

# HAMPSHIRE BRIGADE COMMITTEE

## 2<sup>nd</sup> December 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. Health & Safety
12. Fairness & Dignity
13. Branch / Section Reports
14. A.O.U.B.
15. Date and Venue Next Meeting

1. **Apologies.**

Were received from Brothers Williams (Education), Christopher (Welfare, HQ), Brown (Asst. Mem. Sec, 53), Evans (Health and Safety, 54), Burrows (Comms, 32), Carpenter (A Div Rep, 31), Bates (C Div Rep, 54), Pook (Training), Hawkes (32), Robson (31), Sisters Eames (Control, Asst. Sec), Barton (Womens, Control), Burrows (G&L, Control)

2. **Members Present.**

Were Brothers Ramsey (Chair, 31), Jordan (Sec, 32/31), Burford (Mem Sec, 53), Moore (F&D, 20), Vickery (30), Wadmore (30), Harris (24), Robinson (23), Sister Miller (Vice Chair, 06),

3. **Minutes of previous meeting.**

Accuracy page 1 under Members Present, Vickory should read Vickery  
Page 13 telephone numbers have changed and need to be updated

4. **Matters Arising.**

Page 1. wholetime / retained subscription rate set at wholetime rate

Page 3. 120 hour for retained fee

Courses off duty, not compulsory cannot be ordered. The idea is that managers should see this as voluntary and not seen as additional hours but instead of normal shifts worked

Page 6. amendment to Southsea's resolution

5. **Correspondence.**

emails Andy Kettle – rank to role

letter from Chris Stephens – make up drills for full time firefighters

a meeting has been set up to discuss this issue

FBU HO – firefighting at Sea

Reminder to brigades to ensure proper procedures are in place

letter to Fire Authority – not recognising rfu

FBU copy of transfer policy – retained to wholetime

Supplied by region

HFRS – red letter days 2005

Dates for next year

FBU Steve Evans – health and safety issue investigation

Raised under H&S

Control update

posters – Redbridge and Cosham

FBU HO – accommodation Southport

Conference

FBU HO – AGS election

FBU HO – letter from B&EMM to brigades

FBU email health and safety – investigations

Raised under H&S

letters from DCFO Curry – response to rfu issue

letter to DCFO Curry – rfu issue

emails memos – new leave order mistakes

emails – new contracts

letter to Dave Norgate – CFS

letter to DCFO Curry – health and safety investigation

Raised under H&S

letter to Rod Hammerton – new leave order

letter from ODPM – Steve Godward

Flagship magazine

email Shella Smith – discipline procedure

letter from John Woods

letter to CFO – rfu

HFRS – new contracts

**6. Chairs Report.**

The process of building local Integrated Risk Management Plans needs active participation from the FBU, All members and branches should look at these plans and make comments. New contracts, new grievance and discipline procedures will be put in to place shortly. It is imperative that all members have an active understanding and interest in these plans.

The police and prison service do not want any of their employees to be members of any of the far right political parties. That is why the fire service should try to move in the same direction. B&EMM will be meeting the Commission for Racial Equality and the HMI to discuss this issue.

The new grievance and discipline procedures Regional course took place for all our regional officials. It was well attend and the region produced a policy that we hope brigades across the region will adopt.

We would like all branches to be fully aware that our control members will be available to talk to all branches about the current position on regional control rooms. This isn't only an issue that concerns control staff, it affects all operational firefighters  
**THIS IS NOT A DONE DEAL!!!!!!**

**7. Secretaries Report.**

Secretary's Report November/December 2004

**Meetings Attended:**

Principle Officers Meeting 4/11/2004

Cancelled due to not having enough officials to attend, new dates were asked for, but none supplied.

**120 hour retained cover Meeting with Andy Kettle 4/11/2004**

There was a problem with the HR Bulletin pay assimilation – guidance for managers on retaining fee's. A discussion was held and agreement reached to rewrite to confusing parts, this has now been reissued. If any retained still have problems with this issue please contact me, the Brigade Secretary for advice.

**Retained Section Meeting 9/11/2004**

It is hoped in future to roll these meetings out to a different retained station each time. This will enable all our retained members to participate in the running of their section.

**Regional Meeting 11/11/2004**

Report in Membership report

**Respect Meeting Havant 11/11/2004**

Our Control representatives were invited to speak at this parties meeting. Sister Julie Barton gave an excellent presentation. The majority of the question time was taken up with the issue of regional controls and the fight against them.

