cooks)

To be discussed at Principal Officers Meeting

Letter from CFO – Regional Controls

Reply to last months letter

Letter to DCFO Bonney – Sacked Recruit (ongoing issue)

Letter to DCFO Bonney – Meridian Television

As above

Letter to CFO – Regional Controls

Ongoing issue

FBU HO Geoff Ellis – Additions to Preliminary Agenda for Conference B&EMM

See conference section

Letter to Tim Vile – Temporary Station Cook Rushmoor

FBU HO John McGhee – unable to obtain crèche facilities

Raised under section reports

Letter from Tim Vile Rushmoor Station Manager – reference cook

Letter to Dave Dymond – Simon Green

Raised under region

Email to SDO Butcher – ICU incident

Incident with ICU

FBU HO Andy Gilchrist – Loss of Long Service Increment LSI

Raised under region

Letter from DCFO Bonney – Sacked Recruit

FBU HO Mike Fordham – Acting Up and Temporary Promotion

FBU HO Paul Woolstenholmes – women at Radiation Incidents

Passed to H&S

Email from SDO Butcher – ICU reply

To be discussed at Principal Officers Meeting

Letter to Retained Members – Setup Retained Section

Letter to DCFO Bonney – Acting Up Temporary Promotion
Request to reinstate LSI as per NJC circular

Draft Service Order Rope Pack
Returned to HFRS with amendments, copy passed to H&S

6. Chairs Report.

It is time we the Hampshire Fire Brigade Union Call for a Public Enquiry into the Basingstoke Case. Hampshire Fire Authority and the Senior Management have wasted far too much public money in its lengthy legal wrangling with the Basingstoke Four. The government had previously overruled the Fire Authority's decision to sack the men. Now a judicial review ruling on Tuesday 24th February by High Court Judge Mr Justice Elias said the men should be reinstated and each receive full back pay. Hampshire Fire and Rescue Service in their quest to root out bullying and harassment in the brigade have become the biggest bullies of them all. Simon Green Basingstoke Branch Chair at the time of suspensions, tried to inform all members of the Basingstoke Branch that if Senior Management was interviewing them they were entitled to have a representative with them. For his actions of carrying out his basic trade union duties he was suspended for 19 months, in the words of DCFO Murrell "in case he did anything wrong" and subsequently sacked falsely under capability. Hampshire Fire and Rescue Service failed to take responsibility for causing Simon Green's subsequent illness.

90% of Hampshire Fire and Rescue Service do not know anything about this case yet all have opinions, based on emails and teleprinter messages sent out by Senior Management. The evidence is in the public domain now and is available for examination and scrutiny, it tells a different story. The Service should now be honest with its workforce and explain why they lost this case. To say it was on a legal technicality is misleading. The technicality they refer to is that the ODPM and the High Court decided the Basingstoke Four were not guilty. But Hampshire Fire and Rescue Service still wish to pursue this judgement with appeal after appeal with no chance of success, with the only winners being their Solicitors. When will the Service say enough is enough and move forward? A failure to realise the futility of this course of action will continue to tear the service apart.

The Executive has been in contact with the Basingstoke Four and they were delighted with the decision of the High Court. They are all looking forward to returning to work in the near future, back on Red Watch Basingstoke.

They have also been contacted by Meridian Television who wish to produce a short documentary on their case.

It has to be said that it is commendable that Hampshire Fire and Rescue Service wish to stamp out harassment and bullying, however, in this case, they got it wrong the evidence did not support the allegations.

7. Secretaries Report.

Service Orders being worked on:

Substance Misuse – brief meeting with DO Stead, some changes agreed with, poster campaign being launched to educate HFRS employees. 3 month amnesty.

Mentoring – no changes to this document

HFRS Civil Protection (Convoy Procedures) – work in progress, a number of changes have been suggested, questions have been raised to clarify meaning on different sections, awaiting reply.

PPE passed to Brother Evans to work on

Rope Pack passed to Brother Hawkes, amended and returned to HFRS

Meetings Attended:

SDO Rayner 10/2/2004 – AFA's that are not fires

Further meeting planned for 17 March to discuss AFA's and the impact of IRMP's

DCFO House 17/2/2004 – Regional Exercise

Discussion on Regional Exercise. Arrangements made to allow Basingstoke firefighters to return to home station prior to 18:00. Arranged to attend Basingstoke Fire Station to confirm that the day watch didn't wish to work the overtime. Contact also made with ADO Leonard. New DVD on convoy procedures.

