

HAMPSHIRE BRIGADE COMMITTEE

9th February 2005

WINCHESTER RUGBY CLUB

Agenda

1. Apologies
2. Members Present
3. Nominations/Elections
4. Minutes of Previous Meeting
5. Matters arising
6. Correspondence
7. Chairs Report
8. Secretaries Report
9. Pensions Campaign Update – Pete Miller Regional Secretary
10. Guest Speaker – Andy Gilchrist General Secretary
11. Membership Secretary's Report
12. Conference
13. Report from HFA
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 Burford (Mem Sec, 53), Christopher (Welfare, HQ), Brown (Asst. Mem. Sec, 53), Moore (F&D, 20), Pook (Training), Hawkes (32), Vickery (30), Pearcey (23), Sister Burrows (G&L, Control)

2. **Members Present.**

Were Brothers Ramsey (Chair, 31), Jordan (Sec, 32/31), Burrows (Comms, 32), Evans (Health and Safety, 54), Carpenter (A Div Rep, 31), Bates (C Div Rep, 54), Robson (31), Harris (24), Hussey (17), Wadmore (30), Trew (54), Jones (02), Brimble (02), Chrisp (18), Lane (23), Eades (Officers), Dunn (Officers), Robinson (23), Sisters Eames (Control, Asst. Sec), Barton (Womens, Control)

3. **Nominations / Elections**

We have been notified that the General Secretary Elections are to be run. To date there are two known Candidates, Andy Gilchrist and Matt Wrack.

4. **Minutes of previous meeting.**

Accepted as a true record with the following amendment. Amendment to page 7 Health & Safety Report should read:-

Health & Safety

Long sleeve hi-vis jackets which the Police *said were* required *for motorway working*. HFRS have investigated and their current jerkins do comply *when worn over a fire tunic*.

Officer's Section Blue Lights and Siren Units are having problems. HFRS are trialling a new system of LED Blue lights on front and sides of cars and new sirens to increase the wattage.

St. Mary's Rope Pack Investigation. Nick Birchell and DO Stead have assured Bro. Evans H&S Rep that the FBU will be, wherever possible, informed and invited to attend any future investigations. In this instant whilst in '*suspension*' *two Ff's* dropped 3 floors.

Near Miss reports are not being done. They should be done for any / *ALL* failure/breakdown of equipment *to instigate an actionable audit trail. (Members cannot expect managers to action issues that are not reported!)*

5. Matters Arising.

Page 8 from Cosham Branch. Catering Allowance. Bro. Jordan to write to DCO Curry.

6. Correspondence.

email and letter Eleanor Lincoln – working time directive

FBU HO – firefighting at sea
meeting being set up with DO Johns reference insurance

Letter to DO Bowers – PDP and Temp Promotion
Service receive 'Toolbox' in May

email HFRS – best value review workshops
awaiting report from HFRS

HFRS decision log – transfer of part time (retained) to full time
meeting to be set up

HFRS local diversity group agenda and cultural audit paper

email SDO Ratcliffe – response to acting up letter

FBU London Region – insurance cover terrorist incidents

FBU HO – protection of pensionable pay

FBU HO – insurance cover terrorist incidents

HFRS local diversity group agenda revised

email Mick Stead – Service orders
welfare and stress meeting set up to discuss

email to Andy Kettle – rank to role
notification of FBU participants

FBU HO – the Union, the Fire and Rescue Service and the BNP
Debated by all present

letter from Geoff Ellis – resolutions rejected
Discussed under conference

letter to Geoff Ellis – appeal against conference decision
Discussed under conference

letter to Ian Mills – uniform – Steve Evans H&S letter discussed

FBU region 12 – guidance for campaign against regionalisation

Respect Coalition Meetings

letter from Jenny McNeill – acting up (against Grey Book Conditions)
meeting being set up

emails SDO Butcher – change of duty system – FDS Officers
meeting being set up with Officers Section and Brigade Secretary and HFRS