**Joint Trade Union Meeting 16/11/2004**

Details in HFRS minutes. Disagreement was had over recognition of the rfu for negotiations and consultation. This was supported by Unison.

**Glasgow Seminar New Discipline Procedure 18-19/11/2004**

A tightly scheduled seminar was held to go over and dissect the new discipline procedure as laid down in the new grey book. It was shown that brigades are grossly miss-interpreting this section and each brigade will find tough challenges in persuading their management that their policies need changes.

Instructions were given in understanding the new procedure and guidance given for presenting workable policies for brigades.

#### **Bournemouth Seminar New Discipline Procedure 22-23/11/2004**

Another tightly scheduled seminar was held to go over and dissect the new discipline procedure as laid down in the new grey book. The six brigades in our region sat down and wrote a policy that should be acceptable to our respective managements. This policy is a clear, concise supplement to the new grey book section on grievance and discipline. It follows all the guidelines of the section and in addition is easy to understand. It clearly lays out methods for improvement of performance for employees of fire services. This, we are sure, will be a modernisation step forward that our membership can embrace. It has thankfully moved away from the military style discipline regulations of 1985. It is an improvement on the draft policy Hampshire provided and it is hoped that Hampshire will adopt the FBU policy as written.

#### **Working Time Directive Meeting 26/11/2004**

Cancelled as we will not sit down and negotiate or consult with the rfu

#### **Finished/Updates to Service Orders Received**

There was 1 update received this month for service orders

#### **Other Matters**

We currently have a dispute lodged with management over the issue of recognition of the rfu. Bizarrely the service seems to think we no longer have a dispute procedure and that we cannot dispute anything. They also have the attitude that because consultation is the buzzword at the moment that there is no need to reach agreement with the FBU. As far as management is concerned, everything is consultation and negotiation does not exist.

Negotiation exists for all matters that are of a collective bargaining nature. Who the recognised trade union is that management will deal with is clearly a collective bargaining issue.

We have written to management to explain our position and view and await a response.

The position we find ourselves in is that we have informed management that we will not sit on meetings with the rfu present for negotiation or consultation. We have had to cancel attending a number of meetings that management have called because of this.

Our investigations show that currently there are approximately 6 FOA members and 100 rfu members in Hampshire. We are unsure how many of those are actually serving members, bearing in mind the rfu count non-serving and retired in their membership figures. You have the extraordinary situations where there are more non-union personnel in Hampshire than in the other two unions put together. There is no call for the under representation of these to be at any consultation or negotiation. We would have to say we would object to that as well.

If you want consultation or negotiation rights, join the recognised trade union, the **FBU**.

The rfu on their website are saying they have an agreement with HFRS on consultation or negotiation rights. That as may be, but if we are not signing up to the same things that agreement means nothing.

Currently we have a number of issues that we feel are up for negotiation, but because of the above dispute we will not reach agreements.

Working time directive, this issue is about to be finalised, however, it will require us signing a document with the rfu and we will not do that. Our advice to our members is that if management issue

any forms or letters to do with this issue, ignore them. There is no agreement between HFRS and the FBU, the recognised trade union.

Discipline procedure; this has yet to be agreed. If in doubt on any issue regarding discipline, contact me the Brigade Secretary. The brigade is trying to force through a joint procedure for Green and Grey Book. This cannot happen as the Grey Book only applies to uniformed personnel subject to the Grey Book Conditions of Service. In addition, the policy they are trying to force is a worsening of conditions for Green Book Staff and I cannot see those unions agreeing to that. Watch this space; we are riding a roller coaster, with HFRS at the controls.

New contracts; HFRS are calling this a consultation process. Contracts are an issue of collective bargaining and therefore there is a right to negotiation. The new contracts will worsen your conditions, currently our recommendation is not to sign them. This I am sure will also end up in dispute.

## 8. Membership Secretaries Report.

1. Reminder for members to return the Membership Database forms, which can still be found on the Hants FBU website.
2. Controls Pension contributions being dealt with through Region.
3. FBU Membership Contributions are going up in line with the Rules of the union. This comes into effect on the 1st January 2005.

