

HAMPSHIRE BRIGADE COMMITTEE

3rd November 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. Conference Resolutions
11. Report from HFA
12. Education
13. Health & Safety
14. Fairness & Dignity
15. Branch / Section Reports
16. A.O.U.B.
17. Date and Venue Next Meeting

1. Apologies.

Were received from Brothers Ramsey (Chair, 31), Williams (Education), Christopher (Welfare, HQ), Brown (Asst. Mem. Sec, 53), Evans (Health and Safety, 54), Burrows (Comms, 32), Bates (C Div Rep, 54), Hawkes (32), Robson (31), Wadmore (30), Sisters Miller (Vice Chair, 06), Eames (Control, Asst. Sec), Barton (Womens, Control), Burrows (G&L, Control)

2. Members Present.

Were Brothers Jordan (Sec, 32/31), Burford (Mem Sec, 53), Moore (F&D, 20), Carpenter (A Div Rep, 31), Vickory (30)

3. Minutes of previous meeting.

Accuracy page 6 under Basingstoke should read primary crewed

4. Matters Arising.

Page 1. New service order on leave resubmitted by the FBU as now acceptable as it complies with the new revised grey book (6th edition). DO Hammerton is reviewing it and making some amendments for the service, these will then need to be reviewed by the FBU for acceptability as the recognised trade union.

Wholetime retained duty system – the FBU in Hampshire have prepared a policy on this duty system and submitted that to DCFO Curry, this in turn has been passed to Jenny McNeill who is dealing with revision of all service policies in line with the new grey book. Negotiations on this issue will take place in due course with the FBU as the recognised trade union.

A reminder to all members; wholetime retained is now an accepted policy of the FBU and as such you as members are entitled to apply for these positions across Hampshire, or indeed any brigade, where

you meet the criteria. Members who previously resigned from the FBU to perform these duties are cordially invited to reapply for membership. Any application must go through your branch representatives at a properly convened meeting, who will in turn bring them to Brigade Committee for ratification. If in any doubt of eligibility for membership, please contact Brigade Secretary for clarification.

Page 3. There was no Principle officers meeting this month due to conflict of dates and not finding an alternative suitable date.

Beast Value Review of Workshops; a final report is being prepared and should be available by the end of the year. There has been some slippage in the preparation of this report, but this is to ensure that the review will be both thorough and robust and that the final report will have conclusions that have been fully analysed and evidenced.

Page 5. Amendment to Southsea's resolution, discussed fully under conference

Education in Hampshire will need to be revisited now Brother Williams is the Union Learning Fund Regional Co-ordinator and on secondment to Head Office.

Health and Safety issues at Redbridge and Cosham are now resolved and time is being given to carry out the appropriate checks before leaving home stations.

Page 6. Redbridge – acting up, still needs to be addressed with management

Basingstoke – awaiting report on special appliances that the service are doing.

A Div Rep – change from div reps to group reps, Brother Carpenter to prepare report for next meeting.

Page 7. ICU – letter being sent to Mike Fordham Assistant General Secretary

Assistant General Secretary, Dean Mills is still the preferred candidate

Page 8. date of next BCM moved to 2nd December, this will also now become the AGM

5. Correspondence.

what makes 100%

document that describes how to achieve 100% in your work

SDO Butcher email – Redbridge “A” routines
as raised in matters arising

Jenny McNeill letter – grey book pay settlement
letter sent out to all members

Q&A pensions
sent out to all branches

FBU HO – Annual Conference forms

FBU – E bulletin #15

emails Chris Stephens – wholetime retained drill nights
meeting arranged to discuss further

Email Andy Kettle – Tech bulletin 42/04/22 courses off duty
meeting arranged to discuss further

email Mick Stead – hazmat incident MRSA
concerns raised over contact with potentially contaminated patient

letter to Andy Kettle – retained 120 hour availability
meeting arranged to discuss further

letter to Andy Kettle – Tech bulletin 42/04/22 courses off duty

letter to Chris Stephens – wholetime retained drill nights

regional survey – officials equipment and facilities

HFRS form – injury/near miss
confusion over form to raise with Nick Burchell

letter to John Prescott – Steve Godward

FBU HO – discipline courses dates

FBU HO – amendments to pension scheme

FBU HO – ff at sea, IRU's, Asbestos, Crew Cab Safety
pass to Brother Steve Evans to deal

