

HAMPSHIRE BRIGADE COMMITTEE

6th October 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. Guest Speaker
11. Conference Resolutions
12. Report from HFA
13. Education
14. Health & Safety
15. Fairness & Dignity
16. Branch / Section Reports
17. A.O.U.B.
18. Date and Venue Next Meeting

1. Apologies.

Were received from Brothers Pearcey (23), Williams (Education), Christopher (Welfare), Brown (Asst. Mem. Sec, 53), Evans (Health and Safety, 54), Moore (F&D, 20), Sister Barton (Womens, Control)

2. Members Present.

Were Brothers Ramsey (Chair, 31), Jordan (Sec, 32/31), Burrows (Comms), Burford (Mem Sec, 53), Robson (31), Carpenter (A Div Rep, 31), Chrisp (18), Bates (C Div Rep, 54), Foster (01), Sisters Miller (Vice Chair, 06), Eames (Control, Asst. Sec).

3. Minutes of previous meeting.

Accuracy none

4. Matters Arising.

Page 3. Extension to service past the age of 55. Still studying the Grey Book on this. Page 4. Leave Service Orders. Do Hamilton is looking into whether or not to reinstate it or tweak it in line with the new Grey Book.

Page 5 Item 11. Rally of Fire Authority regarding BNP candidate. Gosport Branch felt that this was 'hounding' of the Fire Fighter for his beliefs. Brother Jordan gave a full background into the FBU's reasons for acting on this matter. Full discussion followed. Brother Dean Mills (EC Member) gave his views on the subject and those of the Brigade Committee into why it could not turn a blind eye in this regard. The Brigade Committee reaffirmed that they are willing to visit branches to explain their position on this or any item, if necessary.

Page 6 Item 16. The subject of Wholetime and Retained. Still being looked into more clarification to come out following tomorrow's Regional Meeting.

5. **Correspondence.**

email from Jenny McNeill – back pay

regional FBU – Basingstoke case

email Andy Kettle – IPDS service order

letter from ADO Gass – IRMP year 2 consultation

letter from ADO Gass – IRMP year 2 consultation leaflet

letter to Peter Miller – reply to Basingstoke case

letter from Dean Mills – thanks to Brigade Committee

email from member – bnp issue

HFRS Proposal documents – Popley

letter from DO Brown – improve response times to incidents

HFRS – draft equality document

6. **Chairs Report.**

The pay dispute has now been resolved and the challenge to move the fire service forward into new areas will now begin. 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 these plans.

The Trade Union Movement are totally against all far right political parties. They have no place in our diverse society today. The police, prison service and now the civil service do not want any of their employees to be members of these parties. That is why the Fire Service should try to move in the same direction. Only then can we live up to the words. We are an equal opportunity employer.

I would like to offer congratulations to Harry Williams in becoming the Regional Union Learning Fund Co-ordinator for Region 12.

There will be a seminar on the new grievance and discipline procedures soon if anyone is interested please contact the Brigade Secretary. I would like as many officials to attend as possible.

Finally, a reminder to all branches, please contact a member of the Brigade Committee and let us know when your branch meetings are if you would like us to attend. .

7. **Secretaries Report.**

Meetings Attended:

Principal Officers Meeting 9/9/2004

Report by membership sec

Meeting at HQ HFRS 15/9/2004

IRMP year 2 presentation and discussion

Visit to the site of temporary fire station at Popley 20/9/2004

Working Time Directive Meeting 21/9/2004

Further discussions on the impact of this legislation in Hampshire

Regional Sectional Meetings 24/9/2004

Discussed under region

Best Value Review Workshops 29/9/2004

Ongoing investigation as to what will be best value for workshop facilities in Hampshire, visit to South Wales to review how they work and look at there Best Value Review

Meeting with Welfare Advisor 1/10/2004

Further discussions on promoting good health and welfare of FBU officials at all levels in Hampshire. There will be further promotion of this initiative; Brother Christopher will liaise with Geraldine Malley on how best to achieve this.

Management Seminar Marwell Zoo 4/10/2004

The next stage in modernisation of the Fire Service was explained by HFRS

Finished/Updates to Service Orders Received

There were 42 updates received this month for service orders. Branches are asked to read through any updates received and bring any comments to BCM.

8. Membership Secretaries Report.

The FBU membership Database update form has been sent out to all members and it's important that members return them to the Membership Secretary as soon as possible.

