

HAMPSHIRE BRIGADE COMMITTEE

9th March 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. Membership Secretaries Report
10. Region
11. Guest Speaker – Roy Lawrenson FSNBF / Eric Hounslow
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 Ramsey (Chair, 31), Christopher (Welfare, HQ), Moore (F&D, 20), Vickery (30), Evans (H&S 54), Trew (54), Hawkes (32), Brown (Asst.Mem Sec 53), Hussey (17), Sister Burrows (G&L, Control)

2. Members Present.

Were Brothers Jordan (Sec, 32/31), Burford (Mem Sec, 53), Burrows (Comms, 32), McCullen (Vice Chair, 24), Bates (C Div Rep, 54), Williams (ULF Education), Robson (31), Carpenter (31, A Div Rep) Wadmore (30), Sisters Eames (Control, Asst. Sec), Barton (Womens, Control)

3. Nominations / Elections

- a. General Secretary's elections. All branches encouraged to nominate
- b. Brigade Secretary's elections. All branches should receive a letter explaining time scale for these and shortly after a nomination form.

4. Minutes of previous meeting.

Accepted as an accurate record with the following amendments:

Page 4 Item 7 correct spelling for Bro. Paul **Trew**

Page 10 Officers – 3rd line should read '**attack**' on all our Duty Systems.

5. Matters Arising.

Page 2 - Catering Allowance. Brigade Secretary has written to DCO Curry quoting the grey book wording. No response as yet.

Page 4 - Home Fire Safety visits – Meeting of sub-committee to be arranged by

Brigade Secretary.

Page 5 – Meeting with Mark Oaten MP – Mark Oaten has now received the standard reply from Minister, Nick Raynsford.

Page 5 - Negotiation meeting on leave Service Order. According to a recent Ops Bulletin in Routine Notice the new Service Order will be out by 1/4/05! This has not yet been agreed or ratified. Bro. Jordan to write to DO Hammerton and DCO Curry.

Page 10 – Officers – The Grey book Page 13 Section 15 states you cannot reduce the number of Officers on FDS. The Officers section is dealing with this issue with our support and has raised several points regarding HFRS FDS document. See Correspondence No. 44.

Page 11 – Oxygen Therapy – Bro. Jordan to speak to Bro. Evans (H&S) regarding recording administration of oxygen therapy.

6. Correspondence.

Email to DO Hammerton – leave order
Wrong leave order on HFRS website

Emails – pensions

Email DO Stephens – make up drills – Meeting arranged for 11th March.

FBU HO – pensions – Financing for Fire Fighter’s Pension Fund

FBU – pension bulletin

FBU HO – election of EC member officers section

FBU HO – rejection of appeal for resolutions to annual conference
Reply from Standing Orders Committee upholding their decision to rule Hampshire business for Conference out of Order. Plan to challenge this at annual conference.

FBU HO – NJC rank to role
Letter informing NJC circular has been withdrawn as Union did not agree it. No agreement on movement from Rank to Role has been made yet.

FBU officers section – letter from Dave Beverley

FBU HO – firefighting at sea
Request from FBU HO for SOP and Insurance details on fire fighting at sea. Having a meeting with DO Johns to discuss, to be arranged.

Letter to Stuart Brown G&L EC Member – congratulations

Letter to Matt Wrack AGS – congratulations

Letter to Danny Whitelock Region 12 Chair – congratulations

Letter to SDO Butcher – Popley inspection
Letter from Bro Evans (H&S) following inspection of Popley site. Happy so far.

HFRS documents – FDS duty system

Officers section dealing with our support

Email to DO Norgate – CFS cold calling

Email from & to Shella Smith – capability and grievance service order

Management are sending out new Service Order for consultation. FBU arguing it's a negotiation as grey book condition. See below.

Email from & to Shella Smith – capability and grievance service order

Unison also refusing to have meetings if RFU and FOA are present.

Email to ADO Trevethick – CFS

Letter to SDO Butcher – FSD duty system

Letter to CFO Bonney – Control Staff Redundancies

Letter to DCFO Curry – acting up and temp promotion payments

Have learnt that following last assessment centres all those promoted should have been put on the Competent rate of pay but HFRS has put them onto Development rate. This was an NJC directive as at that time there was no agreement on rank to role. With effect from June 2003. **If this affects you**, make your Branch rep aware so they can feed back to Brigade Committee.