TUC – disputes resolution courses

FBU HO – TUC HIV/AIDS conference

FBU HO – TUC lobby on Public Sector Pensions

FBU HO – pensions

FBU HO – pensions
any branches with thoughts or proposals to forward them to the Brigade Secretary who will
forward them to Head Office

FBU HO – diaries

FBU HO – new grey book and local agreements
letter highlighting the dangers that various brigades are rewriting local agreements without
consulting the FBU, the recognised trade union for the fire service

letter Andy Kettle - retained 120 hour availability

email Control – rally in South West region
details in E Bulletin #15

email Control – networking for women agm
this group are supporting regionalisation of Controls so are not supported by the FBU

exec minutes 27 10 2004

email Peter Miller – Southsea Resolution
discussed under conference

ODPM – retained system survey

Phoenix bulletin
download a copy of this bulletin, links available on UK-Fire.net

letter to John Bonney – rfu
challenge to the CFO on his intention to ignore the national agreement on the FBU being the
recognised trade union for the UK Fire Service

retained meeting poster

HFRS – H&S minutes 20 10 2004
raised under H&S

6. Chairs Report.

It has been a busy time for Hampshire since the end of the pay dispute. The new grey book is out and there are a number of changes that have been made that will involve negotiation with their implementation into HFRS policies and procedures.

The biggest problem we face is that HFRS will undoubtedly think they can just change all previously negotiated local agreements and just run it their way. This goes against the latest agreements reached nationally and we will challenge all.

The officials of Hampshire FBU are undergoing extensive training in all the new procedures and any official who wishes to go on these courses are encouraged to contact the educational rep, Harry Williams.

This week is national school and so unfortunately I am unable to be here in person, but will give a full report next month.

7. Secretaries Report.

Secretary's Report October/November 2004

Meetings Attended:

Regional Meeting 7/10/2004

Report under Region

New Discipline Regulations Seminar Bournemouth 13-14/10/2004

Two day seminar on the new regulations, a lot to take in and further training will be required

Improve Response Times with DO Brown 18/10/2004

An informal meeting to discuss possible ways of improving response times, a number were discussed and a formal list will be presented later.

Health and Safety Meeting 20/10/2004

Report in Health and Safety Section

Regional FBU IRMP Seminar 21/10/2004

We had various discussions on the implications of IRMP's within our region, report under region

CFO Meetings 26/10/2004

A meeting whereby the CFO informed the FBU that the Fire Authority decide who is a recognised union and not the NJC, this issue is being challenged

Branch Meeting Control 31/10/2004

Report in Control Section

Working Time Directive Meeting 2/11/2004

An attempt to finalise the documentation to be sent out by HFRS with regard to the new legislation

Finished/Updates to Service Orders Received

There were 6 updates received this month for service orders.

8. Membership Secretaries Report.

1. A reminder to members to return the Database Update forms so the membership details can be kept updated. Also it's very important to confirm your subscriptions are being deducted. This is due to the fact that if your subscriptions lapse by 3 months you will not get representation or gain by FBU benefits.
2. Please make sure that all new Membership Applications forms are correctly filled in and have all the relevant signatories, front and back.
3. With the acceptance of Wholetime / Retained duties, the FBU are now accepting membership by those that carry out WT/RT duties. With all new applications these must be firstly endorsed by the relevant Branches, at properly convened meetings and then confirmed at the next Brigade Committee Meeting. The subscription by those that carry out WT/RT is the same as a WT member. They do not have to pay the WT and the RT payments.

9. Region Report.

Regional Report 7 October 2004

Dates for 2005 to be set plus sectional meeting dates

Brigade Secretary Elections due to take place March 2005, subject to not interfering with other higher elections

Newsline (12) to be re-launched

Control Campaign, coordinated efforts required across Region 12

Buckinghamshire had an issue over catering, but retained their cooks

Fire Behaviour Training Unit that they were using has been closed down, discussion on long term health effects on trainers.

Questions raised over 120 hours retained availability cover

Dorset have requested brigades facilities policies

Brother Steve Moore voted in as F&D representative for Region 12

We need to establish a policy within Hampshire over wholetime/retained to cover any of our members who wish to work this system

Need to get a copy of Hampshire's policy on women at Radiation incidents

Region will look at the various resolutions to conference that brigades in our Region are putting forward

Have Hampshire got a policy on transferring retained into wholetime contracts?

