

HAMPSHIRE BRIGADE COMMITTEE

7th July 2004

WINCHESTER RUGBY CLUB

Agenda

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

1. **Apologies.**

Were received from Goring (Comms, 16), Brown (Assist Mem Sec, 53), Evans (H&S, 54), Moore (B Div, F&D, 20), Bowers (Officers), Burrows (32), Trew (54), Pearcey (23), 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), Carpenter (A Div, 31), Williams (Education, 23), Bates (C Div, 54), Watson (Officers), Christopher (Welfare), Foster (01), Andrews (23), Collins (18), Vickery (30), Hussey (17), Blight (56), Harris (24), Sisters Eames (Control), Miller (Vice Chair, 06)

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

Nomination of Sister Eames, 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 Eames elected unopposed.

4. **Minutes of previous meeting.**

Accuracy none

5. **Matters Arising.**

Page 2 – Any news on the stress audit carried out by the brigade.

No results available at the moment, other brigades in the South East Region haven't returned their surveys yet.

Any reduction of classification of fire calls that causes problems, branches are asked to inform the Executive of the relevant details.

6. Correspondence.

notes of meeting – working time directive

email – daycrewed movements

minutes of IRMP consultation meeting

letter from out of trade member

letter from DCFO Bonney – leave dispute

emails on wholetime retained to member

letter to Mark Wittcomb – Portchester rota system

letter to Mark Rayner – loss of two uniform jobs key stage 1 & 2

email to and from Mick Stead – H&S reps

email to Ian Gray – ASDU CPS

letter to Audit Commission – modernisation

FBU HO – forklift trucks

minutes of the local diversity group meeting

letter from DO Brown – improve response times to incidents

FBU HO – resolution 58

FBU HO – insurance cover terrorist incidents

letter from DCFO Bonney – loss of officer post

letter from CFO Bonney – IRU untrained staff

letter from SDO Rayner – fire challenge staff key stage 1 & 2

email DO Mick Johns – firefighting at sea

email from MANCAT/NATFHE's – letter of thanks

revised posters – Redbridge and Cosham

email DO Bowers – rank to role

7. Chairs Report.

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, it is imperative that all stakeholders have an active understanding and interest in plans for the future of the fire service.

The Fire brigade Union is totally committed to trying to resolve the June 2003 pay settlement, members will have to realise that the budget set by the Fire Authority for 2004-2005 has had the total agreed increase included into the budget. This means all monies owed to us is making interest for someone other than ourselves.

Lff Ian Johnstone bnp; the FBU is total against all what this political party stands for; Anti Black, Anti Jews, Anti Trade unions. They have no place in our diverse society today let alone our fire service. We will be looking at all ways to make members of this political party, who have shown by their policies that they cannot uphold the whole of the service's fairness and dignity policies that they therefore cannot expect to work for an equal opportunity employer.

8. Secretaries Report.

Draft Service Order

Catering on stations, this is not strictly a service order, rather a guidance note. A number of amendments and suggestions were made and the document returned. In the meanwhile, a document is being issued and management will revisit this once they have looked over our suggestions.

Meetings Attended:

Principal Officers Meeting 10/6/2004

Cancelled due to John Bonney not being available

Annual Conference 14-17/6/2004

Conference report given separately

Meeting with Welfare Advisor 21/6/2004

Ongoing discussion with welfare advisor to provide support for FBU officials

Best Value Review Workshops 22/6/2004

Ongoing investigation as to what will be best value for workshop facilities in Hampshire

Health and Safety Meeting Body Guard CPS 23/6/2004

This was to inform the FBU of the idea that the old style ADSU will be fitted to the outside of the CPS to alleviate the noise problem inside the suit. It was also pointed out to management that they would need to address this problem with the new dimension suits carried on the IRU

Meeting to discuss bnp firefighter candidate 28/6/2004

This meeting was attended by Rod Hammerton and Shanti Waas

Exec Meeting 29/6/2004

A further meeting of the exec dealing with support from the Welfare Advisor

Regional Meeting 30/6/2004

Dealt under regional report

Working time Directive Meeting 2/7/2004

Discussions on this subject involved questionnaire to be issued to all personnel of HFRS, opt out form for all. Timelines for implementation of WTD for the fire service. further meetings planned for ongoing discussions

CFO Bonney Meeting Crewing of IRU 2/7/2004

Agreement reached with HFRS to crew and train on the IRU and new dimensions. Advised by region to sign up to this, no detriment to members who had taken action, no discipline or stoppage of wages.

