

# HAMPSHIRE BRIGADE COMMITTEE

7<sup>th</sup> April 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. Guest Speaker Geraldine Malley 12:30
12. Conference
13. Control
14. Health and Safety
15. Working Time Directive
16. IRMP
17. Sub Committees in Brigade
18. Fairness and Dignity
19. South Wales Retained Project
20. Training
21. Rank to Role
22. CRBN
23. New Pension Scheme
24. Branch / Section Reports.
25. A.O.U.B.
26. Date and Venue Next Meeting

1. **Apologies.**

Were received from Burford (Mem Sec), Brown (Assist Mem Sec), Christopher (Chair), Bates (C Div, 54), Brown (Officers), Wadmore (30), Hawkes (32), Vickery (30), Trew (54), Sister Burrows (G&L)

2. **Members Present.**

Were Brothers Ramsey (Vice Chair, B&EMM), Jordan (Sec), Goring (Comms), Evans (H&S), Carpenter (A Div), Moore (B Div), Williams (Education), Burrows (32), Jones (02), Harris (24), Sisters Eames (Control), Miller (Assist Sec)

3. **Minutes of previous meeting.**

Accuracy

Page 5 should read "Simon Green funding from Region to be raised"

4. **Matters Arising.**

Page 2 – sacked recruit now in the hands of Thompson's

- Rushmoor temporary cook no action taken by management

Page 3 - Brother Ramsey accompanied Simon Green to Thompson's Solicitors

Page 5 - grey books from region needing to be collected

- Fire Authority members not accountable for wasted funds.
- Not allowed to give two deputations in consecutive meetings on the same subject
- Four deputations to be given at the next meeting on four different subjects

Page 8 - member on fast track physio treatment through HFRS taken longer than NHS

Page 11 - FBU noticeboard for Control still no word on installation date

Page 12 - Legal Aid Information now on HFRS FBU website

- Welfare Fund payments due soon

## 5. Correspondence.

Email from DO Stead – Amendments to Leave Service Order +Response from FBU

Correspondence on new service order, this service order is now in place

Letter to Mr Cartwright – Cost of Basingstoke Four

Cost of this case requested so far

Letter from FBU HO – FBU Legal Aid Network

This is now available on the HantsFBU website

Letter from FBU Region – Response to Payments for Simon

Head Office have now taken over hardship payments

Fire Magazine (page 12 Fire Controls)

Information passed to Control

Letter from Jenny McNeill – Acting Up and Temporary Promotions and Long Service Increments.

A denial from management that LSI should still be paid on temporary promotion.

Letter from FBU Region – Election of Regional Secretary

Notice of forthcoming election

FBU HO – Annual Conference 2004

FBU HO – Annual Conference 2004

Raised under conference

South Wales Retained Project (3 documents)

Raised under this agenda item

EC Report Region (give in regional report)

Response to Hampshire Basingstoke Four

Press release and document sent to stations

Letter from DCFO Bonney – Reference Registering a Dispute Over Control

This issue raised under Secretaries report

FBU HO – Trade Union Education in the FBU A Strategic Review

Passed to Education

FBU HO – Election of B&EMM Chair  
Confirmed all branches had received this

FBU HO – Annual Conference 2004  
Raised under conference

ACAS – Religion or Belief in the Workplace  
New guidance book on this

FBU Region 13 – Election of Brigade Chair  
Confirmed all branches had received this

FBU HO – Election of Regional Secretary (check all branches have received copy)

Thompson's – Medical Appeal member Confidential

FBU HO – Insurance Cover in Respect of Injuries and Fatalities in Connection with Terrorist Attacks  
On going discussions with management, awaiting further guidance from head office.