All officials and members are reminded that the FBU membership can continue after they leave the service or retire. They can have an 'Out of Trade' membership which costs £10 and will last for 5 years. The forms can be found on the Hants FBU website or from your branch officials. They are then sent direct to FBU Head Office with the payment. All previous services will be available to the member.

Principal Officers Meeting 9th September 2004

Present:

C. Jordan – FBU

C. Burford – FBU

E. Burrows – FBU

DCFO House – HFRS

T/DCFO Ratcliffe – HFRS

David Howells – HFRS

1. T/DCFO Ratcliffe confirmed that Jan Kitchen's funeral was on the 16th Sept at Portchester Crematorium.
2. The new crewing return Control are asking for at change of shifts was incorrect with regard to some crewing levels and also it was asked if the Home Office codes would be introduced. SDO Butcher is in liaison with Pete Walsh.
3. The FBU brought to the attention one of many articles from a Winchester newspaper with regard to the Redbridge trial at Winchester.
4. A discussion took place on the Trials at Winchester and Havant.

5. It was confirmed that the 2 pump scenario within Southampton City Centre is now not required. A note has been forwarded to Control.
6. HFRS confirmed that they still do not have any additional Responsibility payments arranged yet.
7. Tape recordings in meetings and Interviews were discussed.
8. Now the pay dispute was over the issue of acting up on watches was discussed. Member's thoughts were required and it was decided that this item would be brought up at the next FBU BCM.
9. It was announced that 4 candidates for the new DCFO would have an interview on the 10th September and that the new DCFO would be announced at the next Fire Authority meeting on the 15th September.
10. In conjunction with HFRS trying to Cost cut it was announced by Mr Howells that HFRS may start a Suggestion Scheme for its Employees with regard to ideas for cost cutting. Lease Cars was briefly discussed and the outcome was that their would not be much saving to HFRS.
11. New station vans were soon to be distributed to stations. These would be 5 seaters and silver in colour, to go away from the red image of the Fire Service.
12. DCFO House reiterated the re-issue of fire kit. The fire kit will have been sent back to Bristol's to be checked and if passed would be sent back to HFRS. For the purpose of the PPE log books, these would start afresh again when the items were reissued. Fire boots both Leather and Rubber would only be reissued if they had not been worn. For example when a new recruit marked up their kit and wore rubber boots but had not worn the leathers it would be acceptable to reissue their leathers.
13. HFRS announced that if any new building work that had gone to the local planning offices for the SHQ site would not commence before June 2005 at the earliest.

9. Region Report.

Brother Jordan and Sister Eames attended the Sectional Meetings at Regional Office in Buckinghamshire. The Control Meeting discussed resolutions from the Region for Control's Annual Conference in November. Sister Eames gave a report on the state of the Campaign and general update from the CSNC. Brother Jordan stayed on to attend the Retained Section meeting which, due to the start time, was poorly attended.

10. Guest Speaker

Dean Mills our EC Member gave an informing update on regional and national matters. He gave a brief report as to the current activity at Head Office, in particular the campaign against Regional Controls. There has been a reorganisation of various sub committees at head office. He reiterated that the Political Fund is not used for funding any political party it is for Campaigning. This will be very important for use during Control's Campaign so it's important that in the ballot members vote to keep the political fund and branches should encourage members to contribute to the Political fund.

Also covered were, extra responsibility payments – ask the brigade what is happening with these and how they fit in with CPD (Continued personal development). The Accident and Injury Fund – Dean is on the sub-committee looking into this, some things will be changing.

Skills used for doing Union Work – All Union work to be accredited, should count towards CPD.

Conference Observers, this year will be administered in the Region not Head Office. So anybody wishing to attend should put their name down with a member of the Brigade Committee. Conference is 10th – 13th May 2005 inclusive.

Brother Mills had to leave shortly after giving his report.

11. Conference Resolutions

Still only one resolution brought forward so far, this was from Southsea Branch. A debate took place on Southsea's resolution. Brother Jordan to seek clarification on the wording at tomorrow's Regional Meeting and then confirm its intent again with the Southsea Branch.

The rest of Branches please bring your resolutions forward to the next months BCM at the latest.

Three delegates were confirmed as Brothers Ramsey, Jordan and Sister Miller. Five Observers will be allowed to attend. List of names of those interested to Brigade Secretary asap.

12. Report from HFA

On 15th September the deputation and rally regarding Fire Fighter's being political candidates for the BNP went well. Big thanks to all other organisations who supported the rally and also to the press.

At the meeting it was mentioned that there had been 200 incidents under the heading 'non-emergency response' since its inception. So far no complaints from the Public had been received.