Letter to DCFO Curry – mess managers allowances

Letter asking for mess managers allowance to be given also regarding spoilt meal allowance and the fact that certain managers are requiring physical evidence that the food has been spoiled!

Letter from Peter Cowmeadow – trade union leave

Meeting to be arranged.

Region 12 Documents from regional meeting

Discussed later under Region

Best Value Review of Workshops – Summary was to keep service in house.

TUC courses – All requests for courses through the Brigade Committee to pass to Region. No objections to anyone applying for any courses but must go through correct procedures.

Documents from London meeting

7. Chairs Report.

Bro. Ramsey is having meetings with the CFO and DCO on Diversity following the CRE telling Hampshire they had to improve their policies. CFO has requested more finance from the Fire Authority to deliver this and we believe this will result in a full time post being advertised.

8. Secretaries Report February/March 2005.

Draft order to review on training incorporating six service orders

Meetings attended:

Health and Safety Meeting Popley Community Hall 11/2/2005

Attended with Brother Steve Evans, covered in Health and Safety report

Discipline Hearing in Leeds 16/3/2005

Appeal hearing of member, appeal upheld

Representation meeting 19/2/2005

On request of members from Gosport explained issues over representation

FBU Health and Safety Meeting Fareham 22/2/2005

Covered in Health and Safety report

Meeting with OHSW 28/2/2005

This meeting covered the new service orders on stress and welfare. A very productive meeting was had

Meeting with Southampton TUC college to arrange regional education 28/2/2005

Covered in education

Control Branch Meeting 28/2/2005

Invited to attend Control branch meeting

Regional Exec Meeting 1/3/2005

Discussion on events unfolding across the region

Public Sector Pension Coordinators meeting 1/3/2005

A meeting was held with six other unions in an effort to coordinate the various strike actions and rallies to oppose the cuts to all public sector pensions.

The FBU in Hampshire has pledged support for the strike and demonstrating unions in Hampshire. On the 23 March 2005 there will be a rally at the Guildhall Portsmouth at 12:00. All Hampshire FBU members are urged and encouraged to give up one day to show solidarity and support over this attack on our pensions.

PLEASE GIVE UP ONE DAY TO PROTECT YOUR PENSION. A CUT TO YOUR PENSION IS A FUTURE PAY CUT. THE ONLY PEOPLE WHO SHOULDN'T BE THERE ON THE DAY ARE THOSE ON DUTY.

Bring your friends and families.

Meeting with DO Norgate CFS 2/3/2005

Discussion on cold calling health and safety issues. Discussion on CFS in unhygienic/unhealthy households.

Regional Meeting 3/3/2005

Regional meeting update under region

Meeting at Southsea Branch 3/3/2005

Invited to talk about Control regionalisation, attended with Sisters Eames and Barton. Lively discussion on the General Secretary Election followed as did other issues, pension, WTD, leave. Finished off with a Q&A session.

Meeting London Brigade Secretaries 6-7/3/2005

This meeting was called to discuss the following issues; Regional Controls Campaign, IPDS (there is no national agreement on this yet), Rank to Role (there is no national agreement on this yet), Pay (Hampshire and one other Brigade are not following national guidance and are under paying a section of the workforce), Pensions.

Service order updates received this month;

13 updates received this month. Branches are reminded to read through these and if they spot any glaring errors or problems, or if they think there should be challenges and changes made to the service orders to let me the Brigade Secretary know. I do occasionally miss things and I am grateful for the help.

Other issues;

A reminder to all members on all branches; there is a miss conception going around that Control Staff did not support the recent strike action during the pay dispute.

ALL FBU MEMBERS IN CONTROL AT THE TIME WENT OUT ON STRIKE. SINCE THE STRIKE, MEMBERSHIP IN CONTROL HAS INCREASED BY 100%

THEY SUPPORTED ALL OF YOU IN THE STRIKE, IT IS TIME WE SUPPORTED THEM, AS THEIR JOBS ARE ON THE LINE WITH THE MADNESS THAT IS REGIONAL CONTROLS.