Job Title	Current Monthly Contribution (£)	Revised (£) (As from 01/01/05)
Wholetime	18.68	20.15
	19.24	20.76
	21.37	23.05
	21.93	23.66
Retained	6.15	6.67
	6.71	7.28
	8.84	9.57
	9.40	10.18

## 9. Region Report 11th November 2004

Gerard Stilliard from Thompson's solicitors gave a talk on the services available to members and family. This included Personal Injuries, Pensions, Wills and employment law. More details can be found on all FBU websites.

Disability Discrimination Act – This is a new act that is to benefit employees and not employers. Employers may abuse this in favour of themselves.

### EC Report

- Discussion on the AGS elections.
- It was asked should the FBU be expanding and including Guernsey, Jersey and the Airport Firefighters in its membership. Bring back to next meeting.
- 25yr membership badges were discussed and possibly to include an additional gift to members and officials.
- Regional office issue put back due to another regions request for new office.
- Discipline and Grievance issues. Dean Mills would be happy to attend any management meetings in Region with regard to Discipline and Grievance. This would be particularly useful as he sat on the meetings during the negotiations with employers for the new grey book.

- Discussion took place suggesting a day off for Regional Officials when they would not be available for union work. Other officials would cover.
- New Control leaflets are to be sent out to brigades. 50,000 total

#### Regional Secretary Report

- Regional 2005 meetings at Thatcham will change. This is due to timings. Possibly 1100-1600hrs.
- It was asked when it is convenient to hold section meetings. Sections to reply to Pete Miller.
- 30th November Regional women's meeting at Regional Office.
- Brigade secretary's elections coming up.
- 22-23rd November Grievance and Discipline School, Bournemouth.

#### Regional Reports

Reports were given by Hampshire, BEMM, Control, Bucks, Women's and Royal Berkshire.

#### Pension Scheme Region 12 Response

Lobby of Parliament has been arranged and Brigades to send comments back to Pete Miller.

#### Correspondence

A number of correspondences were read out.

Retained AGM – Sister Miller asked to go as regions representative – Agreed

Education 2005 – Awaiting announcement of dates.

### 10. **Conference Resolutions**

Suggested amendment to Southsea's resolution was accepted with unanimous support:

“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 were accepted with unanimous support:

**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 change;** to allow membership to be expanded to include firefighters in other brigades, such as work brigades, airports and MOD

#### Amended Rule 4 - **CATEGORIES OF MEMBERSHIP**

The Union shall consist of members in the following categories:

(a) Uniformed members employed by Local Authority Fire Brigades under NJC Conditions of Service and elected Full Time Officials and other fire services; airports, MOD and work brigades, who shall be known as "Ordinary Members".

(b) Ordinary Members ceasing to be employed by Local Authority Fire Brigades or other fire services; airports, MOD and work brigades or the FBU in accordance with Rule 4 (a), who desire to continue membership, who shall be known as "Out of Trade Members".

(c) Members awarded Honorary membership of the FBU in accordance with Rule 5 (3) who shall be known as "Honorary Members".

(d) Junior Firefighters employed by Local Authority Fire Brigades and other fire services; airports, MOD and work brigades, who shall be known as "junior members".

Any reference to the word "member" in these Rules shall mean "ordinary member" unless otherwise specified.

**Rule change;** to allow retired members to still contribute their knowledge and experience to the FBU

#### Amended Rule 5(2) (d) – **OUT OF TRADE MEMBERS**

Out of trade members shall not have voting rights, but can be used by the FBU in advisory capacities, thus enabling full use of the years of experience gained by those members and officials.

#### Standing Orders Rule Change

##### Amended Rule 9

Notwithstanding the provision of the above rule, the Executive Council, Brigade Committee or any National Section shall, subject to approval of the Standing Order Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.

The Brigade Committee agreed that at the discretion of the Executive Committee that other resolutions could be submitted to fill our quota. This was agreed because the resolutions need to be submitted before the next BCM.

#### 11. **Health & Safety**

We had a recent rope pack incident in training and the Brigade carried out an investigation. This did not include the FBU and letters were written to complain about this. It is hoped in future that the Brigade will inform the FBU before carrying out these investigations and we can work together in true partnership.

CFS – asbestos risk when drilling into old ceilings and artex

CFS – dirty housing, should this equal dirty money?

White knuckle finger syndrome – concerns that prolonged use of power tools at incidents could result in occurrences of this problem.

#### 12. **Fairness & Dignity**

A number of disciplinary cases are going on at the moment and members are receiving representation.