A note of thank you is given to the members for their conduct and discipline in their actions they took. The solidarity amongst the Hampshire membership has to be commended.

Hampshire also received messages of support from the following:
Essex; Gloucestershire; Devon; CSNC; Dorset; Buckinghamshire

London Pride Celebration 3-4/7/2004

A march was held in London from Hyde Park to Trafalgar Square

Meeting with ADO Neat, New Green Book Contracts Fire Safety 5/6/2004

New contracts were discussed, further meetings to be arranged to finalise contracts

Best Value Review Workshops 22/6/2004

Ongoing investigation as to what will be best value for workshop facilities in Hampshire.

Finished Service Orders Received

Amendments to refreshments and rehabilitation at incidents; travel allowances; substance misuse

Other issues

Training of administrative staff

This issue has been raised with the Hampshire UNISON representative, they agree that the administrative staff should be trained before arriving on stations and it is not down to the station, watch or crew managers to train them. This is being taken up by UNISON

Attendance at Meetings

We need all branches to send a representative to the Brigade Committee meetings each month. This does not necessarily have to be the branch representative it could be a member delegated to attend to report to and back from committee.

9. Membership Secretaries Report.

1. Feedback and completed station/workplace update to be returned by Divisional Rep's.
2. Branch Officials contacts and names still required from branches. Some Branches have already returned but several are still missing. This will enable quicker and better communications between the Exec and members on stations.
3. 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.

10. Region Report.

Position on pay campaign not enough guidance coming from head office. Regional position to hold off taking any action now until the ballot has taken place for industrial action.

Control Staff asked for media training

F. A. W. Brother Nobby Clarke has resigned, nominations for a replacement for region is required

BCM sanctioned nomination of Steve Moore subject to his acceptance

Sectional Meetings taking place in region dates available

Legal requirement of ballot for political fund to take place, application is being put forward that this

ballot is not necessary as every time a yes vote has been returned

Pensions seminar – Brother Christopher to attend, previously agreed by BCM

Elections at Region – F. A. W. and Minutes Secretary, nominations from brigades required

No national meetings have taken place for Fairness at Work

Dorset ongoing disputes with their CFO

Retained resolutions for conference – Sister Miller dealing

Discussion of suspension of Brother Paul Woolstenholmes

11. Conference/Resolutions

The main thing to come out of conference was Emergency Resolution 15, which states that if we do not receive our pay rise of 3.5% and 4.2% by July 30th we will ballot for discontinuous strike action.

The conference this year made a historic decision to disaffiliate from the Labour Party. It was decided by a large majority that the membership no longer wanted “to be stabbed in the heart”. Labour has stopped supporting the working class and its workers and as such, we were not prepared as a union to continue to fund them.

Hampshire put forward 13 emergency resolutions, the standing orders committee of conference ruled all but one out of order. They were deemed not to be of an emergency nature and so could not be heard.

This meant that resolutions such as VONC; wholetime retained; LSI; and others could not be heard or any discussion at conference.

A full copy of the resolution that were passed and fell will be issued by head office. If any branch wants details on this before that comes out, they can contact the brigade secretary for information.

Discussion on wholetime retained

Branch resolutions required for next years annual conference

12. Report from HFA

No report this month

13. Education

Brother Williams is going to Birmingham on the 16th meeting on election of National Committee etc. looking at TUC courses to fit in with FBU requirements. Regional education meeting after 16th. Develop an educational “hub” for networking, point of reference etc.

