

HAMPSHIRE BRIGADE COMMITTEE

9th June 2004

WINCHESTER RUGBY CLUB

Agenda

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

1. **Apologies.**

Were received from Brown (Assist Mem Sec, 53), Bates (C Div, 54), Evans (H&S, 54), Moore (B Div, F&D, 20), Chrisp (18), Wadmore (30), Hawkes (32), Sister Burrows (G&L, Control)

2. **Members Present.**

Were Brothers Ramsey (Chair, B&EMM, 31), Jordan (Sec, 32/31), Burford (Mem Sec, 53), Goring (Comms, 16), Bowers (Officers), Carpenter (A Div, 31), Williams (Education, 23), Trew (54), Burrows (32), Pearcey (23), Collins (18), Vickery (30), Hussey (17), Sisters Eames (Control), Miller (Vice Chair, 06)

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

Nomination of Sister Miller, proposed Brother Goring seconded Brother Jordan. Election held over from last month to allow branches to bring forward any other nominations. No other nominations, Sister Miller elected unopposed.

4. **Nominations & Election of Assistant Secretary**

This position to go back to branches and bring forward nominations for next BCM.

5. **Minutes of previous meeting.**

Accuracy

Page 13 mobile number for officers section to be added

6. Matters Arising.

Page 5 - Stress Audit, still unsupported by the FBU, however, working with HFRS welfare advisor to improve this situation.

Page 6 - Finance, what capping would take place? Unknown at this time.

Page 7 - Brother Williams to talk to Membership Secretary reference education

Page 8 - Brother Evans currently off sick, Health and Safety issues to be copied to Brigade Secretary

Page 9 - Working time directive, dates for meetings with management now set up

7. Correspondence.

Email to Dean Mills – Control Pension Contributions
covered in region report

AFA Small Fire C54 Fire Ground

Agenda Joint Trade Union Meeting
covered in secretary report

FBU HO – Discipline Action against Members
request for information on any discipline action taking against members

FBU Region 13 – Details of Meetings etc

FBU HO – Mass Decontamination
repeat circular

Letter from DCFO Bonney – New Dimension Insurance

Email From Member – IPDS Email response from Dean Mills – IPDS

Letter from Dean Mills – Basingstoke 4
action being taken to resolve outstanding issues surrounding this case

Leave Record – New Service Order
correspondence with HFRS over forms to record leave

Email Jenny McNeil – IPDS Centres

Email from Havant Branch – Question Executive Decision Letter to Bonney
Email from Cosham Branch – Question Executive Decision Letter to Bonney
Email from Basingstoke Branch – Response to Executive Decision Letter to Bonney

Letter to DCFO Bonney – Dispute Letter Crewing of Winchester and Havant

Email SDO Butcher – New Dimensions

Letter to Mr Cartwright HFA – Regional Controls

From Berkshire – Copy of Contracts wholetime retained and pre arranged overtime

Letter from DCFO Bonney – Response to IRU letter (new dimensions)

Email – Thank You for Control Rally

Email – Petrol Prices

explain that boycotting the main distributors Esso, BP would help drive prices down again if they were not receiving customers

Email C54 – Branch Position Form of Words

Email Eleanor Moore – Working Time Directive Meetings

Email Peter Miller – Officer Meeting Region

Letter from SDO Rayner – Key Stage 1&2

response to be sent to oppose the operational job losses proposed

Letter From Michael Cartwright – Response to ODPM Question

Email to Paul Woolstenholmes – New Contracts

Thompsons – Legal Assistance Member Conrad Jordan New Contracts

FBU HO – FF Richard Jenkins Memorial Fund

FBU HO – Hardship Fund GMC

FBU HO – Pensions Seminar Wortley

Brother Christopher to attend on behalf of Hampshire, Brother Jordan will deputise

Email to and from CFO – Control Support

Report of Trial at Andover

passed to A Div Rep for comments

Letter to DCFO Bonney – Response Bank Holiday Dispute

Press Release – Control (Swanwick)

Press Release Region 13 – Control (Swanwick)

Letter to DCFO Bonney – BNP

Emails – Spoilt Meals

Letter to DCFO Bonney – Loss of Operational Officer Position

8. Chairs Report.

Times have never been harder as our conditions of service and standards of fire cover appear to be reduced everyday. The membership of the FBU will decide which way to move the union forward. Some tough choices will have to be made. It's important that we all clearly understand that senior management are driving the modernization agenda forward at any costs.