#### 13. **Branch / Section Reports.**

Copnor	Nothing to Report
Redbridge	Nothing to Report
Winchester	Nothing to Report
Control	<p>Since the last meeting, there have been significant successes in the Control Campaign. The South West Regional Management Board has resolved not to proceed with RCCs until a full independent review has been carried out!</p> <p>In Cumbria, the Council have condemned the plans and are writing to the Deputy Prime Minister to urge him to abandon Government plans and to receive a delegation of Cumbria councillors so that he can be made aware of the strength of opposition!</p> <p>In London, there are plans to upgrade the secondary control at Stratford to full time! This will mean an upgrade from one Fire Control in Canary Wharf to two. A step backwards for the ODPM but a big step forwards for our Campaign. Especially as London, seem to be the role model for the plans. Recent news of a foiled terrorist attempt on Canary Wharf has also proved a point.</p> <p>In Northants, their proposed merger with Leicester has been axed and they are investing in £100k upgrade of their system and recruiting extra control staff.</p> <p>Sharon is now working closely with the CSNC rep for Region 11 to produce national campaign/strategy packs. There will be a Regional Control Meeting on 6th January 2004 at FBU Regional Office in High Wycombe to discuss campaign tactics. All Control staff welcome.</p> <p>The next Regional Management Board meeting is Wednesday 26th January.</p>
Southsea	Nothing to Report
Andover	Nothing to Report
Eastleigh	Nothing to Report
Retained	<p>Concerns over new availability board, as member is facing discipline over this</p> <p>Query needs to be raised with management over payment of disturbance allowance for turnouts and attendances</p>
Cosham	<p>Have returned nomination form for AGS election</p> <p>London have extra payments for driving, is Hampshire going to introduce the same?</p> <p>London have introduced this but plan to withdraw it once they have enough drivers.</p> <p>Questions on extra responsibility payments and CPD Will be raised with SMT</p> <p>Why cannot the pension changes affect new entrants only?</p> <p>This was in the original proposal but the ODPM seems to have gone away from this idea. Region and National officials are challenging the new pension proposals.</p>

Request that someone senior in the FBU come down to our Brigade Committee to talk about why we lost our LSI payments.

B&EMM

Covered in Chair report

16. **A.O.U.B.**

Southsea want to know if they can affiliate to the local trades' council. The rulebook allows this and so all branches are encouraged to do so.

Concerns that response times have increased

Xmas poster is not being received favourably at branches, the Brigade Committee ask for its withdrawal and a letter sent to management to have it withdrawn. Unanimous support for this action.

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

**Brigade Committee meeting**

**5<sup>th</sup> January 2005 Wednesday at 1000 – 1700 hrs at Winchester Rugby Club**

Please remember this meeting is important 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](http://www.hantsfbu.org.uk)  
For further information on your union

# Diary of Events

## January

5<sup>th</sup> Hampshire BCM.

## March

9<sup>th</sup> Hampshire BCM.

## May

4<sup>th</sup> Hampshire BCM.  
9-13<sup>th</sup> Annual Conference Bridlington.

## July

6<sup>th</sup> Hampshire BCM

## September

7<sup>th</sup> Hampshire BCM  
7<sup>th</sup> Submission of Resolutions for Conference  
2006.

## November

2<sup>nd</sup> Hampshire AGM  
2<sup>nd</sup> Hampshire BCM

## February

9<sup>th</sup> Hampshire BCM.

## April

6<sup>th</sup> Hampshire BCM.

## June

1<sup>st</sup> Hampshire BCM.

## August

3<sup>rd</sup> Hampshire BCM  
3<sup>rd</sup> Branches Resolutions for Conference 2006

## October

AGM of Branches.  
5<sup>th</sup> Hampshire BCM  
5<sup>th</sup> Nominations for Conference 2006

## December

7<sup>th</sup> Hampshire BCM  
7<sup>th</sup> Delegates to Conference 2006  
7<sup>th</sup> Voting on Resolutions for Conference 2006.