Joint Trade Union Meeting with HFRS 20/2/2004

A full agenda was discussed, including Human Resources (job evaluations for grey book, partnership with RB's the aim to achieve a sense of fairness, all roles will be judged on an operational justification, expected timeline of 12 months) (recruitment, contact days), Contracts (terminology and legality), Station Cooks and Administration Staff, IPDS Assimilation Rank to Role, Service Orders (exit, career progression, annual leave, crewing, substance misuse, family friendly working, and conduct), Mentoring Scheme. Under any other business, retained induction talks, FBU literature for new retained recruits, H&S FBU committee to be invited to demonstrations of new equipment, a look at the facilities agreement reference retained and early release from nights for meetings, retained fitness training, although this is a regular item on H&S meetings, slowness of new IT work stations and lock outs from personal accounts. Pensions dispute HFRS writing to all individuals. Prearranged overtime, consideration for option to be paid.

ICU incident raised and redirected to SDO Butcher to deal with.

Response from SDO Butcher in correspondence

The following items raised have been deferred to the Principle Officers Meeting. Work routine once cooks have left the service, spoilt meal allowance increase, ICU ACAS agreement, Basingstoke 4, Andover Fire Station working two different systems.

Southsea Branch Meeting 26/2/2004

An informative meeting that hopefully worked both ways. Lively debates on a number of subjects. Biggest concern was a lack of information coming down to the branch from head office. Hopefully we will start to address this issue as a brigade and our intentions as an Executive are to keep all members fully informed on all issues.

Seminars Attended:

FBU Glasgow 11&12 February – moving forward. A disappointing seminar, spent a long time looking backwards, felt not enough time being constructive looking forward and giving viable strategies in dealing with the onslaught from management and the government in their endeavours to modernise (cut) the UK fire service.

FBU Wortley Hall Regional Controls. Attended this seminar with Sister Eames from Control. It was hoped there would be more direction coming out of this seminar than we got, however, the National Executive are aiming to use the points raised to develop the strategy to fight against Regional Controls. Sister Eames will give more detail in Controls Report.

Miscellaneous:

Contact days service HQ. These days have been organised by HFRS to keep in contact with prospective recruits who have passed all the entry examinations, but are waiting for course start dates.

The delay in start dates is due to the expected attrition rate of wholetime firefighters being less than anticipated.

Very positive response from training school staff and potential recruits, both see this as worthwhile.

HFRS Regional Exercise, attended as an observer with Colin Burford. A separate report will be given later in the agenda.

Service Orders received in final stage

Complaints procedure – these are complaints from outside the service

First Aid

8. Membership Secretaries Report.

Please pass on all paperwork to deal with membership. Making sure that all proposed, seconded and witnesses signatures etc is complete.

All Officials requiring Stationary please email Membership Secretary with details or copy the Stationary List on the Hants FBU website and forward to Membership Secretary.

All post being sent to Officials, please place in a sealed envelope and not an HFRS internal post envelope. This will keep confidentiality. Making sure you mark the envelope 'Internal Post'. Members are also reminded about the new procedure HFRS have made for all post being distributed by Hampshire Couriers. Details can be found in recent HFRS Routine Notice.

Can all Branch officials please pass on all Branch Officials details on Stations. This includes H&S, Watch and Branch Reps.

9. Region Report.

Copies of grey book to be picked up at region

Brother Christopher Unanimous nomination for regional H&S Representative, proposed Brother Moore, seconded Brother Hussey.

Simon Green funding from reason to be raised.

LSI

Due to instructions from FBU HO we have had to remove all reference to the LSI letters and documentation from the Hampshire Website. This is because as far as HO is concerned the agreement signed up to in 2003 is now policy. To promote LSI or its reinstatement would be seen as going against FBU policy. Therefore as officials of the Union we cannot act against policy. As we all know the only way to change policy is through conference

10. Report from HFA

By Brother Burrows

FIRE AUTHORITY MEETING 11TH FEB 2004

4. Chairman's communications

Regarding pay increase report coming out on the 16th February.

Call incidents at an all time high p.2 item 4

6. Control room deputation

Control staff gave their speech, which was warmly welcomed.

Fire Authority said they had not been approached or contacted about regionalisation of Control Rooms.