FBU HO – IRU accident/incident investigation form

FBU HO – election of Regional Chair Region 12 Danny Whitelock

FBU HO – AGS election

FBU HO – election of EC Member G&L Section Stuart Brown

FBU HO – LPG significant event
bleve incident with LPG fuel tank

Letter from Susan Templeton – contract of employment
Meetings being arranged Thompsons

Letter to DCFO Curry – Leave Order (Bank Holidays)

Letter to Jenny McNeill – Acting Up allowances

AIF Claim Member – confidential (successful)

FBU HO – strike ballot over pensions

FBU HO – tackling Bullying and Harassment at work
LRD booklet

Letter from Mr Cartwright – rfu recognition

email SDO Butcher – H&S Popley community centre

email HFRS – new capability and grievance procedure
meeting being arranged

email Humberside Brigade Sec – rfu representation by person not employed by a fire service
this is against Discipline Regulations

email SDO Butcher – FDS change to system

email Sharon Eames – trade union leave

poster – Campaign against Region Control

Letter to PFCO Cowmeadow – Trade union leave

Press Cutting from Sunday Mirror – Army Radio Systems Cancer risk

7. **Chairs Report.**

Bro. Ramsey attended a meeting with DO Norgate to discuss Home Fire Safety visits. The Service want these to become more co-ordinated across the board. A discussion took place amongst those present regarding targeting more deprived areas in need of fire safety visits rather than just door to door ad hoc.

Action points from meeting

HFRS - will consider and give response by the end of the month over overtime payments

FBU - if flat rate (not time and one half) is offered then this will lead to a Dispute

HFRS - over lone working, will contact other organisations to assess level of complaints per number visits and assess training given.

FBU - will contact head office to seek guidance

HFRS - Write CFS HFSC Update and get FBU backing to endorse it before issued. Carry out trial for the duration of 05. Monitor and evaluate with FBU at end.

FBU - Endorse HFSC Update

HFRS - (flat firefighter rate for retained) register position with senior management and give reply by end of month.

FBU - this may be registered as a dispute as identified in Secretary report.

HFRS - (asbestos) A CFS HFSC update will be produced and this will be endorsed by the FBU before issued

HFRS FBU - It was acknowledged by all that this meeting was a good example of joint working between the FBU and CFS department

Bro. Eades reminded the meeting that you only have 28 days to respond to requests from the public for home fire safety visits.

A discussion followed on lone workers arrangements for Home Fire Safety visits. Bro. Jordan to seek further guidance from FBU Head Office to see if they have a policy on this.

A sub committee was set up on the subject of Home Fire Safety visits this includes :-

Bro. Lud Ramsey

Bro. Ian Wadmore

Bro. Steve Evans

Bro. Paul True

Bro. Chris Robinson

The Preliminary Agenda for this year's Annual Conference has been sent out to all Branches. Please take the time to look through it and see if your branch wants Brigade Committee delegates to contribute to any of the debates on resolutions etc.

I would like to remind everyone that you can find a copy of a draft letter to your MP on the Control Care website at www.controlcare.org.uk Please take the time to write to your MP and show support for the Control Campaign. Handwritten letters receive a higher priority response.

8. **Secretaries Report.**

Secretary's Report January/February 2005

Meetings Attended:

Regional Executive 7/1/2005

Meeting addressed issues of region and set up the Regional Executive as a sub committee that reports back to Regional Committee

Meeting with SDO Bob Ratcliffe 7/1/2005

A meeting to discuss the new format for recruits courses that will include part time firefighters and will be modular in structure. Arrangements were also made to give talk to new recruits.

Media and Campaign against regionalisation course at Wortley Hall 10-13/1/2005

A campaign course was organised at Wortley Hall, this was attended by Sisters Sharon Eames, Julie Barton and myself, a very useful course that has helped to give direction to the campaign against regionalisation of Control Rooms.