It's come to our attention that a fire fighter from Brockenhurst will be standing as a candidate for the BNP in the euro elections. The BNP are against everything which we as a union are striving to achieve.

Also, they are diametrically opposed to the services fairness and dignity policy. Both union and management have joint responsibility to stop this party from spreading its message inside the fire service and outside in the community we serve. The FBU will do everything it can to stop the BNP from developing inside the fire service. We await management's response.

9. Secretaries Report.

Draft Service Order

Firesetters Intervention Programme

Minor amendments given and returned to HFRS

Meetings Attended:

Regional Committee Meeting 6/5/2004

Discussed under region

Meeting with Executive Committee Member 6/5/2004

A meeting was held with Dean Mills over the continuing problem of Basingstoke and the reinstatement of the sacked firefighters. There are also other issue involved surrounding this case and they are to be addressed. Further meetings will be set and Dean Mills has meetings planned with Andy Gilchrist and Ruth Winters.

Conference 10-12/5/2004

This was cut short and will be discussed elsewhere in the agenda

Joint Trade Union Meeting 18/5/2004

Issue was raised about the new contract of employment being issued by management. We are still awaiting a response from Thompsons on this. Have chased this up and been promised a response shortly.

An agreement was reached that the FBU can produce and provide management with literature to supply to retained recruits at headquarters. Management will provide dates and numbers for courses.

Working time regulations, meetings being arranged first meeting 26/5/2004

Facilities agreement to be updated to include retained representatives and a proforma for time of for trade union representatives.

Shella Smith is studying for a Masters Degree and asking for some cooperation on this

Managers Seminar was discussed.

New crewing arrangements at Cosham, Redbridge, Havant and Winchester were discussed. A full discussion on this to be conducted on the 8 June.

Mass Meeting Winchester 19/5/2004

This meeting was set to discuss the adjournment of conference and where do we go from here.

New Providers for Physiotherapy for Occupational Health 20/5/2004

An invite was extended to the FBU to meet with the new company providing this service. It was a change of company due to HFRS having to put out to tender as the cost would be in excess of £50,000.

Executive Meeting 21/5/2004

Minutes available in correspondence

Co responder Meeting 1/6/2004

A meeting was held with Rob Cole to discuss details of how HFRS are dealing with this issue. His secondment to Hampshire Ambulance is for six months and he is building up a good report with them. The Ambulance Service, like us, doesn't want to see red ambulances. The aim is also to keep co-responding local, (village based). Rob Cole will continue to update the FBU.

Managers Seminar Marwell Zoo 2/6/2004

This meeting was attended with Sister Miller, more information in correspondence. This Seminar was a chance for SMT to deliver information down to the various managers at all levels and in turn this will be transmitted down to the rest of the workforce. If this happens this could be a good thing. Not to say the workforce will be happy with the content, but at least you will have the information.

Best Value Review of Workshops 3/6/2004

Meeting held with DCFO House. This saw the forming of the committee responsible for doing the Best Value Review of Workshops. A study is being carried out to decide whether retaining our own workshops is the way forward, or to outsource. If we keep workshops whether to relocate to HQ or stay where it is?

Fareham Branch Meeting 7/6/2004

This branch invited a member of the executive down to provide information on the latest form of words

IRMP Meeting with SDO Rayner and SDO Butcher 8/6/2004

Consultation on the implementation of trials in the following areas; standbys at Havant by Cosham and Winchester by Redbridge. Basingstoke to have an appliance at a location in Chineham to be determined.

Discussion on new duty systems, at this time nothing is planned.

Co responder initiative discussed, along the same lines as already discussed with Rob Cole.

Discussion on transfer of 2% of personnel into CFS initiatives.

Discussion on classification of emergency calls and AFA responses

Discussion on smoke detectors in domestic properties

Employment Tribunal on Racial Discrimination 24-28/5/2004

This was an Employment Tribunal on Racial Discrimination that I had brought against HFRS, it was due to last for five days, however, HFRS decided to make an offer outside of the hearing which I accepted. The agreement is covered by a confidentiality clause, so any monetary or other agreements cannot be divulged. However, what will be obvious and cannot be hidden is that I will be returning to work at Andover under the same conditions prior to being posted to Eastleigh.

Dispute

Dispute raised over Extra Statutory Bank Holiday 2/6/2004. This has been reinstated for the moment awaiting a meeting with management to resolve this issue.