But were aware it is an issue that is coming up.

10. Regional management board

RMB must be set up by the 1st April

RMB to decide on regional control rooms, Fire Authority Chair and principal officer of each brigade sit on the RMB.

If no agreement is made on the set up of RMB fire authority can be excluded.

7. Budget

2.9 capping

Threat from ODPM if Fire Authority budget more than 5% then will cap them.

Most authorities above 10%

1st yr will not be buying appliances, this will start in yr 2 at a saving of 50k

9. IRMP's

Following national guidance and until figures have been produced at least one pump will be mobilised to all afa's.

11. National draft framework

CFO drew attention to the conclusion of the government's draft framework. I.e. control rooms

11. **Conference**

Hampshire has been asked to support the following resolutions.

RACE EQUALITY SCHEMES

This Conference calls upon the Fire Brigades Union to ensure that full consultation and agreement in relation to race equality schemes that take place with the Fire Brigades Union, includes B&EMM.

B&EMM DEATHS IN POLICE CUSTODY

This Conference welcomes the recent Coroner's Court verdict of "unlawful killing" by police officers of Roger Sylvester. The verdict vindicates the Roger Sylvester Justice Campaign and the support given by sections of the Fire Brigades Union.

The hearing highlighted the brutal way that members of the black population are treated by police officers and the lengths the Metropolitan Police will go to cover up their brutality.

- i. We demand that B&EMM and the Fire Brigades Union give full support to tackling deaths in custody by affiliating to the "United Family and Friends Campaign".
- ii. The Fire Brigades Union and the TUC to use their good offices to ensure that the police officers implicated in the death of Roger are swiftly brought to justice.
- iii. Campaign for a public inquiry into the death of Roger Sylvester.

B&EMM

INSTITUTIONAL RASCISM

Following the BBC Documentary "The Secret Policeman" which clearly highlights Institutional Racism within the North Wales Police Force, this Conference demands that the Executive Council reiterates to the Fire Service Employers, the general duty of all Fire Authorities to monitor:

1. Unlawful Racial Discrimination.
2. The Promotion of Equality of Opportunities.
3. The Promotion of good relationships between people of different racial

groups.

With a view of highlighting this issue to Chief Officers and Chief Fire Masters of the British Fire Service.

A progress report to be reported back to the B&EMM Annual General Meeting 2004.

B&EMM

CAPABILITY/FRUSTRATION OF CONTRACT

Conference reaffirms its total support of Fire Brigades Union policy regarding dismissals on grounds of capability/frustration of contract as laid out within Resolution 65 of Fire Brigades Union Conference 2002.

MERSEYSIDE

Emergency Resolutions

The following are suggested emergency resolutions for conference

This conference demands the FBU provides funding for Brigade websites.

This conference demands that members are allowed to work wholetime/retained.

This conference demands reinstatement of the Long Service Increment pay.

This conference demands a vote of no confidence in Andy Gilchrist, General Secretary.

Please discuss all these along with the preliminary agenda for conference and bring back to committee those resolutions your branches wish to support and those that are opposed.

12. Control

On 24/2/04 Sharon Eames (Control Chair) and Conrad Jordan attended the CSNC (Control Staff National Committee) meeting at Wortley Hall to discuss campaign tactics and action plans against the proposed Regionalisation of Control Rooms.

We were disappointed at the lack of leadership in the Campaign, it would appear that it is very much up to Regions to prepare a fight on this one.

However, we are very pleased with the actions taken so far within Hampshire by members, we seem to be ahead of the rest of the country in our campaign. So far we have made a Deputation to the Combined Fire Authority, which received good cross-party support from all members. We have also written individually to the councillors and also all MPs in Hampshire highlighting the Governments proposals and our concerns.

DCO House has been accepted onto the Regional Management Board and has had a meeting in London last week. At the time of the meeting, Control has not received any feed back on this.

The Official FBU Response document to the proposals contained within the Mott MacDonald Report is promised by 11th March.

13. Health and Safety

Given by:- Steve Evans

Ongoing Issues/ New Policies

- PPE- new (1st) draft service order sent to FBU for comments
- Asbestos- 3rd draft service order ongoing.

- BA- new service order imminent (no FBU consultation)
- Fitness- new service order due for release
- Training shoes- leather 'cross trainers' back on the agenda.
- Retained stations- safety inspections new format to develop.