Meeting with Mark Oaten 14/1/2005

This will be discussed more under Control

Health and Safety Meeting 17/1/2005

A separate report under Health and Safety will cover this meeting

Negotiation Meeting Service Order on Leave 18/1/2005

A full days meeting discussing the impact of the New Grey Book on various matters contained in the service order on leave. Significant progress was made; however, we had two distinct issues we failed to reach agreement on. These issues are being addressed and we await managements response on both issues.

Recruits Talk 21/1/2005

Attended by Brother Colin Burford, Sister Julie Barton and myself. this has been the first recruits course run by Hampshire in a long time and the first one to include part time firefighters.

Cosham Branch Meeting 31/1/2005

I was invited down to Cosham to talk about structure of the FBU, Pensions, Regionalisation of Control Rooms, WTD, other issues were discussed and a general Q and A session was had.

Regional Executive 1/2/2005

A further meeting of the Regional Executive

Meeting with DO Dave Norgate and ADO Trevethick CFS 3/2/2005

This was a consultation meeting on the various issues surrounding CFS. A concerning development was that the service had had consultation with the RFU on part time firefighters working CFS duties. Our concern with this is that it appears that **the RFU have agreed a potential pay cut for all their Leading Firefighters and Sub Officers**. They have agreed that they will work at the firefighter's hourly rate when they perform CFS. The FBU naturally would and could not agree this and pointed out that this was a pay issue, which is clearly a negotiation issue and we will dispute any cut to our members pay.

The other issue that was discussed which requires a response from management is the matter of full time firefighters working pre-arranged overtime on rota days to perform CFS duties. We had no issue with the principle, but it had to be voluntary and it had to be at the appropriate overtime rate and not flat rate.

There were substantial agreements in other areas and a number of trials will be initiated by the service.

Meeting with the CPA 3/2/2005

A very frank and forthright discussion was had. This was attended by Brothers Lud Ramsey, Ryan

Thurman and myself. The impression given was the meeting could have continued longer than the one hour allocated.

Finished/Updates to Service Orders Received

There were no updates received this month for service orders

Other Matters

There is a serious issue that will be discussed more under the Retained Section

9. Pensions Campaign Update

Bro. Peter Miller (Regional Secretary) gave an informative talk on the current Pensions Campaign. He stressed that the Union will be using the Regional, National and Control Care websites to get information across as quickly as possible and everyone should check these whenever possible.

A Regional paper on the Governments proposed changes to the Fire Fighter's Pension Scheme has been submitted to the EC. A Regional Pensions sub-committee has been set up to look into proposed changes to the LGPS and FFPS. These changes affect all public sector employees. We don't know yet what will be in the final proposals and it's not known when they will be available, probably after the General Election?

A poster was shown to the meeting which has been sent out to Brigade Secretary's for distribution to all branches/members.

February 18th is the TUC's Pensions day of action. We need to have a jointly co-ordinated response. Unison are holding a Rally at 1000hrs at Portsmouth Guildhall on 18th Feb. I urge you all to support this day of action by whatever means, writing to your MPs, visiting MPs surgery, attending the Unison Rally contacting the press etc.

10. Guest Speaker

Bro. Andy Gilchrest FBU General Secretary addressed the meeting on the subject of Long Service Increments and Pensions.

He revealed that the LSI would have been challenged in the courts anyway on the grounds of gender and age discrimination and the Union wanted to have something in its place which could not be challenged in the future. As a result of the pay agreement there is a pot of almost £20 million in order to come up with a suitable alternative (CPD). Final details of how the Continuous Personal Development payments are to be paid have not yet been agreed.

Pensions: Andy explained the background to the current Government attack on pension schemes. The Government perceive pensions to be too costly as people are living longer and retiring sooner! There are over 100 public sector schemes and the proposals for each scheme will differ as do the timetables. The Government have decided to take on Unison and the Local Government Pension Scheme first, having some 1.2 million members (including some 1600 FBU Control members).