There was a Performance Review Committee meeting – discussed best value performance indicators.

Personnel Committee meeting – PPC the new Employee Assistance programme was discussed. This is a free phone number offering legal, counselling and critical incident support on site. Since 1/6/04 there had been 42 contacts made.

13 Education

Harry Williams our Union Learning Fund Regional Co-ordinator is on secondment to Head Office at present. As such this will mean vacancies for Brigade Education rep and Regional Education rep shortly. Union Learning Reps are required within Brigades to assist with the ULF, ideally, this should be somebody who is not already a Branch Rep.

13th and 14th October Durley Hall, Bournemouth – Discipline Seminar

National School 1st – 5th November, Wortley Hall. Applications can be obtained from the FBU Web Site.

14. Health & Safety

Issues ongoing;

1. Driver checks for standby crews from Redbridge, still in consultation with management, seeking to find a resolution.
2. Usage of Eastleigh personnel to 'make up' service crewing deficiencies, letter sent and awaiting response.
3. Issue raised by officer member's ref, siren & blue light combinations. Taken forward and actioned, awaiting new units following appraisal.
4. Welfare provisions at incidents, numerous complaints following an incident in Southampton, letter sent detailing members concerns, assurances given by management to reiterate the importance of these facilities at incident along with the need to request them early to maximise benefit.
5. Issues surrounding the new scene safety DVD, passed on to both occ health and management, all points are to be taken forward to the makers for review, more to follow.

Please raise awareness of the service's policy regarding crew cab safety, as far as management are

concerned **ALL** personnel should endeavour to don fire-kit prior to mounting the appliance and when on the appliance they **MUST** wear seat belts, any injuries sustained through non-compliance will have an effect on any claims made against HFRS.(if turned out by radio, policy is that drivers **MUST** adjust their speed to allow crews to don fire-kit in relative safety once **ALL** are dressed and seat belts are on they can inform the driver who can then *make progress* to the incident

A31 raised point regarding seatbelts on their pump. They will take it up with Brother Evans directly.

15. Fairness & Dignity

There will be a meeting on 21st October. All items to Brother Ramsey asap.

16. Branch / Section Reports.

St Marys Nothing to Report

Redbridge Acting up under the new Grey Book. Additional responsibilities for all acting up, you should get payments. This will be raised with management.

Basingstoke When will back pay be received? Brother Jordan confirmed that Personnel Department have said all back pay will be paid in this month's salary on 15th October.

Rumours heard that the ALP will not be primary manned. Brother Jordan confirmed that there is a review of special appliances ongoing but no conclusions reached as yet.

Popley Satellite Station – management have made suggestions that crews might vandalise their own kit or pumps in an effort to return back to main Basingstoke station! This is offensive to crews.

Basingstoke 4 – Watches are annoyed by the continuing inference by management that these men are guilty despite full and final legal proceedings.

A Div Rep For next month's BCM Agenda: The changing role of Divisional Reps in light of the new Group Commands.

Andover Nothing to Report

Eastleigh Nothing to Report

Women's Sister Julie Barton has been voted in as Women's Rep for Hampshire and has expressed an interest in taking up the vacant Regional position also. A Questionnaire from the Women's Committee will be coming out to all stations regarding arrangements and facilities for women on station. All Stations will receive these regardless of whether or not they currently have any female employees.

G & L An all members letter has been sent out in Hampshire to make people aware there is a supportive section. We will be arranging a meeting away from service premises to get the section up and running.

B&EMM There is a new National Chair, Samantha Gordon of West Mids. BEMM School's 10th Anniversary this month. Race Equality schemes around the country are being looked into.

17. **A.O.U.B.**

Brother Carpenter asked what the current situation is with the ICU? A letter has gone to Mike Fordham but as yet no reply. Will chase up. Possibly look at a resolution for Conference on this issue. Awaiting a national decision.

The next national election is for Assistant General Secretary; Hampshire Committee would like to see Dean Mills go for this position and would give him every support if nominated. Branches should expect to see nomination papers arriving soon for this election and are reminded it is up to the branch membership to nominate their candidate of choice in this election, or any other election.

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

Brigade Committee meeting

3rd November 2004 Wednesday at 1000 – 1700 hrs 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 Submission of Resolutions for Conference 2005.

November

3rd 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 Hampshire BCM

6th Nominations for Conference 2005

December

1st Hampshire BCM

1st Delegates to Conference 2005

1st Voting on Resolutions for 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

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Hampshire FBU Website

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