Red Watch Paper  
Proposed Brother Goring seconded Brother Harris, 2 abstentions, paper to be sent to branches

HFRS recruitment pack

Letter to DCFO Bonney – update on policies regarding new legislation  
Clarification required on service policies and orders on the following legislation:  
Religion or Belief in the Workplace  
Sexual Orientation and the Workplace  
Disability Discrimination Act  
Equal Opportunities

Region 13 – Resolution 1  
To be raised at region reference childcare

Email to Shella Smith – Acting Up  
Clarification required on this issue, awaiting response

Letter from HFBU Executive – Representation of Members  
Item placed on routine notice

Email Correspondence to and from SDO Butcher – Terrorist Attacks Circular  
CRBN issue

Email Correspondence to and from Tom Carr – Employers Offer  
Consultative ballot information

National Gay and Lesbian Committee – Strathclyde Fire Brigade Equal Opportunities Policy  
Copy available for branches if required

FBU HO – Retained Firefighters and Part Time Workers  
In appeal stage

FBU HO – Conference 2004

Raised under conference

Letter from DCFO Bonney – Response from PO Meeting (catering)

FBU HO - Election of National B&EMM Committee Chair (check all branches have received copy)

FBU HO – Union Response to the Mott McDonald Report  
Preliminary document

Letter to Mike Fordham – ICU  
Awaiting response

Email Andy Bowers – Grey Book Job Evaluation Team  
Raised under rank to role

Letter from Rod Hammerton – Basingstoke Four Costs  
Response to letter sent to the Fire Authority

Letter to FBU Region Dave Dymond – Funding for Control Member as MP  
Not at this time

Letter from Sarah-Jane Taylor – Draft Contract of Employment  
Sent to Thompson’s solicitors for advice

**6. Vice Chairs Report.**

The only way forward is to remain united; we are facing a number of major issues.

Each one could split and weaken us to a point where we become non effective. For us to move forward and face these challenges, we have to unite, whole time, retained, control and all sections, for the sake of our own protection.

With regard to the Basingstoke four service management has not been honest with the work force. This is the first time in the history of the UK Fire Service; four members of one watch have been sacked for allegations of bullying and harassment. This shows the service failed, they failed in their duty to protect all employees working at that station. They failed to recognize that they had a problem, instead of dealing with it at an early stage they chose to ignore it until it was too late. HFRS management carried out extensive interviews, investigations, using unlimited service resources and personnel. Management had the opportunity to resolve this at a local level. How and why did the situation at Basingstoke get so out of hand that the only answer was to sack Fire fighters and destroy careers and families? How could they get it so wrong?

I believe management had a hidden agenda, their agenda was to break the FBU in Basingstoke/Hampshire and they used the fire service discipline code to do it.

Simon Green, the chair of Basingstoke FBU branch, was viciously victimised for his efforts to protect Basingstoke union members and witnesses. Senior management used every tactic available to demonise him and stop him carrying out his legitimate trade union duties. The current executive of Hampshire FBU would never allow the same situation to occur again. As long as officials work under the guidance of the FBU rule book, and the standing orders of the Hampshire committee, we will do everything in our power to protect them and ensure their safety in the workplace.

Annual conference 2004, this has the potential to be the most explosive and controversial conference in the history of the Fire brigade union. The executive council have a number of questions which the general membership of the FBU needs an answer to. They have also a number of policy statements

which needs to be passed by conference. That's why Hampshire FBU needs to be part of this process; all members please have your say. The preliminary agenda is out please look at it and make any comments or points. And then it passes it on to the delegation. We want to speak for you with your words.

Region 13 pension seminar. Conrad Harry and I were the only members to attend from Hampshire. The work shops gave good ideas of just how complex the pension system is. Dean Mills also look at all things the government can do to the pension in the future. The main thing we need to look at as a committee is, Region needs a name of someone in our brigade who will be carrying out all medical appeals. Also could deal with discipline cases.

The process of building local Integrated Risk Management Plans needs active participation of the FBU, All members and branches should look at these plans and make comments , If we do not potential problems will come back to haunt us in the future.

