

# HAMPSHIRE BRIGADE COMMITTEE

5<sup>th</sup> May 2004

## WINCHESTER RUGBY CLUB

### Agenda

1. Apologies.
2. Members Present.
3. Nominations & Election of Vice Chair
4. Nominations & Election of Welfare Coordinator
5. Minutes of Previous Meeting.
6. Matters arising.
7. Conference
8. Correspondence.
9. Chairs Report.
10. Secretaries Report.
11. Membership Secretaries Report.
12. Region Report.
13. Report from HFA
14. Control
15. Health and Safety
16. Fairness and Dignity
17. IRMP
18. Working Time Directive
19. Branch / Section Reports.
20. A.O.U.B.
21. Date and Venue Next Meeting

**1. Apologies.**

Were received from Brown (Assist Mem Sec), Bates (C Div, 54), Evans (H&S), Carpenter (A Div), Wadmore (30), Hawkes (32), Harris (24), Sister Burrows (G&L)

**2. Members Present.**

Were Brothers Ramsey (Chair, B&EMM), Jordan (Sec), Burford (Mem Sec), Goring (Comms), Moore (B Div), Bowers (Officers), Eades (Officers), Trew (54), Burrows (32), Chrisp (18), Pearley (23), Foster (01), Sisters Eames (Control), Miller (Assist Sec)

**3. Nominations & Election of Vice Chair**

Nomination of Sister Miller, proposed Brother Goring seconded Brother Jordan. Election held over to next month to allow branches to bring forward any other nominations.

**4. Nominations & Election of Welfare Coordinator**

The position of welfare coordinator is to look after pension, medical and welfare cases for the FBU.

Nomination of Brother Christopher, proposed Brother Jordan seconded Brother Bowers. No other nominations elected unopposed.

The officers section offered their support and help for the official in this position.

5. **Minutes of previous meeting.**

Accuracy

Page 10 should read "DO Bowers not ADO"

6. **Matters Arising.**

Page 10- Rank to role meeting at end of May, awaiting guidance from NJC.

- Presentation meeting 2 June 2004 Sister Miller will attend

7. **Conference**

The final agenda was gone through, Hampshire's positions outlined, undecided resolutions BCM have allowed delegates to listen to the debates and make a decision at conference. Wherever possible the delegates will involve the observers to conference to be involved in the decision making.

Support for the EC Policy on Education

**The following emergency resolutions have been approved to be taken to conference.**

1. "This conference deplors the decision of Home Secretary David Blunkett to refer the circumstances of Christopher Alder's death to be reviewed by the Independent Police Complaints Commission (IPCC).

In the light of the evidence graphically shown by the CCTV footage of Christopher's death on the BBC programme 'Death On Camera', it is quite clear that a Public Inquiry should now be held to fully examine and report on the actions of the police officers involved. Such an inquiry should also examine the subsequent action taken by the Humberside Police, CPS and the PCA in the light of Christopher's death and the coroners' inquest verdict of unlawful killing.

This Conference acknowledges with considerable concern that Christopher's death is one of over 200 suspicious deaths of people in police custody. To date, not one police officer or constabulary has been successfully prosecuted. We demand positive action to redress what can only be described as "legalised murder".

This Conference demands that Home Secretary Blunkett meets with Christopher's family and representatives as soon as possible and, that the FBU uses its good offices to lobby the Home Office to order a Public Inquiry into the unlawful killing of Christopher Alder.

We also ask that the Executive Council and regional committees make a donation to the 'Justice For Christopher Alder' campaign fund."

2. "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. "This conference demands the FBU provides funding for Brigade websites."

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

5. "This conference demands reinstatement of the Long Service Increment pay."

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

7. "This conference demands a vote of no confidence in Ruth Winters, President."

8. "This conference demands a vote of no confidence in Mike Fordham, Assistant General Secretary."