Letter sent from Region to support Brother Woolstenholmes

Regional FBU IRMP Seminar 21/10/2004

We had various discussions on the implications of IRMP's within our region.

The issue of AFA's was discussed, and in simple terms AFA's are not unwanted, however, unwanted signals from AFA's are.

There was also a discussion on the reluctance of the Government to explore further the development and implementation of Wireless Link Technology for smoke detectors. The technology is already there but current manufactures want to sell the products they are already producing.

The FBU have started the National Campaign for Zero Fire Deaths, HFRS targets don't go far enough.

Targets being used for IRMPS are giving false returns. The targets are set at accidental deaths and not preventable deaths. There is a big difference.

The response time used by HFRS, 8/80 is also a flawed figure. This figure only takes into account the time from stations receiving the mobilisation signal. There is at least another 2 minutes used up in call handling firstly by the BT operator deciding which service is required and then by our own Fire Control Staff.

Our Control Staff have operated for years on the principle and practice of receiving and dealing with an emergency call within 1 minute. Any call taken outside of that time period had to have a report made. This has kept up the high standard and high service we have come to expect from our Control Room and its Staff

Hampshire Control Staff deal quickly and efficiently with all their calls they receive, this will not be continued into Regional Control Rooms, because the ODPM have already stated "it's not the speed of the call that is important, it is the quality of the call".

I am sorry but if I was on the receiving end of this call I would want speed over quality.

If we allow our Controls to be operated from region we will see a fall of in the speed of response and the way to highlight this is to time our response from the first receipt of the call with the BT operator. It will clearly be shown that our 8/80 response will degenerate.

If we don't change the way we record our response time the figures will become meaningless. If region take an addition minute to pass the message to Hampshire we will actually be responding 1 minute later, but our stats will still show us meeting our figures.

This will turn the whole process into a farce that is only being used to record stats that actually mean nothing in the real world. The consequence of this is that we will actually see a rise in fire deaths, not a drop and not the target of the FBU, of Zero Fire Deaths.

10. Conference Resolutions

Suggested amendment to Southsea's resolution:

“This Conference instructs the Executive Council to prepare a report for consideration for the 2006 Annual Conference on the voting practices within the union structure, the current block voting arrangements within the structure from branch to EC and Conference levels has faults which do not accurately reflect the membership wishes. Alternative method of voting require to be assessed including proportional representation, other voting practices used in trade union and democratic procedures, how current sectional membership voting within the union to reflect the changes within the union structure, effects on branch, brigade, regional and EC structure.

The EC should seek the views of all officials and members of the union, trade unions and political parties within the same ideas and socialist principles as defined within our aims of the union and other interested parties. The report should make recommendations on the voting practices within the union and recommend rule changes if necessary.”

Resolutions on rule changes will also be considered next month:

Current rule;

Rule 15 - ELECTION OF GENERAL SECRETARY, ASSISTANT GENERAL SECRETARY AND NATIONAL OFFICERS

Those holding office in these positions shall do so for five years, after which period they shall be eligible for re-election. Candidates shall, at the time of nomination and election, be fully paid up members and have at least five years' continuous membership. Elections for these positions shall be in accordance with Rule 19.

Holders of these posts may be required by the Executive Council to relinquish their positions on reaching the age of 60 years. Where the 60th birthday of any full-time office holder falls within five years of the date when he/she would normally be due for re-election, his/her period of office may be extended by the Executive Council until he/she reaches retirement age.

Where and whenever it is practically possible to do so, election procedures shall be instituted three months prior to retirement of any Official to whom this Rule applies.

Rule change; delete “Where the 60th birthday of any full-time office holder falls within five years of the date when he/she would normally be due for re-election, his/her period of office may be extended by the Executive Council until he/she reaches retirement age.”

Amended rule 15 - ELECTION OF GENERAL SECRETARY, ASSISTANT GENERAL SECRETARY AND NATIONAL OFFICERS

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Current rule;

Rule 19a - CANVASSING

(1) Canvassing for nomination or votes by a candidate for election under this Rule whether in person or by letter, circular or any other means or on behalf of a candidate for election under this Rule by letter, circular, or other written communication shall constitute a disciplinary offence.

(2) If a member believes that another member ("the defendant") has committed a disciplinary offence contrary to (1) above, he/she shall submit a written complaint setting out details of the defendant's conduct to the General Secretary to be received by him/her not later than 28 days after the declaration of the result of the election by the Returning Officer.