Finished Service Orders Received

Amendments to Viral Hazards, Uniform Cleaning and Repair, High Rise Buildings, Training Assessment Plan, Managing Asbestos in HFRS Properties, Community Fire Safety, Fitness Training Assessments, Incidents Involving Asbestos.

Tax Discs on Vehicles

An issue has arisen whereby it has been noted that a front line vehicle failed to display a valid Tax Disc. Members are reminded that this is a prosecutable offence and it would be the driver held

responsible. It is suggested that stations check their vehicles and if the tax discs are due for renewal soon that station managers are asked prior to expiry for a replacement.

As a committee I feel we have reached a stage where we are all looking out the same window, and I would like to thank all the officials and members for their hard work in achieving this.

Matters arising from Secretary report.

Proposal from Redbridge, seconded from Havant, to ask for the reinstatement of the negotiated leave service order.

Discussion on IRMP meeting.

Discussion on proposed leaflets from Cosham and Redbridge, agreed original run of leaflets should be 10,000 for each station.

10. 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)
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.

11. Guest Speaker

Talk by retired member John Woods who relayed experiences of going through medical appeal. The problems, the evidence, medical evidence and opinions of medical experts. Attitudes encountered from appeals board. No medical examination by medical referee. FBU support withdrawn on information given by Steve Paine.

Brigade Committee proposes that an immediate investigation be started into the medical appeal of John Woods.

Proposal from Havant, seconded from Redbridge, unanimous support.

Advice from Brother Mills EC Member Region 13 to be sought on this subject.

12. Region Report.

Regional meeting 6 May

Re election of Brigade Secretaries due in March 2005, this is to bring us inline nationally

Regional Secretary is now Brother Miller

Matters arising, Basingstoke 4 still fighting Hampshire management

Child care issues at seminars and courses

Legal support no fees no support

Control issue, pension contributions from FBU HO still not paid, Brother Mills to deal

Control Posters Brother Miller dealing

Brother Green Thompsons are dealing

Berkshire, eyesight reductions for recruits, retained and wholetime now the same

VONC in SMT

Observers to conference sharing around the region again

Regional education officer Brother Williams (Hants)

RMB

Control commended in Hampshire for the work they are doing. Sharon gave talk.

Big firefighter at sea 2005 March/April, sub committee being looked into

Regional campaign to be round out, sub committee to be formed

NJC 5/5/2004, EC meeting before conference

NJC Pay rank and responsibility and dismissal

Fire Authority everything else

Brother Mills talked on RFU 4,500 members including retired not necessarily subscribing

Enquiry into (grassroots) by assistant general secretary

Business cards being produced for officials

Conference timetable

There is a meeting being held in the south east region with ACAS Held on 21 May 2004 to discuss

regionalisation.

£250 donated to the campaign for Chris Adler

£500 donated to the striking postal workers

Update required by region on local trade affiliations

Regional donations require feedback such as goodwill for good causes etc, put the FBU in a positive light

Audit of regional treasurer, Brother Clarke and Jordan to assist

Sectional meeting timetables

E.C. National Elections, region will put out dates

Newsline region 13 to be relaunched

Contacts of all brigade officials in region requested by Hampshire

13. Conference

A full report from Conference will be held over until we have had the reconvened conference next week.

Delegates to conference will be Brothers Jordan, Goring, Sister Miller

Observers to conference will be Brothers Moore, McCullen, Green, Sisters Eames, Barton

Emergency resolutions to conference:

1. This conference declares that the process used by the FBU Executive to accept the national deal was undemocratic in its methodology and this conference demands it is ruled out of order. The decision to be made at the reconvened annual conference.

2. This conference demands that there should be no change to the 24:00 - 0700 standdown period or standdown time during bank holidays.

3. This conference demands there should be no further negotiated changes to our conditions of service until we are paid our full pay rise in July 2004 in line with the June 2003 pay agreement.

14. Report from HFA

FIRE AUTHORITY MEETING 26 May 2004

AT 9AM A DEMO WAS HELD OUTSIDE OF THE MEETING IN SUPPORT OF HFRS CONTROL ROOM. THIS WAS WELL ATTENDED.