The EC are meeting next Tuesday to discuss Unison's decision to ballot for industrial action. It is not yet known what type of industrial action will be staged, it will possibly be a one day National Strike prior to 1st April 05. TUC is suggesting a possible day of 23rd March. The questions the EC will be trying to answer is Do the FBU get involved on 23rd March and if so how? If not, what is our timetable to work alongside other public sector unions?

11. Membership Secretaries Report.

Can all members please refer to the Hants FBU website for the latest forms. Especially when filling out a subscription form. This is due to the Subs being changed back in January 2005.

All forms are to go through the Membership Secretary prior to going to Payroll. This enables forms to be checked for clarification.

12. Conference

Please discuss the Preliminary Agenda and EC Proposed Rule Changes at your Branches and email any amendments etc to the Secretary prior to the next BCM (deadline for amendments is 28th Feb).

All of Hampshire's Resolutions and Rule changes have been ruled out of order as apparently they arrived a day late despite the fact that FBU HO was closed until 6/1/05 and they were posted on 31st December 04. Bro. Jordan has challenged this and read to the meeting a letter received from Geoff Ellis of Standing Orders Committee and our response. To date no reply has been received.

All we can do now is get up at Conference and challenge the Standing Orders Committee over this. It may also be possible to bring an emergency resolution to have the deadlines for resolutions and rule changes changed to allow more time for postal disruptions to settle down after the Xmas and New Year holidays.

13. Report from HFA

Bro. Burrows has given a deputation to the Fire Authority this morning on the subject of RFU & FOA recognition. He left copies with the authority and the press. There were also two CPA assessors present.

14. Health & Safety

Ongoing issues

SUPPLY & FIT:

1) Gripfill & sticky pads, are only to be used on concrete ceilings that do not have a textured finish applied.

2) Any premises that pose a health risk to personnel (for whatever reason) must not be entered but crews should withdraw, return to station and inform their station manager who should inform the CFS Dept (more information on this is being sought from the CFS dept)

TRAINING RISK ASSESSMENTS:

Another meeting is now scheduled to address the forms and tighten controls over the risk assessment process for training.

WELFARE FACILITIES AT INCIDENTS

The procedure surrounding the request for toilet and washing facilities on fire-grounds is currently not working, a revised system designed to improve this situation is currently being devised.

STATION FITNESS EQUIPMENT:

Station gym equip is only to be used by serving HFRS personnel or sports and social family members.

NO OTHER PERSONS MAY UTILISE THIS EQUIPMENT (EVEN IF THE PTI HAS THEIR OWN

INSURANCE, NO EXCEPTIONS)

The next h,s &w sub committee meeting is scheduled for 100:00hrs, 24th Feb 2005 at Fareham Fire station.

ALL REPS TO ATTEND WHERE POSSIBLE

Finally,

ALL STATIONS PLEASE GENERATE A LIST OF 'PROBLEM' ROADS, STREET & AVENUES ON YOUR FIREGROUNDS THAT POSE ACCESS PROBLEMS EITHER ANYTIME OR AT SPECIFIC TIMES OF THE DAY. WE ARE TRYING TO IDENTIFY THESE TO WORK IN PARTNERSHIP WITH OTHER AGENCIES TO SORT THESE OUT

15. **Fairness & Dignity**

Bro Ramsey attended the last meeting. DCO Curry is now the chair of these meetings. Bro. Ramsey gave a presentation on 10 years of B&EMM.

21st January attended the "Local Diversity Group" meeting discussed Equality Impact assessments. All procedures and changes now have to be assessed on their impact with regard to disability, gender etc. Next meeting is 9th March.

16. **Branch / Section Reports.**

Women Very little to report today.

Have couple of meetings booked.