## **7. Secretaries Report.**

Meetings Attended:

Regional Committee, 4 March 2004, separate report

Health and Safety Sub Committee 8 March 2004, report back by Brother Evans

Principal Officers meeting 11 March 2004

Agenda items

Control Change to Working Environment

Catering arrangements

Basingstoke Four

Two different duty systems being worked at Andover

ICU

A dispute was raised over changes to the working environment that Control Staff were going to face. No consultation had taken place over these changes. A meeting was arranged immediately with SDO Butcher and Sister Eames.

Catering arrangements were discussed the outcome of which is the response received from DCFO Bonney in correspondence.

Basingstoke Four, Principle Officers still feel that until the appeal is heard that the Basingstoke Four are still guilty. CFO was concerned that we were not representing all our members in Hampshire and was aware of members who felt they were not being represented although no names were given. Assurance was given that the FBU in Hampshire will represent all members, but that the members do need to inform officials if they have problems and need representation. The CFO was asked if he knew of any of our members that needed representation to point them in our direction. The Executive have also issued a letter which has been circulated to reiterate this point.

Andover is currently working two different systems side by side. Principle Officers say this is a trial and the results will be made available to the FBU at the end of the trial.

ICU dispute, Principle Officers says the ACAS decision was not binding and in light of the pay agreement was out of date by the time the decision was made. The FBU have been invited to look around this appliance to fully appreciate the complexities of it and why it is not possible to crew it in the manner laid down by the agreement.

Southsea Meeting 14 March 2004

A meeting was held to discuss a case being run by officials at Southsea. It is a complex case and is

ongoing.

SDO Rayner 17 March 2004, ongoing discussions around AFA's, IRMP's. These meetings are productive.

Cosham Branch Meeting 23 March 2004, this meeting re-established the Branch which now has seven officials to share the workload.

Retained Section Meeting, 25 March 2004, this meeting saw the setting up of the Retained Committee who will now be responsible for Retained FBU Members in Hampshire. Next meeting scheduled at Andover 29 April 2004 19:30.

Gosport Branch Meeting, 1 April 2004, this meeting allowed branch officials and members alike to question the Brigade Secretary on current situations within the Brigade and Nationally. As the Brigade Secretary I felt this was a useful meeting and welcomed the opportunity to visit a Branch at their invitation

Seminars Attended:

South Wales Retained Project, separate report

Pensions Course Bournemouth, two days were spent to try and understand the workings and intricacies of the Fireman's Pension Scheme. It is hoped in time that each brigade in our region will have at least one official who will fully understand the Pension Scheme and be able to process Medical Appeals for FBU members. Separate report on the proposed new pension scheme.

Understanding Multi-Ethnic Britain, a three day course which has given me a greater understanding of our multi-ethnic culture we live in. This information will be used in various meetings planned with management on recruitment and retention of multi-ethnic firefighters.

Service Orders Received:

Fitness Training/Assessment

Data Protection in HFRS

Family Friendly Working

**8. Membership Secretaries Report.**

On holiday unavailable to give report this month.

**9. Region Report.**

Presentation given on Learn Direct and Learning Representatives.

Forthcoming Elections; Brigade Chairs, Regional Secretary. Proposed election procedure of Brigade Chairs agreed.

Regional Office: office currently too small (one room). Confidentiality of documents, risk assessment on secretarial position at Regional Office.

EC report in correspondence.

ACAS guide on discipline, consultation document January 2004

Affiliate to Trades Councils (membership secretaries to deal with)

Workers Press, encouraged to buy shares (Morning Star), only paper to truly support the FBU.

South Wales Project briefly covered full report later in minutes.

Fire Safety Report

Regional policy, reference websites explained by Brother Clarke.

Accident and Injury Fund, reminder to all to make claim within 56 days otherwise it won't go through.

Accident and Injury Fund, reminder of change of rule 30(B) no retirement benefit now.

Eyesight standard now uniform across full and part time firefighters. Berkshire.

Vote of No Confidence in senior management. Berkshire.

Berkshire has asked for copies of facilities agreements and tenancy agreements from brigades.