REMEMBER AN ATTACK ON ONE IS AN ATTACK ON ALL. DON'T LET MANAGEMENT AND THE EMPLOYERS DIVIDE AND CONQUER. SUPPORT YOUR CONTROL STAFF.

BRANCHES SEND IN YOUR MESSAGES OF SUPPORT TO CONTROL.

Branch Officials details have been requested from head office. Could all officials please send a copy to the membership secretary.

LIST OF OUTSTANDING ISSUES WITH HFRS:

Recognition of trade unions (FOA and the RFU)

New Discipline procedure

Service Order on Leave

Rank to Role

FDS duty system officers

Make Up Drills wholetime retained

Regional Controls

CFS (constructive consultation ongoing)

Acting Up Allowances

Trade Union Leave

Availability Sheets Retained

Retention/Redeployment/Redundancies in Control

Career Breaks

9. Membership Secretaries Report.

Only received data base update sheets from 50% of the membership. Please complete and send in to Membership Sec asap. Check that you are being deducted your subs from your pay slip. If it has lapsed for more than 3 months you will not be a member. If in any doubt complete a new subs form and send to Membership Secretary.

Currently liaising with Rajinder in personnel regarding deduction of £1 for the death of each of the two Stevenage fire fighters. This should come out of the April pay roll.

Brigade committee voted unanimously to support out of trade member in his extension.

10. Regional report

Briefly discussed what happened at last Regional Committee meeting. Main points were Pensions Campaign, Regionalisation of Controls, General Secretary elections.

11. Guest Speakers

Roy Lawrenson & Eric Hounslow FSNBF

The FSNBF want to introduce an opt out scheme for all members of HFRS, which will work out at £1 per month. The BCM were fully supportive of the idea and would encourage members to participate.

12. Conference

Observers:

Bro. Carpenter

Bro. McCullen

Sis. Barton

Bro. Robson

Bro. Moore

All branches are reminded to check through the preliminary agenda and report back to the Brigade Committee as soon as possible. Need to know what items your branch supports, disagrees with or will mandate the delegates to decide upon after listening to the debate at conference.

13. Report from HFA

Nothing to report as no meetings since last BCM. All branches reminded that we can put through deputations to the Fire Authority (max of 6 x 10 minute deputations at each meeting).

14. Health & Safety

The following items were raised or outstanding items from the following meetings.

01 Feb- H&S Working group meeting

22 Feb- FBU H&S Rep Meeting @ Fareham

Items raised and ongoing:-

1. Rope pack:
 - safe working on aerial appliances.
 - rescue capability of TL's compatibility with rope pack systems
2. Training risk assessment;
 - new form + review of procedure discussed.
3. Working at height regs:
 - New regs come into effect from 1st April 2005.
4. HFSC:
 - Lack of assessments.
 - No written, lone working procedure (green book personnel).
 - Entry into unhygienic premises.
5. Stn admin assistants;
 - Accessing operational areas. (safeguards)
6. Welfare facilities at incidents:
 - As last month, still to be resolved.
7. Appliance access review:
 - All members please cooperate in this activity to highlight areas/ roads that are problematic for operational appliances to access.
 - Forward any roads identified to any of the following for action.
Station manager.
Watch manager.
Any personnel with relevant reference. (risks / topography)

We need more Health and Safety Branch reps to attend meetings to help spread the workload.

Will be setting up 'Group' Health & Safety Reps.

15. Fairness & Dignity

Currently we have one case of harassment and bullying ongoing and one discipline case being heard this month.

16. Branch / Section Reports.

Education Bro. Harry Williams stressed the need to set up Learning Reps in the branches and get them trained up. This has to be an FBU Member but the learning is available to all. A document on the Union Learning Fund will be going out to all members' home addresses shortly. Other brigades in the region have embraced the principal, however, HFRS have not yet responded.

Regional Education Report A meeting was held at Southampton TUC College 28/2/2005. A proposal was put forward to hold one day seminars for each Brigade in our Region on Basic Skills for Branch Officials. This to train up new officials and potential new officials, therefore the course is open to officials and members alike. Areas to be covered; FBU structure, responsibilities of officials, different roles of officials, brief guide to rules, standing orders and Conditions of Service.