(3) If the General Secretary believes (which belief he/she may form after a preliminary inquiry has been held) that the defendant has committed an offence contrary to this Rule:

(a) if the result of the election for which canvassing is alleged has not been declared, the election shall be suspended;

(b) if the result of the election has been declared and the defendant was the successful candidate he/she shall be suspended from the office to which he/she was elected or re-elected pending the outcome of proceedings under this Rule. If a Full Time Official is suspended, that suspension shall be on full pay. A suspended defendant shall not attend or call meetings of the Union or represent the Union in any capacity as the holder of the office from which he/she is suspended but may continue to receive such honoraria and allowances and such Union papers marked "for information only" as he/she would have received but for his/her suspension;

(c) the General Secretary shall convene a meeting (which may be an ordinary meeting) of the Executive Council in accordance with Rule 26(5) for the purposes of a hearing to consider the complaint. In addition to the matters referred to in that Rule the notice of the meeting sent to the defendant shall also inform him/her that the proceedings may lead to him/her being disqualified from standing for election to the office concerned. Save as appears below the hearing shall be in accordance with Rule 26(6) and the complainant shall be the General Secretary or a member nominated by the General Secretary; and

(d) The General Secretary may take such steps as he/she considers necessary to ensure the good management of the Union pending the outcome of proceedings under this Rule.

(4) At the hearing referred to at (3)(c) above, the Executive Council shall consider firstly the disciplinary complaint against the defendant and shall make a resolution in accordance with Rule 26(3)(e)(i) or (ii). The penalties available are those set out in Rule 26(3)(f).

(5) If the Executive Council find the complaint to be justified, in addition to (4) above:

(a) If the result of the election has not been declared, or has been declared and the defendant was the successful candidate, or canvassing on behalf of the successful candidate, the election shall be recommenced from close of nominations save that if there is no candidate remaining or the suspension of the election was before close of nominations the election shall be declared void and entirely recommenced.

(b) The defendant shall be disqualified from standing in the recommenced election.

For the avoidance of doubt:

(i) in all other circumstances the result of the election shall stand;

(ii) if the defendant was canvassing on behalf of a candidate, that candidate shall not be disqualified from standing in the recommenced election;

(iii) if an election is to be recommenced from close of nominations and only one candidate remains nominated due to the operation of this Rule, that candidate shall be declared elected unopposed.

(6) If the Executive Council find the complaint not to be justified:

(a) if the result of the election has been declared, the result shall stand;

(b) if the result of the election has not been declared:

(i) if nominations had been closed prior to the suspension of the election, the election shall be recommenced from close of nominations;

(ii) if nominations had not been closed prior to the suspension of the election the election shall be declared void and entirely recommenced.

(7) As soon as is practicable, the General Secretary shall notify the defendant in writing of the resolution of the Executive Council and of any right of appeal.

(8) There shall be a right of appeal from the Executive Council to the Final Appeals Committee save that if the election was for the position of Executive Council member or Full Time Official the appeal shall lie to Annual Conference. The procedure for appeal shall be in accordance with Rule 26(4) for appeals to the Final Appeals Committee and Rule 8A(5) for appeals to Annual Conference.

(9) Any resolution under this Rule shall take effect at the same time as provided by Rule 8A(6).

(10) The defendant has the right to representation under this Rule as set out in Rule 26(7), save that if the defendant is a Full Time Official he/she may be represented by a Full Time Official if that Official is willing to act as his/her representative.

(11) No other proceedings under Rule 8A, 8B or 26 shall be permitted against a defendant to proceedings under this Rule until such proceedings have been disposed of and no proceedings under Rule 8A, 8B or 26 shall be taken in relation to any offence under (1) above.

(12) For the purpose of this Rule, Full Time Official includes General Secretary and Assistant General Secretary.

(13) For the avoidance of doubt, if the complaint lies against the General Secretary then references above to General Secretary shall be taken as Assistant General Secretary.

Rule change; to enable canvassing for union positions

Amended rule 19a - **CANVASSING**

Canvassing for nomination or votes by a candidate for election under this Rule whether in person or by letter, circular or any other means or on behalf of a candidate for election under this Rule by letter, circular, or other written communication shall be considered legitimate actions in a democratic union.

Rule 31 - **RULES FOR POLITICAL FUND**

Rule change; to change title of this rule

Amended Rule 31 - **RULES FOR POLITICAL AND CAMPAIGN FUND**

11. Report from HFA

No report this month

12. 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.