Called a Regional Womens meeting for 15th Feb (Tuesday) 1900 at Eastleigh Fire Station, letter sent to all women in the region. Hope we have a good attendance !

Going to a NWC meeting after BCM today in Birmingham to discuss the pension crisis. Have been asked to gauge feelings from women members in region regarding what action they would be prepared to take to defend their pensions. The feedback seems to indicate that they would be prepared to take strike action.

No luck with finding our about the Thai Firefighter who lost his whole family in the Tsunami – tried several news agencies and Thai Consulate but to no avail.

Control

Control Campaign

Had phone call from Richard De Ste Croix (Lib Dem parliamentary candidate for Fareham). He was interested in the campaign so I have sent him the 'Out of Control'

Document and other campaign literature, will probably meet up with him at some stage as it looks like he may use regionalisation as a campaign issue in the election campaign.

Since the last BCM it has been a very busy time. I attended a Regional Control Meeting on 6/1/05 where we decided to go ahead with the Lobby of the Regional Management Board in Surrey on 26th January. This was a joint Lobby with Region 11. Myself and John Whitaker (CSNC Chair) were allowed to speak to the Board but it was disappointing that they did not allow more people into the public viewing gallery area. The RMB decided to write to the ODPM to say they would need

more information before they could endorse the Outline Business Case document. A small success!

I also attended a Media Skills Course on 10/1/05 at Wortley Hall in Sheffield organised by the CSNC for Control Staff and Campaign Co-ordinators. This was very informative and particularly useful at the current time.

Myself, Bro. Jordan and Sis. Barton, had a meeting with Mark Oaten (Lib-Dem) MP in Winchester and he has pledged his support for the Control Campaign.

At a further Regional Control Meeting on 31st Jan we decided to Lobby MPs at Westminster on Wednesday 16th March. The idea is for as many people as possible to attend from as many different constituencies in the area and Lobby their own MP. As it is Prime Minister's Question time on this day there should be a good few MPs in the House. Transport arrangements and further details to follow.

Julie Barton (Regional Women's Rep & Control) and I, were invited to Basingstoke Fire Station on 31st January to give an update on the Control Campaign to Green Watch. If any other branches would like a visit please contact either myself or Julie.

Finally, to keep the pressure on, we will be rallying again at the next meeting of the South East RMB in Reigate, Surrey on Wednesday 13th April. Please make every effort to attend and lend support if you can. Transport arrangements and further details to follow!

Southsea	Southsea Branch is affiliating itself to the Portsmouth Trades Council. The annual fee is £15 which is due at next months meeting. . The branch would like to invite Hampshire's Chair and Control Rep to their next meeting. This is planned to take place towards the end of this month, at a date which is suitable to all concerned .
Redbridge	No Report
Andover	No Report
Eastleigh	No Report
Cosham	Catering allowance? To be chased up.
St Marys	No Report
Rushmoor	No Report
Fareham	No Report
Winchester	Asked if the £1.00 deduction death in service for Fire Fighters was for FBU Members only or any Fire Fighters. Checked on documents and confirmed it is upon the death of any Fire Fighter. Bro. Jordan to check with Membership Secretary that relevant steps for deduction have been put in place reference the recent tragic loss of two Stevenage Fire Fighters.