Emergency resolutions #'s 6, 7, 8 voting. For 8, against 1, abstentions 1

**8. Correspondence.**

FBU HO – 999 Call Handling

Control operator has suffered a hearing injury whilst receiving a 999 call due to excessive noise from a operating alarm

FBU HO – LGV Licences

You can only drive manual vehicles if you took a test in a manual vehicle

Letter to Rod Hammerton – Costs of Basingstoke 4 Case

A request to HFRS to break down the costs of the Basingstoke case

Letter from Geraldine Malley – Stress Audit Documents

Covered in Secretary Report

Letter to Mick Stead – Catering Service Order

Request to be involved

Email from Mick Stead – Catering

Response, no service order planned

Email to Mick Stead – Catering

Letter to DCFO Bonney – Control Staff Replacement

Concerns over staffing levels and replacements

Letter from DCFO Bonney – Fire Control Staffing

Letter to CFO – Regional Controls

Letter to HFA – Regional Controls

A request to find out where the above stood on this issue

Letter from Michael Cartwright – Regional Controls

FBU HO – Firefighting At Sea

A request to know which brigades did the above

Letter to Paul Woolstenholmes – Firefighting At Sea

Response to above

Resignation of FBU official

Email from Paul Woolstenholmes – Officers Stress Survey

Email Letter to The News – from Julie Barton Control

Further copies sent to branch officials via email

FBU HO – PPV fans (H&S)

Defective PPV fans, not used in this brigade

Email to Malcolm Pinchin – Regional Exercise

No response on this yet, request to find out what came out of the debrief

Fitness Assessment Quarterly Report

Stress Audit – Geraldine Malley  
Kitchen Cleaning Routines  
Fitness Assessments Summary  
Age Related Fitness

All above items presented and discussed at H&S meeting with HFRS, copies available to branches via email if required

Letter from CFO – Basingstoke Four  
Response to CFO Letter Basingstoke Four

Glastonbury Festival Stewards Required

We have been asked by The Left Field to contribute to this year's festival by providing stewards for the Left Field Area of the festival.

The EC have agreed that we should get involved in this worthwhile event which involves music, arts, culture and political education and debate >over the three days of the festival.

No 14 region are providing a number of local members and officials who have previous experience of this role. We however require a further 8 to 10 volunteers. Volunteers are required to make their own leave arrangements and will need to arrive on the afternoon of Thursday 24th June and stay until Monday 27<sup>th</sup> (morning). They will be expected to work in a rota basis with adequate time off to take in some of the festival and relax (in a tent). We are particularly keen to have a diverse group of stewards, so volunteers from sectional members/officials would be most welcome.

Could you please let me know if there are any members or officials in your region/section who would be willing to assist? Travel and subs will be paid.

Thompsons – Contract of Employment

Emails to and from Sarah-Jane Taylor – Contract of Employment

Legal Aid Member – Confidential  
Given

Firefighter #24

Eastleigh – Conference position on resolutions

Letter from DO Brown – Improve Response Times to Incidents

Grassroots FBU Press Release  
Response to FBU HO attacking grassroots activists

Website Letter to Support Grassroots  
FBU's Investigation into Activists (see above)

Email to Thompsons – Basingstoke Four  
Clarifying legal position

IRMP plan exec  
Covered in IRMP

Regional Control Meeting FBU 24 May 2004  
"The Hawth Theatre", Crawley. 11:00 – 15:00

9. **Chairs Report.**

I would like to take this opportunity to thank all members who have supported me over the years. I will devote as much energy as possible to this position and I'm proud to be elected.

It's the membership and not the officials that will decide the future of this union. This is the most difficult time in fire service history. We are seeing massive changes in both the quality of service that we provide and our pay and conditions. It's not enough to reluctantly accept these changes as inevitable, as they are far from inevitable if we stand up and do something positive.

We need more members supporting the brigade committee and becoming active in order to collectively secure the best deal we can. All whole time and retained branches should be sending delegates to the monthly brigade committee meetings. If a branch is not active, any FBU member will be welcomed.

We are facing extremely difficult issues like the regionalisation of our control room, IRMP's, IPDS, rank to role and many others. The responsibility of dealing with these issues should not rest with the officials, but falls to every member of the fire brigades union. FBU members that have experience in these areas please come forward so that we can build our common resources and knowledge.

We have an opportunity to have a positive impact over the next period, we shouldn't waste that chance.

10. **Secretaries Report.**

Secretary's Report April 2004

**Meetings Attended:**

Equal Opportunities, with Shanti Waas and Sarah-Jane Taylor 8 April 2004. To explore ways and means to enhance recruitment and retention of ethnic minorities into the fire service.

**Fairness and Dignity**, 14 April 2004, at St Mary's Fire Station. Good participation from the on duty watch, pleasing to see that they were not afraid to ask difficult questions. Good presentation from the guest speaker on bullying in adult life.