FBU Correspondence

- IRMP's- calls to AFA's, special appliance calls (proforma)
- IRMP's- incident examples required.

IRMP- brigade badges and comments.

Women at radiation incidents- policy review.

E Diesel- eco friendly fuel alternative.

Issues Raised/ To Be Addressed

Insurance- max weight insured for rope pack equipment.

Retained fitness training

Group command- implementation of a FBU h&s group coordinator.

Occ. Health (fast track & private treatments)

- What's available- (treatment, finance)?
- Who controls funding/ decision maker?
- Is it done on a case-by-case basis?
- What are the criteria used to make conclusions?

Catering (both on and off station)

Welfare provisions-at large / protracted incidents. Toilets no:s and standard, also cleaning facilities.

Welfare fund- dispersal & tax.

Sickness monitoring- provisions for FBU to audit and oversee to highlight areas of need.

Insurance-cover for rope pack equipment.

Sickness-stats for monitoring by FBU.

Catering-who decides what is provided, what is their procedure for the purchase of foodstuffs.

Kitchen reviews- outcomes and recommendations from HFRS H&S adviser.

Re-introduction of sub committee meetings, first scheduled for 8th March 2004 at 10:30hrs venue: C32 Eastleigh fire station, lecture room.

Group command, implementation of system to ensure best practice for the health, safety and welfare provision in all new group commands.

Continuation of retained FBU H&S rep project.

New style cross trainers back on the agenda following Dave Scott's liaison with manufacturers. New fitness equipment purchased for each wholtime station.

14. **Working Time Directive**

This item will be held over to next month, as no further information is available.

15. **IRMP**

Officers Section were due to give a talk on this subject, however, they gave their apologies as they didn't think they would be able to attend due to service commitments. Advice from the Officers section is that we need, as a union to take ownership of IRMP's and it is not just an Officers Section responsibility.

16. **Fairness and Dignity**

There a few F/D issues that are being looked at in the service and the outcome of the investigations will

be made public as they progress in the system

17. Gay Pride

Brother Jordan and Sister Miller would like the approval of the BCM to attend the next Gay Pride Rally 3 July 2004, as representatives of Hampshire FBU. Committee agreed this.

18. Regional Exercise

'Red Signal' 27 February 2004

Observers Comments.

The following were points noted throughout the exercise. They are not aimed at being criticism or attacks on individuals. They are, however, aimed at showing where improvements could be made, or indeed raise questions over current procedures.

Arrival at SHQ

- Non Realistic due to crews knowing they were going and sat at SHQ waiting.
- Marshalling at headquarters: It was felt that there needed to be staff available that were not part of the convoy to marshal the convoy away from headquarters. This was probably highlighted in the fact that part of the convoy turned the wrong way out of headquarters.
- Collection of paper nomination roll boards: some personnel felt that this was a little bit lax. They were not clear as to whether they were being collected or had to hand in.
- A suggestion has been made that the turn out sheet should contain colour of section of convoy their appliance should line up in.
- First appliances at headquarters for marshalling felt there should have been a marshalling supervisory officer in charge.
- Kit bags at stations for deployment for civil disturbance. There is nothing on stations to pack kit into for the situation we are involved in. Kit bags need to be provided.
- Signage at headquarters for one-way system. This needs to be part of the convoy pack kept at headquarters. Also a plan in place so that headquarters staff know that in these convoy situations they need to enter headquarters via the back gate and not get caught up in the convoy assembly or deployment.
- Headquarters briefing could have been given to Oi/c's and drivers only, this could possibly have sped things up before departure.
- Call sign cards for front of appliances were not immediately available. Caused delay before convoy moved off.

Departure / Travel

- Speed of vehicles. The convoy became split at an early stage due to what seems to be the ALP being the slowest vehicle.
- Blue lights on 'A' roads (A34) as per S.O. Section 6.2.1.
Problems due to the Police escort leaving the convoy when junctions reached in other Counties. This split the convoy again. Also this became very dangerous for members of the public when convoy stopped on minor roads and they tried to pass the convoy!
- After the brief to all crews at SHQ and the Convoy Director stating that all personnel travelling to the exercise had to abide by all Health and Safety. On the A34 the brigade photographers passed the convoy, leaning out their car taking photographs, were it was obvious they were not wearing seatbelts and in full view of Civilian drivers. If they need to take photos proper facilities should be given or they should be at a pre arranged static viewpoint.
- The meal break had differing opinions. If we were to follow advice from occupational health with regard to nutrition, Burger King would not be seen as the healthiest choice. Especially as that was not the only available eatery at the Motorway Services we stopped at. On the other hand other personnel thought they were given plenty to eat and had no problems with the choice made.