14. Health and Safety

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

Whitchurch – still waiting for extraction system replacement

Winchester – appliance room doors require manual shutting, this requires the appliances to stop on the road. This has an impact on personal safety of the crews and adds a further potential delay to the turnout. The SEU doors already have self closers, perhaps the same system can be fitted to the other doors.

Hightown – a member was ordered to crew and mobilise the training IRU on his own. Wasn't familiar with this vehicle. Didn't feel confident and felt at times he could have lost control of the vehicle under blue light conditions

2 crews from Hightown along with the SEU crew from St Mary's attended a derelict building. A member was ordered on to the roof, was wearing the rope pack but no BA. He was on the roof to ventilate. He fell through the roof. No roof ladder was in use and BA crews were working inside the building at the time.

Concerns over this being a repeated practice

15. Fairness and Dignity

Brother Moore not available, no report available.

16. Communications

Brother Goring is resigning next month, nominations for Communications Coordinator required

Brother Burrows is known to be interested, branches to bring nominations forward next month

17. Branch / Section Reports.

Control – Since the last BCM Sister Eames has been elected as CSNC representative for the region.

Rumours are circulating regarding lack of political support for the ODPM's regionalisation agenda and possibly their backing off from 9 regional controls in England and Wales and extending it to 22-32 controls. These rumours have yet to be substantiated. However, the campaign continues, as this still means job losses and poorer service delivery.

Sister Barton appeared last Sunday on the BBC's politics show to discuss regionalisation and gave a very good account of Controls concerns.

Non emergency response calls – delays Controls audit taking process. Control will be calling for this process to be stopped.

Retained – Retained meeting 5 July Havant Fire Station

Next meeting Portchester date to be announced

Work needs to be done on information pack for retained

Check FBU cards for retained

Gosport – Wholetime retained still an issue

St Mary's – Nothing to report

Officers – Nothing to report

Cosham – Contributions not being taken from members, members are reminded that if they are not having contributions taken from their salary to fill in duplicate membership and contribution forms. Membership Secretary is still having difficulty with APT and their updating the membership lists.

- A Div – Nothing to report
- Andover – Branch meeting arranged
- Winchester – Nothing to report
- Welfare – The aim of the Welfare Section is to provide a “one stop shop” for advice and support on personal issues affecting individual members.
- These issues include medical appeals, discipline, grievance procedures, advice and psychological support.
- To deliver this service a small but dedicated section trained exclusively to deal with the above problems will be established.
- The setting up of this section will help to “free-up” time for the EC and elected officials to enable them to concentrate their efforts on negotiation, consultation and the day-to-day running of a large and diverse organisation.
- Problems being dealt with at the moment are:-
- | | |
|-----------------------|---|
| Medical appeals | 2 |
| Discipline advice | 1 |
| Misc advice | 5 |
| Psychological support | 2 |
- To set up this section will require FBU members who are interested in helping other members in their time of need. If you are interested you will have to give up the time needed for training, a monthly meeting and the time required to support a member to take a problem to its conclusion.
- If you are interested contact:- Paul Christopher
- Southsea – Nothing to report
- Fareham – Request for an Executive Official to attend their branch meeting 14 July 2004 @ 18:15
- Basingstoke – Not happy with the Chineham situation, branch is putting together a list of questions for management
- Hightown – Nothing to report
- Eastleigh – Nothing to report
- Women’s – Nothing to report
- B&EMM – Problems dealing with bnp once you get involved in their business they can be vindictive and start bombarding individuals with their literature

18. **A.O.U.B.**
Guest speaker at next months meeting to talk about co responding

rfu newsletter came through to stations claiming that they have negotiated extensions to firefighters from 55 up to 65, year on year with medicals started in Wiltshire

Region 13 EC Member says that this is not so. The FBU and management have thrown this out

Correspondence received from Region 13 whilst meeting was in session

The SW Region has received some worrying enquiries regarding employer and rfu propaganda which states that Wiltshire Fire Brigade have introduced a new upper age limit for Retained Firefighters of 65 yrs of age.

This is not the case!