22nd and 23rd November Durley Hall, Bournemouth – Discipline Seminar part 2

All members and officials are encouraged to take up Trade Union courses to further their understanding of trade union issues and representation of members.

13. Health & Safety

Items raised at the last HFRS H&S meeting

It was confirmed that Zurich were testing and inspecting hose hoist pulleys on a six monthly basis and those not safe were either removed or signage put up to stop their use. Repairs were undertaken where required.

Loading of Light Portable Pumps

Training Sub Officers for CFBT were now ensuring that gloves were not too tight and the situation was being monitored. However, it was agreed that these gloves were excellent as a multifunction firefighting glove, but still having difficulty finding a glove that was suitable for all tasks all of the time.

Water Bottles

Fire Hoods; these did become elongated with use and wearers should do their own maintenance checks. Bristol care package confirmed they would only conduct a visual check of fire hoods.

Use of Old Kit; Brother Jordan said that, in a meeting with Mr House, he had been advised that kit was being reissued from recruits who had not completed their course but only after Bristol had approved it. PPE log books were inspected at CFBT Training courses to ensure kit was current.

Toilet Facilities on the Incident Ground; it was confirmed that Managers were prompted to order toilets at protracted incidents.

It was advised that an article he had received by HFRS on the use of mobile phones in Petrol Stations possible service order to be issued.

Brother Evans expressed his concern about inaccurate accident/incident reporting by personnel for fear of being blamed. It was confirmed that this is a 'learning culture' and not a 'blame culture' and this was asked to raise this issue at his next Brigade Committee meeting.

Brother Evans said that hand held radios were not holding their charge for long and often ran out during incidents. Brother Evans was asked to raise this matter at the Sub Committee.

Brother Jordan queried a need to review the Radiation Policy with regard to women at incidents, in light of the current climate and terrorist threats. Andy Kettle assured him that National Guidelines were followed and Bob Ratcliffe said he would raise the matter with Kevin Butcher.

14. **Fairness & Dignity**

Verbal report on confidential issues, type of cases, no specifics mentioned.

Workload likely to increase due to additional regional commitments.

15. **Branch / Section Reports.**

Copnor Nothing to Report

Redbridge Nothing to Report

Winchester Nothing to Report

Control Campaign leaflets are now available and a few have already been sent out to Stations. They are designed to give a brief outline of the position so far and how YOU can help Control in their Campaign.

Two new Control Operators have started on an temporary 2 year contract basis.

Sisters Eames and Barton are attending the Control AGM at Wortley Hall on 15th /16th November.

There will be a Rally of the South West Regional Management Board on 8th November at Devon FRS HQ (Exeter). Anyone wishing to attend to support the Campaign against Regional Controls can contact Sharon in the first instance.

Branches should contact Sharon to attend their meeting to discuss the implications of Regional Controls and how you can join the campaign against them. Please pass your branch meeting dates on to her.

A Div Rep	Nothing to Report
Andover	Nothing to Report
Eastleigh	Nothing to Report
Retained	Next meeting at Winchester 9 November 2004 19:30

16. A.O.U.B.

Management are asking for suggestions for changes to duty systems. Our advice is to wait and see the results of HFRS's own investigations into this.

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.

Next month's guest speaker will be Steve Godward, West Mids, another firefighter abused by his management. He will be accompanied by his family and EC Member John Vernon. All officials are urged to attend to show support.

Payroll has made a mistake in everyone's pay and all personnel are being under paid. Contact has been made with Shella Smith and she has advised that all personnel affected need to email Rajinder Hayer at payroll to let her know there is a problem with your pay.

17. Date / Venue of next meeting.

Brigade Committee meeting

2nd December 2004 Thursday at 1000 – 1700 hrs at Winchester Rugby Club

Please remember this meeting is now the AGM and all branches should send either a branch representative or a branch delegate to put forward your branch views

**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 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

2nd Hampshire AGM **Thursday**

2nd Hampshire BCM

2nd Delegates to Conference 2005

2nd t Voting on Resolutions for Conference 2005.

Please note that all the meetings will be on the first Wednesday of every month.

THIS DECEMBER IS THE EXCEPTION

**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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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
Eddie Burrows	Communications Co-ordinator comms@hantsfbu.org.uk	C32 G/W	0700 5335188	023 80613151
<u>Sections</u>				
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<u>Divisional Reps</u>				
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Hampshire FBU Website

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