- Fire facts: an aide to memoir should be made available within this folder to help people remember the procedure for civil disturbance mass decontamination and convoys. As there is plenty of time to fill on the way to the incident this could be read through or read out on route.
- Briefing on route from ICU: it was felt more detail could have been passed back to the crews in the convoy on route. The first time information started to flow was after the meal break. Personnel thought this was a little bit unrealistic.
- ALP: perhaps this vehicle should be the second in the convoy as it is the slowest. The convoy moves by its slowest vehicle.
- A clear procedure in place for female firefighters attending radiation incidents. We were not aware this was a radiation incident until we were well on our way. No mention from the ICU that this procedure would be implemented.

Arrival at Exercise

- Police on gate not well informed. Did not know how many vehicles we had and also when HFRS went onto the site he was unaware of the clearance to do so.
- Seemed no pre planning of site by other agencies before HFRS got there. Site was very restricted.
- Forklift Operations were done at a great risk. There was not enough room for manoeuvrability due to cramped area and the number of personnel working in the area also.
- It became apparent that agencies were not working together due to the fact that the NHS processed casualties in their own time and without proper facilities as when their casualties had gone through decontamination an NHS officer came to HFRS for Disrobe packs.
- NHS were changing their filters on their suits with no concern to the hazard. They just came up to the barrier tape, turned around and other NHS personnel just unscrewed their filters and replaced them.
- At one stage it seemed that the Police on exiting the danger zone just went off due to the delay in Decontamination in HFRS tents. Have Police got their own decontamination facilities?
- It was felt the briefing at the incident was a little bit lacking and that perhaps in the excitement of the moment could have been better delivered. The ADO in question kept turning his back on the firefighters and moving away. It was felt important parts of the briefing were being lost.
- The firefighters decontamination shower unit was used to decontaminate other services, why?
- Vehicle marshalling at incident questions over its effectiveness.
- No zone control: should have had some kind of sector commander seeing personnel, (fire and other services) in and out of fire sector.
- No safety officers: could have had dual role with above.
- No welfare officer.
- Feeding at incident was poor. Catering unit was situated apparently 1 and ½ miles away? Crews were being fed in the open, is there not a catering tent? Tables and chairs set up next to the exhaust outlet of the ICU, not healthy.
- Toilets were provided: two single toilet units. Not all personnel were informed of their location and didn't realise until after the incident that they were available. No lighting in the units, so as darkness fell this could become a potential health and safety issue. For the numbers attending insufficient toilets provided.
- Firefighters decontamination shower unit: it has been suggested that a light form of PPE should be provided in the form of a lightweight protection suit and respirators. (Similar to what the other agencies were using).
- Firefighters decontamination shower unit: it was felt that this section of the incident were not kept informed of how the incident was progressing. They felt unimportant, a lack of communication.
- It was a general opinion from the firefighters involved that there didn't appear to be any overall command and control of the incident. It was felt that all agencies were working independently and that it could have been three separate incidents side by side.
- Convoy procedure on end of exercise: it was noted that a decision was made to send personnel

back to Hampshire as they became available. This meant that the convoy procedure for return was not tested. If it is felt that there is no need to return in convoy the service should amend the convoy service order.

19. South Wales Retained Project

10 March 2004, Brother Jordan and Sister Miller to attend will report back next month.

20. Training

A training session was held before break for lunch. Role-play scenario involving representation of members, potential discipline case.

Due to the BCM having such a full agenda concerns were raised about making sure agenda items were not sacrificed for the training. The training itself was well received.

Training days are being planned for officials, dates to be announced, Dean Mills will be instructing.

TUC courses clear though BCM to agree funding before booking course, identify which courses you need. Information available on Southampton College Website.

21. Rank to Role

Job evaluations for grey book, FBU have been asked to get involved with this to ensure fairness across all ranks. Brother Jordan identified as one of the main representatives to work on this. Others will be required at appropriate levels and responsibilities to achieve the above.

22. Branch / Section Reports.

Gosport – Raised concerns over service order substance abuse, what reasons, just cause, accidents, concerned managers, etc.