ITEM 11 REGIONAL MANAGEMENT BOARDS

Came into being on the 1st April 2004,

The board has 6 areas of responsibility,

1. to integrate common and specialist services
2. to put in place effective resilience plans for large scale emergencies
3. to introduce regional personnel and human resource functions
4. to develop a regional approach to training
5. to establish regional control rooms

6. to introduce regional procurement within the context of a national procurement strategy

CFO Bonney “ it is better to be in the RMB fighting from the inside than not in it at all”

“lots of decisions that will be put forward from the RMB would be issues too small to be of concern to the FA”

“the service is concerned about regionalised control rooms”

“the OPDM want regionalised control rooms for civil resilience not to save money”

“maintaining a good service is a priority”

concerns raised by FA members,

RMB’s could be making financial decisions when they are not an elected body.

FA should have an alternative, rather than just saying no to reg. controls.

All members who spoke were all supportive of saying no to reg. controls and asked for a proposal to be voted on.

Proposal,

This Authority opposes regionalised control centres, unless there is overwhelming evidence to show a significant improvement in service delivery.

It was announced that on the 21st of June there is an LGA conference on regional controls.

Item 12 audit commission

Video from OPDM about modernisation.

This video will be shown to managers and then shown to stations.

Audit commission have highlighted 3 areas that HFRS is weak in.

1. member involvement
2. local community involvement
3. other stakeholder partner inclusion

15. **Control**

A big THANK YOU to all who attended our Lobby of the Fire Authority on Wed 26th May. Control Staff were thrilled with the support of our colleagues and members across the board and obviously delighted with the outcome! Now that we have forced the Fire Authority to publicly denounce Regional Control Rooms we can move on with the Campaign.

Future plans include a Lobby of the full Council Meeting at Winchester on 22nd July and attendance at Station Open Days, Car Washes, Fetes etc. Please continue to pass on to as many people as possible our website petition details www.hantsfbu.org.uk. If you forward this link to everyone in your address book the word will spread. Several Councillors and even the Chief Fire Officer have now signed our petition. Hard copies can be downloaded from the website or contact a member of your Control staff for details.

Fantastic News. Following the successful Lobby Control's membership has swollen by another 2.

For more information contact Sharon Eames or Julie Barton, Blue Watch, Control.

16. Health and Safety

Brother Evans is currently sick, all health and safety issues to copied to Brigade Secretary so that all issues are still being made aware of to the Brigade Committee.

HFRS have arranged to have a free sample of the Paratech support system delivered to Hampshire on trial for two weeks, the SEU and Wrt will attend from 10:00 till 16:00 on Monday 21st June 2004, they will have a mid day meal and tea provided, the sort of things they will be doing is stability on coaches and larger vehicles, shoring up walls and construction of tripods. The overall idea will be to compare and maybe replace the Acro props with Paratech.

17. Fairness and Dignity

Brother Moore currently on jury service, no report available.

18. Branch / Section Reports.

Havant – Nothing to report

St Mary's – Reject new form of words

There is the threat that long standing FBU members wish to leave as they are completely despondent with the FBU leadership.

What happens to leave that has been booked under the leave service order that DCFO Bonney has thrown out? Brigade Committee advise that if it is already booked and been granted that it should be considered as guaranteed. Just because the service order has now been changed should make no difference.

Gosport – Members wanted to know why the Executive Council accepted the new form of words. Brigade Committee confirmed Hampshire position was to reject and that Region 13 EC Member rejected according to his mandate.

Control – Nothing to report

Eastleigh – Members asking for a letter to be sent to SMT with regard to CPD pay. Supported by Brigade Committee

Women's – Nothing to report

Retained – Monthly meetings going ahead, next meeting 5 July 2004 at Havant.

B&EMM – Nothing to report

Officers – Loss of one officer post discussed in correspondence, letter sent to DCFO Bonney

Education – Awaiting national document from conference as major changes are being proposed in education. Carrying out job evaluation of representatives to decide appropriate training and education needs.

Cosham – Are 15 hour night shifts outside the Working Time Directive? Brigade Committee will need to seek advice on this issue.

Is there any likelihood of shift allowance? Brigade Committee will need to seek advice on this issue.

Mandate proposed from Cosham supported by committee, letter to be sent to DCFO Bonney.
For 5, against 0, abstentions 1

Time scale for leaflets?

Fareham – Request for model standing orders. Reminded they are now available on the website.

Winchester – Are police checks on new personnel into the job being carried out equally on full and part time staff?

A Div – Nothing to report

Redbridge – Nothing to report

Whitchurch – Issues being raised, will report back to committee later

19. **A.O.U.B.**

Guest speaker at next months meeting to talk about co responding

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

Brigade Committee meeting

7th July 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
For further information on your union

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

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