Officers	<p>Bro. Eades stated that the review of the FDS duty system affects everyone if not now then in the future. It could mean a reduction in FDS officers or it could remain the same. Bro. Jordan told the meeting this could be the first attach on all our Duty Systems and as far as the FBU are concerned the current review process is for negotiation not consultation.</p>
B&EMM	<p>Bro. Ramsey attended a National Committee meeting at the end of January where they reiterated the priorities for the section:</p> <p>Recruitment, Retention, Progression and Education.</p> <p>There is going to be a national recruiting team led by London who will offer their services to other Brigades.</p>
Education	<p>The region has identified deficiencies within the FBU education in its six brigades. The intention is to run some one-day seminars in each brigade to bring up the basic skills of representatives. These seminars will be open to existing representatives and members who may be interested in learning more before they become representatives or members who just want an insight into representative skills.</p> <p>Representatives who require specific training, e.g. H&S stage 1, can still apply for these courses and their applications will be supported. All representatives are encouraged to gain education to help them perform better as trade union representatives.</p>
Retained	<p>A serious issue has raised its head. This is with regard to the recent discipline held in Hampshire of a retained member.</p> <p>The new availability sheets arriving on stations have to be filled out correctly. If they are not, you could and most likely will face discipline charges for incorrectly filling it in.</p> <p>The service have provided no guidance, service order or policy for these sheets, but this will not stop them pressing charges against any member they feel is deliberately filling them in incorrectly.</p> <p>Be warned, be careful and if in doubt ask for guidance.</p> <p>Bro. Wadmore raised the following issues on behalf of Winchester Retained – The hourly rate for retained doing home fire safety visits is in dispute as it has not been negotiated with the FBU. RFU have negotiated a pay cut for their members! Also, can retained claim spoilt meals allowance if they respond during a meal break from home? Answer, no as they can chose whether to respond or finish their meal. Queried whether there is any extra housing allowance if retained live in expensive areas? Brigade Sec to look into. Winchester retained think Divisional Reps should change their title as in coming years it may be confusing to keep using A,B,C, div.</p>

17. A.O.U.B.

Bro. Burrows on behalf of Eastleigh Fire Station: Members are confused over the Working Time Directive forms recently received. Do the FBU support this or not? Bro. Jordan explained that they

had signed up to the principal. As a Union we are making no recommendations as to whether or not you should opt in or out. Self Employed hours do not count. Union work does count if it is a meeting which management have requested you attend and which you would otherwise earn Time off in Lieu for.

Bro. Trew (St. Marys) : It has been brought to our attention by the Ambulance Service that if HFRS administers Oxygen therapy to casualties there should be a written record of it on station.

Bro. Brimble (Rushmoor) : Regarding the surplus funds in the FBU's AIF. Previously members injured on their way to work were not allowed the benefit of the AIF. Will it now be paid? Bro. Jordan explained this will be for Conference to decide.

Bro. Hussey: Has Simon Green received a date yet? No date as yet.

Bro. Carpenter (Andover): Please feed back any information on Pensions to Dean Mills prior to the EC meeting on 17th Feb.

Bro. Evans (H&S): Will be having a meeting with Andy Bowers to discuss developing potential promotion candidates. Anyone on a development programme should be put onto the development rate of pay.

The FDS duty is the first duty system to come under potential attack. Branches are urged to support the Officers Section, as an attack on one is an attack on all. The Brigade Committee gives it support to all sections and all members equally.

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

Brigade Committee meeting
Wednesday 9th March 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
For further information on your union

Diary of Events

January

5th Hampshire BCM.

March

9th Hampshire BCM.

May

4th Hampshire BCM.
9-13th Annual Conference Bridlington.

July

6th Hampshire BCM

September

7th Hampshire BCM
7th Submission of Resolutions for Conference
2006.

November

2nd Hampshire AGM
2nd Hampshire BCM

February

9th Hampshire BCM.

April

6th Hampshire BCM.

June

1st Hampshire BCM.

August

3rd Hampshire BCM
3rd Branches Resolutions for Conference 2006

October

AGM of Branches.
5th Hampshire BCM
5th Nominations for Conference 2006

December

7th Hampshire BCM
7th Delegates to Conference 2006
7th 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>Position</u>	<u>Station</u>	<u>Mob. Tel. No.</u>	<u>Work Tel. No.</u>
<u>Brigade EC</u>				
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VACANT				
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Sharon Eames	Assistant Secretary assist.sec@hantsfbu.org.uk	Control	07917065865	023 80644000
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Hampshire FBU Website

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