Clarification on LSI letters, dealt in region section

Fairness at Work – A request from Geraldine Malley Welfare Advisor HFRS to attend next BCM to inform FBU of her role in HFRS. BCM agreed to agenda half hour session 12:30 before lunch so that officials would be able to ask questions over lunch if required.

St Mary's – Long-term sick members, discrepancies as to what HFRS will pay for to get members back to work.

Who makes decisions for Occupational Health to fund treatment for personnel?
Brother Evans to investigate.

A Div – Rushmoor visited with Brother Ramsey, encouraged to attend future BCM's.

Basingstoke visited with Brother Ramsey

Andover to be revitalised

Day crewing sub committee meeting 6/4/2004 Andover Fire Station.

Winchester – Overtime not been paid for Christmas and New Year.

Control – Inadequate noticeboard provided and lockable cupboard required for confidential documents.

Basingstoke – No points at this stage

- Fareham – Testing of Breathing Apparatus Sets in back of appliances are too noisy.
Standing Orders for Branches, awaiting model from BCM.
- Eastleigh – Standing Orders for Branches, awaiting model from BCM.
Spoilt meals, detached meals, course meals
Brother Jordan has an Employment Tribunal on 24-28 May 2004
- Women’s – Report from Women’s School reference Columbia trade unionists persecution; please support the Justice for Columbia Campaign.
Childcare Issues, head office failed to provide childcare and family rooms for member. National Women’s Committee dealing with complaint.
- Retained – Amendment to venue for retained meeting on 25 March 2004. Should read Winchester Fire Station, not Winchester Rugby Club.
- B&EMM – The last meet meeting of R13 B&EMM. This took place at Newbury Fire Station “13th February 04. Resolutions for annual conference 2004 were discussed bro Carl St Paul; also he explained the problem he had with the standing orders committee. There was a time discrepancy and the committee ruled all B&EMMM resolutions out of time. Bro St Paul proved to the committee that they were sent in the correct time. After review all the evidence they were added to the preliminary agenda for annual conference.
The three resolutions picked were (1) Race Equality Schemes west midlands (2) Death in Police custody. London (3) Institutional Racism South Wales.
Bro St Paul gave us an update on the national position of B&EMM. RBFRS Rosie the equality advisor for the service has handed in her resignation. All members of B&EMM will miss her, as she was an active supporter of our causes. She always involved B&EMM in all RBFRS activities.
We have had had two response from the letter sent to all brigades, Berkshire and Hampshire have agreed to speak to B&EMM about Recruitment retentions and training.
Simon Green has put a new Rayavision DVD this contain six films produced by him, Anti War Demo Unite Against racism, Respect Festival London Pride Arms fair Demo and the People assembly. Any one interested in purchasing this DVD please contact myself or check the web. www.raya.org.uk

23. A.O.U.B.

Legal Aid – new procedures are in place clarification will be given next month.

Pensions commutation – The election to commute cannot be made earlier than 4 months before intended retirement and no later than 6 months after retirement date. The lump sum commutation is then sent to the person or their bank account within the first week of retirement.

Welfare Fund – all claims should now be into Branch Representatives, and those to be handed in to the welfare committee by 15/3/2004.

24. Date / Venue of next meeting.

Brigade Committee meeting

7th April 2004 Wednesday at 1000-1700hrs at Winchester Rugby Club

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.**

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> |
|-------------------------------|---|------------------|----------------------|----------------------|
| <u>Brigade EC</u> | | | | |
| Paul Christopher | Chair chair@hantsfbu.org.uk | C32 R/W | 07966 754057 | 023 80613151 |
| Conrad Jordan | Secretary secretary@hantsfbu.org.uk | C32 W/W | 07966 754031 | 023 80613151 |
| Colin Burford | Membership Secretary mem.sec@hantsfbu.org.uk | C53 R/W | 07966 754305 | 023 80776391 |
| Lud Ramsey | Vice Chair vice.chair@hantsfbu.org.uk | A31 Day | 07966754627 | 01264 339000 |
| Wendy Miller | Assistant Secretary assist.sec@hantsfbu.org.uk | A06 Part-time | 07786838046 | |
| Tony Brown | Assistant Membership Secretary assist.mem@hantsfbu.org.uk | C53 W/W | 07974 161382 | 023 80776391 |
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| <u>Sections</u> | | | | |
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