The first course will cover IOW/South Hampshire/Dorset (venue Southampton College) 19/5/2005. Names as soon as possible please

Minimum students per seminar should be 12; no real maximum is being set and is therefore flexible depending on numbers interested.

From this training, it is hoped members would want to increase their knowledge and skills by attending further TUC education courses, either at the various TUC colleges or held within regional seminars.

Further courses planned to include; new pension changes, fairness at work, health and safety, discipline, negotiating skills. Any other subjects that Brigades want please let me know.

Andover Nothing to Report

Winchester Nothing to Report

St Mary's Nothing to Report

Redbridge Nothing to Report

Southsea Nothing to Report

Eastleigh Nothing to Report

Women National Women's Committee Hampshire, Region 12 Report 9/3/05

Held a regional meeting on 15th Feb at Eastleigh but only 2 persons attended – very disappointing.

Applications for National Women's School (8-10th April) have been sent out but to date only 2 applications received.

Hants – have some quality and sizing issues with female control staff uniforms. Currently collecting responses from the women.

Pensions rally in Portsmouth Guildhall Square – good turnout from FBU and other unions. Brother Jordan gave an excellent, un-rehearsed, speech on the twofold attack by the government on women in the fire service with job cuts through regionalisation and attack on pensions.

Attended a RESPECT coalition meeting on 16th Feb (have done a separate report).

Attended Unite Against Fascism conference, 26th Feb (have done a separate report).

National Womens Committee 2 day meeting, Kingston 23/24 Feb

Deadline for getting out facilities questionnaires will be the end of April.

Did some work on 'Siren' magazine; I have been tasked with interviewing Ruth Winters for an article about the FBU and international issues.

Decided on a resolution for National Assembly of Women conference (16-17th April) ours will be 'Women Working in a Male Dominated Workplace'.

Sally Harper (London) talked about the 'National Clothing Project.' London have been given the remit and are trialling items at present. The idea behind this is to have a national procurement of all uniform items; they want one company to supply everything, from helmets to trainers, skirts to shirts. Sally is scheduled to attend a NCP meeting this month and I will endeavour to get more information about it from her.

Several NWC members, including myself, had received complaints about facilities at the Fire Service College. Women have been having to use the same toilet and washing facilities as their male colleagues. Kerry Baignet (NWC Secretary) is dealing with this.

An IOW member, who couldn't attend our regional womens meeting asked me to bring up the subject of 'honour' killings with the NWC. There has been a marked increase in these types of murders recently in the Pakistani and Kurdish communities. One example is that of Abdalla Yones from west London who murdered his 16 year old daughter Heshu because he disapproved of her Christian boyfriend. He is now serving a life sentence. The NWC will be pledging their support to the Kurdish Womens Action Group Against Honour Killings.

Control

Dates for Diary

16th March – Lobby of MPs at Westminster. Coach being arranged need branches to indicate numbers as soon as possible to either Sis. Eames or Sis. Barton. Please ensure you have the posters up on your branch noticeboard.

4th April – Control Campaign Focus Week. For the duration of this week control staff across the Southern Region FBU will be getting out and about into town centres, shopping malls, supermarkets etc to meet the public handout leaflets, stickers, balloons etc and get our petition signed. Branches to let Sis.

Eames know of any friendly contacts at locations on their station ground which might be of use for the Control stand. Also please support the week if you are available let me know, even if you only spare a couple of hours to stand with control staff in your area it would be very much appreciated by all concerned. We need to get the message across to the public!

13th April – South East Regional Management Board meeting at Reigate, Surrey – Rally by Control Staff and FBU members, transport will be provided. Names again to either Sis Eames or Barton.

HFRS have announced a series of meetings with Control staff to discuss Retention, Redeployment and Redundancy. As yet nothing has been consulted on or agreed with the representative bodies or control staff.

We also have outstanding issues with Acting Up in Control, and Trade Union Leave to be resolved.

17. **A.O.U.B.**
None.

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

Brigade Committee meeting

6th April 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
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 Southport

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>
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Hampshire FBU Website

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