**Stress Audit**, 23 April 2004, with Geraldine Malley. This meeting was held along with Sister Miller. We were disappointed with the level of input we had been allowed to give. This is reflected in our letter to Geraldine Malley of 24 April. At this present time the FBU in Hampshire are not supporting this stress audit as we feel it is not sufficient to deal with the serious issue of stress on our members.

**H&S Meeting** 28 April 2004, dealt with by H&S Report. Under AOUB toxic shock syndrome was raised as a concern and the lack of toilet facilities at incidents. We were informed by DCFO Bonney that in fire facts, the facility exists to call out toilets and a firm is employed to deliver them. A suggestion was made that when we think of calling out the Emergency Catering Team, we should be also thinking of requested the toilet facilities.

**Improve Response Time to Incidents Meeting** with DO Brown and ADO Wythe 28 April 2004, constructive in going over ways to improve response time and what areas in particular the service was looking at. A commitment was shown from the service to fully consult on the progress of this project.

**Principal Officers Meeting** 29 April 2004.

Insurance cover for IRU, new dimensions, terrorists attacks

A discussion on the recent letter from ODPM with regard to pension cover in event of terrorist attack. Obviously still a concern over various insurance companies declining to cover firefighters who are caught up in terrorist incidents.

Verification on modernisation.

The audit commission are due back in June, looking into modernisation, a further self assessment is

being given to the service. The audit commission will be looking for progress since the first study. This will all tie up with IRMP's.

Finance.

There could be restrictions on next year's budget either through capping or penalties imposed.

Discussions are ongoing on the new build at training school to potentially house workshops.

The FBU have been asked to supply a representative to attend meetings of the Best Value Performance Review of Workshops. The FBU have been invited in under customer interest.

Extra payments to SDO's

The payments to the SDO's were given as a one off payment of an allowance in recognition of the extra workload they have taken on in this brigade. This is also a recognition that this brigade does not operate with an Assistant Chief Fire Officer.

Basingstoke 4

We raised the question of the Basingstoke four and were informed that all matters were in the hands of the solicitors and that theirs were talking to ours. That also Hampshire Fire Authority was driving the legal action.

Pumps off the run for photo opportunities.

Concern was raised by the Principal Officers that information in the last minutes of the Brigade Committee was not entirely accurate. Winchesters appliance was not off the run, but was on delayed turnout and that an appliance from Eastleigh was made available for first call. All parties were asked to participate and no objections were raised at the time.

The FBU also offer an apology in the terminology of "non uniformed staff member", nothing derogatory was meant by the term and the FBU are aware that the correct term is now "main grade". However the point being made was about appliances of the run for retirement function irrespective of the person's position in the service.

DCFO House would consider anyone putting forward a request to have an appliance named after a partner etc if they could put forward a good enough case.

RTA outside Headquarters, the Principal Officers raised the point that personnel who attended from Headquarters responded in the same manner as any concerned citizen might have and rendered help until such time as the crews from Eastleigh arrived.

Retained Steering Group, progress is being made on this and is being headed by Barry Richards. He is dealing with the initiatives and policy.

Retained Induction Talks

Because of the restriction in time on these course it will not be possible to give a talk to new retained recruits, however, the service are happy for the FBU to include literature in the welcome packs for the retained recruits.

First and co responders retained.

Sub O Cole has been seconded to the Ambulance Service to look at feasibility studies in how these can be run. Amongst the suggestions is that HFRS premises could be used as bases for teams (not necessarily employed by HFRS). HFRS will still maintain running their core business, which is Fire and Rescue.

**Service Order on Leave** with Mick Stead 29 April 2004, a number of amendments was discussed in light of various interpretations being given by station managers on the new leave service order.

### **Executive Committee Meeting Minutes,**

It has been said by members that if we are having these meetings there should be a record of the meetings. To this end each month in correspondence the minutes will be available for anyone requesting them.