Fairness at work, need updates from brigades on policies covering new legislations.

Regional Health and Safety Representative. Two nominations, Brother Christopher, Hampshire and Brother Bliss, Buckinghamshire. Brother Bliss was elected by one clear vote.

Health and Safety issue on heights of windowsills in towers.

Education representative for region required.

Control Section in region, the current representative isn't making many of the regional meetings. That section can only vote new representative in. This is an important time for Control they need to be represented.

26 March Education day in Hampshire Brother Dean Mills will be instructing. Cancelled

**10. Report from HFA**

NEXT FIRE AUTHORITY MEETING 26 May 2004

**11. Guest Speaker, Geraldine Malley**

Welfare advisor for HFRS gave talk on her duties within HFRS and then opened it up to the committee for a question and answer session.

Disappointed that she had not received the amendments to the stress service order that the FBU had responded to. Would also ensure that the FBU receive information on the stress audit going out on 19 April 2004.

**12. Conference**

Branches urged to give their opinions on preliminary agenda by next month and any emergency resolutions

This conference demands that more effort by regional officials, executive committee members and national officers is made to distribute information. This information must be timely, definitive and allow adequate time for debate and decisions by the members at Branch level.

This conference calls for a vote of no confidence in the General Secretary, Andy Gilchrist.

**13. Control**

In an effort to gain press attention and make the public aware of the threat to Hampshire's Fire Control Room we have organised a Rally. The Rally will take place outside Eastleigh Council Offices on 26th May at 1000hrs, the start of the next Combined Fire Authority Meeting. We would like as many

uniformed personnel as possible to attend to support our colleagues in Fire Control. We want to make the public and the Councillors aware of the implications of a Regional Control Centre.

There is also a petition on the HFBU web site which you can complete on line, or print off and hand out to friends and family to complete which will then be sent to Mr Blair.

Control are also planning to have a candidate stand at the next election on the one issue of Saving our Fire Control Room, excellent publicity !

We would also welcome any invites to station open days, car boots etc where we can set up a small information stand to inform the communities of the Government's plans.

Any queries please contact Sharon Eames (Control Chair) or Julie Barton (Control Press information)

We officially elected Julie Barton as our press officer. And we have a nominee for FBU Health and Safety in Control. Jo Rood (Red Watch). She is going to contact Steve Evans also red watch, about this. I hope you can take this email as our Branch Views but if not let me know what I have to do to make this official. Many thanks for your continued support.

#### 14. Health and Safety

- BA

Following issue of equipment data sheet, a new working party has been set up to look into ALL issues regarding BA.

Items discussed:-

- Testing.
- DSU's (accidental operation+CPS).
- Officers and BA.
- Personal facemasks.
- Long duration sets.
- Designated wearers.

- Occ Health Dept

Mike Barter has now retired, his replacement is to be Mick Stead (as a uniformed officer)

Meeting held with Nick Burchell items discussed:-

- Delivery of fast track physio.
- BA procedures.
- New dimensions, (insurance)
- Rope Pack (max weight insured 200kg)
- Accident statistics (depersonalised)
- Welfare facilities at incidents.
- Usage of TRA1 (risk assessment forms)
- FBU H&S (group coordinators)
- Water bottles
- Contractors accident reporting.
- Fork lift trucks (safe working practice)
- Appliance amber strobe lights.
- O2 administration
- Testing of Gallet fire-helmets
- Stowage and crew cab safety.

- Correspondence

1. Copies of the DCOL letters 2/2003 & 2/2004
2. FBU circular, 2004H0210PW (mass decon, & the IRU)

- Next H&S meeting
  1. FBU, 4th May at Basingstoke fire station 10:30 hrs.
  2. HFRS, 28th April, Harland room SHQ 14:00hrs.
  3. Retained rope pack- instructor training 6th April (LR5 SHQ) + 13th April (LR1 SHQ) both meeting start at 09:30 hrs.