The facts are this:

- The Brigade Sec & Chair recently received an e-mail from Management which stated that the Brigade had **"secured CFA support and approval for lifting the upper age limit for retained employees. Provided certain provisos are met, the new upper age limit is now 65 years "**.
- This was the first time that management had raised this issue with the FBU and their attitude to negotiation was summed up in the next paragraph of the e-mail which stated: *" While this new policy represents a substantial improvement in terms of fairness and equality by removing unnecessary barriers to work, it does not represent a significant change to the primary conditions of service. We will therefore expect a brief consultation period."*
- Management then announced this "insignificant change" via a Brigade bulletin.
- The FBU immediately contacted the CFO and pointed out Grey Book Section IX 5. (2) : *"Part time members of brigades whose duties include a liability to engage in firefighting shall be required to retire at 55 years of age."* The Brigade Sec and Chair made it clear to the CFO that Wilts FBU, (who last year secured a yes vote for strike action in a Brigade ballot), would not accept an arbitrary change to national conditions of service by the FA.
- **The CFO then WITHDREW the policy the same day.**

It is our understanding that the ODPM, fire employers and the rfu are continuing to give the false impression that Wiltshire Fire Brigade are operating this scheme and are encouraging other Fire Authorities to try and implement a change to the upper age limit. I hope that given the above information you will be able to put them straight as to the facts. Wilts FBU Officials have contacted the CFO and told him of their expectations that he contacts all relevant bodies and ensures that any false propaganda stops.

To sum up: they tried, they failed.

Hope this helps,
Tam

Tam McFarlane

Regional Secretary
South West FBU

Requirement for additional phone for use by officials dealing with specific issues, request to be made to region to facilitate this

19. Date / Venue of next meeting.

Brigade Committee meeting
4th August 2004 Wednesday at 1000-1700hrs at Winchester Rugby Clu

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>				
Lud Ramsey	Chair chair@hantsfbu.org.uk	A31 Day	07966754627	01264 339000
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
Wendy Miller	Vice Chair vice.chair@hantsfbu.org.uk	A06 Part-time	07786838046	01256 892066
Sharon Eames	Assistant Secretary assist.sec@hantsfbu.org.uk	Control	07966 754530	023 80644000
Tony Brown	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	C53 W/W	07974 161382	023 80776391
Roy Goring	Communications Co-ordinator comms@hantsfbu.org.uk	B16 Day	07717 454441	023 9248 0232
<u>Sections</u>				
Steve Evans	Health & Safety Co-ordinator chair@hantsfbuhs.org.uk	C54 R/W	07973 845111	023 80333254
Steve Moore	Fairness & Dignity fairness@hantsfbu.org.uk	B20 R/W	07719 367944	023 92662926
Andy Bowers	Officers officer.chair@hantsfbu.org.uk	SHQ	07900 057811	023 80644000
Sharon Eames	Control control.chair@hantsfbu.org.uk	Control	07966 754530	023 80644000
Wendy Miller	Women Women.chair@hantsfbu.org.uk	A06 Part-time	07786838046	01256 892066
Ali Burrows	G+L gl@hantsfbu.org.uk	Control		023 80644000
Lud Ramsey	B&EMM baemm@hantsfbu.org.uk	A31	07966754627	01264 339000
Harry Williams	Education education@hantsfbu.org.uk	B23 G/W		023 92371044
Martin Merrit	Retained (Part Time) retained.chair@hantsfbu.org.uk	A30 Part-time		01962 620564
Paul Christopher	Welfare Coordinator welfare@hantsfbu.org.uk	C32 R/W	07966 754057	023 80613151
<u>Divisional Reps</u>				
Ian Carpenter	A Division adiv.rep@hantsfbu.org.uk	A31	07932 658980	01264 339000
Steve Moore	B Division bdiv.rep@hantsfbu.org.uk	B20 R/W	07719 367944	023 92662926
Pete Bates	C Division cdiv.rep@hantsfbu.org.uk	C54 R/W	07929 361918	023 80333254

Hampshire FBU Website

www.hantsfbu.org.uk

email: webmaster@hantsfbu.org.uk