#### **11. Membership Secretaries Report.**

1. A station/Workplace update will soon be passed to Branches to confirm FBU membership. Members are reminded to check to make sure their subscriptions are being deducted from their salaries. If your subscriptions lapse for 3 calendar months or more you will forfeit all rights and title to the funds and properties of the Fire Brigades Union. This includes the right to vote in any union election or ballot. As per Rule 5 Paragraph (8) of the Interim FBU rulebook 2002.
2. All paperwork to be sent to the Membership Secretary with regards to amendments to Membership, including the Subscription form for new members. If no Subscription form is received paperwork will be returned. The forms require signing by the individuals and where required Witnessed and Seconded, before forwarding to the Membership Secretary. If possible a note should be attached confirming if it's a New Wholetime or Retained member. For the latest forms please see the Hampshire FBU website. ([www.hantsfbu.org.uk](http://www.hantsfbu.org.uk))
3. 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 has been 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.
4. 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 to open the post.
5. 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.
6. Those members who have not got an FBU Union Card or are due a 25yr membership badge please send details to Membership Secretary via email.

#### **12. Region Report.**

Regional meeting 6 May, report back next month

#### **13. Report from HFA**

NEXT FIRE AUTHORITY MEETING 26 May 2004

Brother Burrows has planned deputations for the next HFA meeting

#### **14. Control**

On 29th April Sharon attended, as an Observer, the South East Regional Management Board Meeting at Surrey Fire & Rescue HQ. Nothing to report as this meeting was primarily to talk about the setting up of the RMB's Constitution. The next meeting will be in July, date to be confirmed.

On 24th May there will be a FBU Regional Control Staff Seminar at "The Hawth Theatre", Crawley. All FBU Control Staff are invited to attend where a presentation from officials of the Control Staff National Committee will address the issue of Regional Controls.

On 26th May there will be a Rally outside the Eastleigh Council Offices commencing approx 0930. We shall be asking the Fire Authority and members of the public to sign our petition against regionalisation of Fire Controls. We need a good strong presence outside the offices to generate lots of press interest. Please attend if at all possible to support your colleagues in Control.

## 15. Health and Safety

Current Issues (both new and ongoing)

- 1) BA - testing frequencies & format proposed changes are all being taken back to the ODPM for review.
- 2) Accident Stats- these are now being forwarded to the FBU for analysis.
- 3) Welfare at incidents- review of the implementation policy for these items has now been agreed and will commence shortly.
- 4) Risk assessment- the current training package was highlighted as being inadequate and competencies in risk assessment were questioned. A review of the course along with proposals for improvement will now take place.
- 5) Fork lift trucks (safe working areas) - A new policy / procedure has been implemented at the stations concerned by ADO Oxlade.
- 6) Amber strobe lights- the lights at the front of the vehicle are again to be independently switched. Those down the sides of appliances are still under review.
- 7) Crew cab safety- arrangements for the securing of PPE within the cab is being carried out. Dependant on how this is achieved will then have a bearing on whether it is retro-fitted to all vehicles.
- 8) Conspicuity jackets- new long sleeved jackets are currently being purchased to replace the existing short sleeved versions. These are to comply with regulations covering motorway working. (the short sleeved jackets are to be removed and should not be worn once replaced)
- 9) Off road driver training- following the highlighting by the FBU of a complete lack of off road refresher training, HFRS have now identified a few sites where training may be carried out more frequently, they are now awaiting the funding along with the course format and instructor provisions to be agreed.
- 10) Fitness service order- this has been written by Dave Scott the service fitness adviser, unfortunately he was unaware of the protocols surrounding the consultation process. He has asked if personnel would read and make comment to him on any changes required, he will then re-write where necessary.
- 11) Special service calls—I have asked management in light of the IRMP's decision to attend all calls but grade the response to, look into the training available and competencies of HFRS personnel with regards to incidents such as lifts etc.
- 12) Working time directive – the FBU in partnership with the occupational. health H&S adviser to assess the impact to HFRS and its personnel of the new directive.
- 13) Catering—DCFO Bonney has stated at the Brigade H&S meeting that there was no policy or service order to be written in regards to catering or its provision. He stated that if stations or reps were identifying problems or issues relating to H&S within these areas or, if there were safety

issues surrounding the station personnel simultaneously preparing and cooking their meals, he would rather than take ownership of the problem preferring to remove all facilities from stations other than their legal obligation. (which is a minimum standard) This leaves me with a predicament I can take the issue forward using legislation but this may / will result in the loss of facilities on station or we attempt to manage locally and obtain what we can where we can and keep the facilities. Could this issue be taken back to branches for debate and responses brought to the next BCM.