**15. Working Time Directive**

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

**16. IRMP**

This is a developing subject, FBU HO are asking all brigades for input on this.

**17. Sub Committees in Brigade**

The following sub committees need to be formed to feed back to brigade committee and region.

Education sub committees in brigades Brother Williams to deal with

Pensions and medical appeals, officials in brigades

Fairness at work sub committee to be formed in all brigades Brother Moore to deal with

**18. Fairness and Dignity**

Report back from regional meeting 18/3/04. Looking into accreditation for officials. Fairness and dignity school at Durley hall planned for end of the year. Nominations for regional education officer. Brother Williams proposed by Brother Moore, seconded Sister Eames. Unanimous.

B&emm would like update on recruitment and retention from brigades.

Employment law school cancelled awaiting new legislation, replaced with conference school and sickness management 22<sup>nd</sup> 23<sup>rd</sup> April at Durley Hall

Useful websites for disabilities rights commission [www.drc-gb.org](http://www.drc-gb.org)  
Telephone 0161 9582000

Useful website for DTI [www.dti.gov.uk](http://www.dti.gov.uk)  
Telephone 02072 155000

Region wants update on brigade's response to new legislation on the disabilities act.

All Different All Equal being revised for members and officials.

Regional fairness at work meetings

17/6/2004

16/9/2004

9/12/2004

**19. South Wales Retained Project**

Brother Jordan and Sister Miller attended this seminar. It was useful in gathering information about the project and how not to implement an agreement between management and the FBU.

There were definite flaws in the agreement.

- It was outside the National agreed conditions for retained firefighters
- It has been set up in a manner which will preclude retained firefighters from being recognised as part time workers
- The project was given a government boost of £1.2m, there is no guarantee that other brigades would be given the same cash injection
- It was implemented prior to the pay agreement and is likely to produce a lower pay settlement for the retained in Wales than if they had waited
- There is a three strikes and your out clause in the agreement, which includes discipline procedures and fines for non attendance

**20. Training**

No local trade union training until after Conference  
IT training still available with Brother Goring

**21. Rank to Role**

Management have asked for names to be submitted on this, so far Brother Jordan has been named and Sister Miller to represent Retained interests. ADO Bowers is coordinating from management side.

**22. CRBN**

Lack of insurance for the new dimensions/terrorist attacks is a major concern for the FBU locally and nationally. A number of brigades are finding that the FBU locally are withdrawing from this until such time as the ODPM can guarantee firefighters will be insured whilst performing these duties. Not too dissimilar when we needed assurances for firefighting at sea.

At the present time in Hampshire we have not withdrawn, but we require a show of feeling from our branches as to how they feel about this.

In the meantime we ask that all members check with their own personal insurance companies as to whether or not they will be covered in the event of a terrorist attack. This includes mortgage cover as well.

**23. New Pension Scheme**

New Pension Summary

Changes to affect new entrants only, with the exception of new procedures on medical retirements

Retirement age for station officer and below should remain at 55

Ranks above station officer retire at 60 compulsory

Special circumstances extend service beyond 55, 1 year at a time, medical examination before permission is given

Incomes 50% of pensionable pay, plus lump sum at 1 ½ times pensionable pay (2 ½ times at present)

35 years service to achieve full pension, reduce incentive to retire before 55

Double accrual after 30 years, or possibly after age 50, (1/80th for 30 years then 2/80th for next five)

Early retirement – retire 50 or over and receive actuarially reduced benefits

Widows pension ¼ pay (current = 1/3 pay)

Ill health

Fire Authority state that disablement is related to performance of fire service duties at the current rank or post

Firmer management control over retirements should have a significant effect in reducing the number of ill health retirements

Where firefighters are not sufficiently fit to perform their job but are not suffering from injury or ill health, they should be dealt with through disciplinary procedures, not retired on grounds of ill health

The Fire Authority alone should decide any injury that is to be regarded as a qualifying injury in the first instance. Appropriate appeal against that decision under rule H3 and not under rule H2

Change 4 bands of disablement to 10 bands

Scheme amended to prevent dual payment of injury pension and DSS benefits relating to the same injury

Contributions MIGHT fall to 9%

#### 24. **Branch / Section Reports.**

Havant – Nothing to report

A Div – Nothing to report

Southsea – Concerns over pension fund, and paying extra contributions over 30 years service.  
Question on extra money for drivers, as per London proposals.