**Please note that all the meetings will be on the first Wednesday of every month, except February and March.**

**Please put these dates in your diaries and your workplace diaries**

**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><b>Position</b></u>	<u><b>Station</b></u>	<u><b>Mob. Tel. No.</b></u>	<u><b>Work Tel. No.</b></u>
<b><u>Brigade EC</u></b>				
Lud Ramsey	<b>Chair</b> <a href="mailto:chair@hantsfbu.org.uk">chair@hantsfbu.org.uk</a>	A31 Day	07917065877	01264 339000
Conrad Jordan	<b>Secretary</b> <a href="mailto:secretary@hantsfbu.org.uk">secretary@hantsfbu.org.uk</a>	C32 W/W	07917065876	023 80613151
Colin Burford	<b>Membership Secretary</b> <a href="mailto:mem.sec@hantsfbu.org.uk">mem.sec@hantsfbu.org.uk</a>	C53 R/W	07917065878	023 80776391
<b>VACANT</b>				
	<b>Vice Chair</b> <a href="mailto:vice.chair@hantsfbu.org.uk">vice.chair@hantsfbu.org.uk</a>			
Sharon Eames	<b>Assistant Secretary</b> <a href="mailto:assist.sec@hantsfbu.org.uk">assist.sec@hantsfbu.org.uk</a>	Control	07917065865	023 80644000
Tony Brown	<b>Assistant Membership Secretary</b> <a href="mailto:assist.mem@hantsfbu.org.uk">assist.mem@hantsfbu.org.uk</a>	C53 W/W	07974 161382	023 80776391
Eddie Burrows	<b>Communications Co-ordinator</b> <a href="mailto:comms@hantsfbu.org.uk">comms@hantsfbu.org.uk</a>	C32 G/W	0700 5335188	023 80613151
<b><u>Sections</u></b>				
Steve Evans	<b>Health &amp; Safety Co-ordinator</b> <a href="mailto:hsw.chair@hantsfbu.org.uk">hsw.chair@hantsfbu.org.uk</a>	C54 R/W	07973 845111	023 80333254
Steve Moore	<b>Fairness &amp; Dignity</b> <a href="mailto:fairness@hantsfbu.org.uk">fairness@hantsfbu.org.uk</a>	B20 W/W	07917065886	023 92662926
Andy Bowers	<b>Officers</b> <a href="mailto:officer.chair@hantsfbu.org.uk">officer.chair@hantsfbu.org.uk</a>	SHQ	07900 057811	023 80644000
Sharon Eames	<b>Control</b> <a href="mailto:control.chair@hantsfbu.org.uk">control.chair@hantsfbu.org.uk</a>	Control	07917065865	023 80644000
Julie Barton	<b>Women</b> <a href="mailto:women.chair@hantsfbu.org.uk">women.chair@hantsfbu.org.uk</a>	Control	07917065862	023 80644000
Ali Burrows	<b>G+L</b> <a href="mailto:gl@hantsfbu.org.uk">gl@hantsfbu.org.uk</a>	Control		023 80644000
Lud Ramsey	<b>B&amp;EMM</b> <a href="mailto:baemm@hantsfbu.org.uk">baemm@hantsfbu.org.uk</a>	A31	07917065877	01264 339000
<b>VACANT</b>				
	<b>Education</b> <a href="mailto:education@hantsfbu.org.uk">education@hantsfbu.org.uk</a>			
Martin Merrit	<b>Retained (Part Time)</b> <a href="mailto:retained.chair@hantsfbu.org.uk">retained.chair@hantsfbu.org.uk</a>	A30 Part-time		01962 620564
Paul Christopher	<b>Welfare Coordinator</b> <a href="mailto:welfare@hantsfbu.org.uk">welfare@hantsfbu.org.uk</a>	HQ		023 80644000
<b><u>Divisional Reps</u></b>				
Ian Carpenter	<b>A Division</b> <a href="mailto:adiv.rep@hantsfbu.org.uk">adiv.rep@hantsfbu.org.uk</a>	A31	07932 658980	01264 339000
Steve Moore	<b>B Division</b> <a href="mailto:bdiv.rep@hantsfbu.org.uk">bdiv.rep@hantsfbu.org.uk</a>	B20 W/W	07917065886	023 92662926
Pete Bates	<b>C Division</b> <a href="mailto:cdiv.rep@hantsfbu.org.uk">cdiv.rep@hantsfbu.org.uk</a>	C54 R/W	07929 361918	023 80333254

### **Hampshire FBU Website**

[www.hantsfbu.org.uk](http://www.hantsfbu.org.uk)

email: [webmaster@hantsfbu.org.uk](mailto:webmaster@hantsfbu.org.uk)