**16. Fairness and Dignity**

Three member's issues ongoing within the brigade, more information will be released if appropriate.

**17. IRMP**

**Integrated Risk Management Plans**

We need to set up a working party, The Hants FBU officers section need to be active in all these areas. Each EC member has to be allocated a sub section, to research: Thanks

Co-Responder	Brother Ramsey
AFA's	Brother Jordan
Aerial Appliances	Brother Burford
Retained Recruitment	Sister Miller
Hoax Calls	Sister Eames
Motorways	Brothers Burrows/Jordan (c div) Moore (b div)
Data Collection	open
Consultation Strategy	Brothers Burrows

**18. Working Time Directive**

This item will be held over to next month, a document is available, but more time is required to study it.

**19. Branch / Section Reports.**

Havant –	Member refused paid overtime, this is contrary to the new pay agreement
St Mary's –	Co responders, this was covered in Secretaries report
Gosport –	Members wanted to know if they could stop the brigade sending letters to their home address, not happy with the letter from the CFO reference Basingstoke case.  Members have asked are they too late to make a request for their pension contributions from the welfare fund. Short answer yes.
Fairness at Work –	Nothing to report
Control –	Not received their pension contributions yet, either from the welfare fund or FBU HO, reminder to be sent to Brother Mills to get an update.
Eastleigh –	Reminder to branches to support the up and coming employment tribunal between

Brother Jordan and HFRS. A letter is also being sent out to branches via email.

- Women's – Letter to be sent out to all women members to reactivate the section
- Retained – Second meeting gone well.
- Discussions on education reference education schools
- Working time directive discussed
- Availability boards, the diversity across all retained stations. Number of appliances off the run.
- Wholetime retained system received reserved support from the committee. Concerns over lack of rules governing personnel working the wholetime retained system. The retained section would like to see better guidance given over this system. This ties in with working time directives and concerns are raised over personnel working an inordinate amount of hours on this system to the detriment of their wholetime commitments.
- New Health and Safety Rep Brother Perks proposed Brother Merritt, seconded Sister Miller
- Brother Merritt stood down from this position.
- Discussion on what constitutes full cover, how many hours? Report back to next meeting
- Next meeting retained section Eastleigh Fire Station 3 June 2004 19:00
- B&EMM – A letter was sent out to all Brigades offering assistance from B&EMM, with the recruitment and retention of Black and ethnic firefighters, B&EMM national sec Bro Carl St Paul with national committee member Brian Amos and I headed the first meeting with Lothian & Borders Fire Brigade. It was a very productive meeting and we hope we can work in unity to help their figures.
- A PowerPoint presentation on the history of B&EMM. Is available to any branches. This will provide more background information about the section.
- TUC Black workers conference took place 23rd till the 25th April 04. B&EMM invited Janet Alder to address the conference. She is the sister of Christopher who last moments of life was captured by police cctv. We hope that she will also address our annual conference in May.
- Officers – An increase in officers members
- Basingstoke – Station cleaner off sick, no replacement provided and members are being ordered to carry out the duties of the station cleaner in their absence. Advice given by BCM, a replacement cleaner is the responsibility of the company employed by HFRS and one should be provided; it is not up to the members on station to take over the cleaning duties.
- Cosham – Subsistence claims for spoilt meals and detachments are being refused. Advice

from BCM, this is contrary to the position held by DCFO Bonney as he has assured the Executive in a previous Principal Officers meeting that allowances would continue to be paid as per the grey book. They will change as the grey book changes. Members are advised to resubmit the claims and point this out to their relevant station and or line managers.

Rumours abound about moving Cosham fire station. BCM informed that there is £3M in this year's budget to rebuild Cosham, no confirmation as it being moved to a different site.

20. **A.O.U.B.**

Late information arrived at the BCM in that a new system of working is about to be implemented at Winchester and Havant in placing a continuously crewed appliance from Cosham and Redbridge at each station.

The Executive is somewhat surprised that no consultation is taking place over this and will be in touch with SDO Butcher.

Guest speaker at next months meeting to talk about medical retirement

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

**Brigade Committee meeting**

**2<sup>nd</sup> June 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.**

Log on to [www.hantsfbu.org.uk](http://www.hantsfbu.org.uk)  
For further information on your union

# 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.

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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<b><u>Sections</u></b>				
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### Hampshire FBU Website

www.hantsfbu.org.uk

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