St Mary's – Nothing to report

Gosport – Nothing to report

Fairness at Work – Nothing to report

Control – Nothing to report

Rushmoor – Landrover from Fleet self mobilising, Control confirmed that this is standard practice on own fire ground through local knowledge and needs.

Eastleigh – Green watch were requested to attend a standby at Winchester to cover for Winchester Wholetime being taken off the run to attend a surprise retirement for a non uniformed staff member. Winchester retained was booked off unavailable due to crewing deficiencies. The surprise retirement do also included the naming of the new Winchester WrT after the staff member's wife.

Green watch had to sacrifice critical safety training to attend this. Eastleigh is wondering if it would now be acceptable for all retiring members of HFRS to submit request for other appliances to be named after their respective partners (children etc).

White watch were mobilised to an incident outside headquarters by the CFO. The CFO instructed Control how many appliances to mobilise, on arrival, training subs were involved in dealing with this incident, however, no one was wearing any PPE.

This incident was a RTA, crew members were directed to a vehicle which had no casualties in it. Control was also not happy in being told what to mobilise when PDA's are in place.

Member was refused funding for 25 year HCC certificate, despite the fact the certificate was delayed by a year due to being lost by management.

Women's – Nothing to report

Retained – New committee elected Chair and H&S Brother Merrit, Winchester, Vice Chair Brother Sams, Andover, Secretary Sister Miller, Whitchurch.

Next meeting retained section Andover Fire Station 29 April 2004 19:30

B&EMM – A letter was sent out to all Brigade sec to inform them that we would like to request a meeting with all their equality advisors  
Only two brigades replied. Hampshire and Berkshire.

I will be providing the service with a power point presentation of the history of B&EMM. On Wednesday 14th April 04 At the next F&D meeting at C54 St Mary's Fire Station. All welcome

The B&EMM National Committee met last week and issued a statement to reject the employer's offer, on the second 3.5% pay deal.

25. **A.O.U.B.**

Improvements to facilities agreement in consultation with SDO Mick Stead

Consultative Ballot results yes 12,431 no 7,366

A meeting is being held in Chandlers Ford Methodist Church for members and ex members of Basingstoke fire station being run by HFRS management.

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

**Brigade Committee meeting**

**5<sup>th</sup> May 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**

7<sup>th</sup> Hampshire BCM.

## **March**

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

## **May**

5<sup>th</sup> Hampshire BCM.

11-14<sup>th</sup> Annual Conference Bridlington.

## **July**

7<sup>th</sup> Hampshire BCM

## **September**

1<sup>st</sup> Hampshire BCM

1<sup>st</sup> Voting on Resolutions for Conference 2005.

## **November**

3<sup>th</sup> Hampshire AGM

3<sup>rd</sup> Hampshire BCM

## **February**

4<sup>th</sup> Hampshire BCM.

## **April**

7<sup>th</sup> Hampshire BCM.

## **June**

2<sup>nd</sup> Hampshire BCM.

## **August**

4<sup>th</sup> Hampshire BCM

4<sup>th</sup> Branches Resolutions for Conference 2005

## **October**

AGM of Branches/Sections.

6<sup>th</sup> Nominations for Conference 2005

## **December**

1<sup>st</sup> Hampshire BCM

1<sup>st</sup> 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>
<b><u>Brigade EC</u></b>				
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Colin Burford	<b>Membership Secretary</b> mem.sec@hantsfbu.org.uk	C53 R/W	07966 754305	023 80776391
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<b><u>Sections</u></b>				
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### Hampshire FBU Website

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