

# **HAMPSHIRE BRIGADE COMMITTEE**

**6<sup>th</sup> April 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. Conference
  11. Reports from HFA
  12. Health & Safety
  13. Fairness & Dignity
  14. Branch / Section Reports
  15. A.O.U.B.
  16. Date and Venue Next Meeting
- 
1. **Apologies.**  
Were received from Brothers Ramey (Chair, 31), Bates (C Div Rep, 54), Christopher (Welfare, HQ), Moore (F&D, 20), Evans (H&S, 54), Brown (Asst. Mem. Sec, 53), Hawkes (32), Vickery (30), Robson (31), Burford (Mem Sec 53), Sisters Barton (Women, Control), Burrows (G&L, Control)
  2. **Members Present.**  
Were Brothers Jordan (Sec, 32/31), McCullen (Vice Chair, 24), Carpenter (A Div Rep, 31), Wadmore (30), Eades (Officers), Thurman (Officers), Burrows (32), Sisters Eames (Control, Asst. Sec),
  3. **Nominations / Elections**  
General Secretary Elections ongoing. Brigade Secretary's Elections (post meeting note, Bro Jordan re-elected as Hampshire Brigade Secretary).
  4. **Minutes of previous meeting.**  
Accepted as a true record.
  5. **Matters Arising.**  
Page 1. Catering Allowance – No response from DCO Curry as yet.  
  
Page 1. Home Fire Safety Visits. The sub-committee have not yet met.  
  
Page 2. Leave Service Order. A draft Order was issued to which the FBU issued responses and requested further negotiation meetings. The draft order does not meet the grey book minimum standard. The Service sought clarification from the NJC which in our opinion appears to agree with the FBU stance. The Service is now calling these meetings 'consultation' meetings. If this is so, we will go into dispute. The Old 3/96 Service order still applies. **Not** 07/04 as per the website. There are issues outstanding with appendices H & I (career breaks) the service cancelled the meeting on career breaks, and Appendix I

Leave to carry out civil duties. We have had no input on this. Other issues remain outstanding from day crewed stations.

Page 2. FDS Officers – Grey Book. Management are ‘consulting’ not ‘negotiating’ on changing the duty systems for FDS officers. The new proposed duty system is role based. How can they do this without rank to role first being agreed nationally? The advice is we cannot agree anything locally until receiving guidance nationally. The Review and Job evaluations are supposed to be completed by April next year.

Page 2. Oxygen Therapy recording. Bro. Jordan to chase up with Bro. Evans.

Page 3. Trade Union Leave in Control – No response to request for a meeting from PFCO Cowmeadow.

Page 4. Public Sector co-ordinators meeting. See report later on.

Letters of support to Control. All Branches are reminded to send their letters of support to Control Branch.

Names please to Brigade Committee of those wishing to attend the 1 day course at Southampton College on 19<sup>th</sup>

## 6. Correspondence.

CFS Risk Assessment – discussion on cold calling and risks of abuse of the system by non-Fire Service personnel. Many members are uncomfortable with this. Bro. Carpenter pointed out that Wiltshire Police have requested Wiltshire Fire Service do not cold call as they have had several incidents of bogus callers. It is believed that Wilts Fire have now ceased cold calling.

Gloucestershire Fire Service Statement – bnp

Sharon Eames – notes from control meeting DCFO House

email to Shella Smith – grievance service order – Discussed.

DO Stephens – training bulletin make up drills wholtime retained, other issues have come to light following this bulletin and meeting and further talks with HFRS will be had

Email DO Norgate – Hightown incident

FBU Pension Petition form

email to Jenny McNeill – acting up

Letter to DO Hammerton – Leave Order

email DO Hammerton – leave order

letter to Peter Cowmeadow – trade union leave

FBU HO – receipt of amendments to resolutions to conference

FBU HO – maternity policy

FBU HO – application of the DDA to firefighters and firefighters control

DO Stephens – make up drills – as above

Reply to Mark Oaten MP from Nick Raynsford

FBU HO – AIF successful claim settlement confidential

FBU HO – elections independent enquiry

FBU HO – retained reimbursement of loss of earnings

letter to SDO Butcher – co-responding

email from Rod Hammerton – leave order

email DO Johns – ff at sea

variable crewing – view from other brigades

questions in parliament – Control Rooms

FBU HO press release – bnp

HFRS decision – wholetime transfer in

email Steve Evans – asbestos

email – acting up payment still wrong

email Jenny McNeill – acting up

email from DO Norgate – CFS

letter to DO Norgate – CFS

letter to Health and Safety Executive – major Health and Safety breach in HFRS – awaiting response from HSE

email Sharon Eames – Control concerns

Pension Calculations

ODPM – Exemplification of the proposed new financial arrangements for firefighters pensions

email SDO Butcher – Co-responding

FBU HO – press release lives at risk, buried research

ODPM – draft LPS regs 2005

ODPM – statutory instruments LPS regs 2005

minutes – hijacked joint trade union meeting

invite to Door One Theatre Group

FBU HO – media coverage Control Campaign

FBU HO – letter from Andy Gilchrist you and your money

7. **Chairs Report.**

No Report

8. **Secretaries Report.**

**Draft orders:**

The following draft orders have been dealt with this month; Stress, Welfare. Both these have previously been gone through with meetings with DO Stead and Geraldine Malley at a very constructive level.

Retained management system, this was passed to us by DO Richards and discussed at the Retained Section Meeting. A response has been sent to DO Richards. Update on this is that the service has issued this as a service order SO 1/11 and the availability sheet is form FM 7/3/4. The FBU will obviously check through the issued service order to see if any of our concerns were listened to.

Leave Order, this needs more negotiation, however, the service do not appear to be willing to negotiate further so the FBU will be left with no alternative than to register a trade dispute.

**Meetings:**

**Meeting with DCFO House and Lorraine Hearnden 10/3/2005**

Control retention, redeployment and redundancies. Control section will give a more detailed report. Also under correspondence notes of meeting.

**Meeting with DO Stephens 11/3/2005**

Make up drills for wholetime retained personnel who are not employed wholetime in HFRS. Training bulletin under correspondence explains this meeting.

**Discipline hearing 14/3/2005**

Adjournment reached with management over irregularity in the paperwork. Further date scheduled for the hearing.

**Retained section meeting 15/3/2005**

Extensive subjects covered in the meeting minutes available

**Regionalisation of Control, lobby of MP's at Westminster 16/3/2005**

A very successful day, more details included in Control report

**Meeting with DCFO House 17/3/2005**

Discussion on resurrection of the uniform working party and an updated list of participants. A need for better communications over uniform issues and that it would be preferable from a service perspective that uniform issues are not raised under health and safety, but through the committee of Brigade Secretary.

Service Order 4/2/1 gives definitive lists of uniform that should be worn.

Discussion on the outcomes of the Best Value Review of Workshops. There will be a 12 month proving period that the review recommendations are the correct ones. This will delay any move of workshops from Winchester to Eastleigh.

Video CCTV to be installed on pumps to aid growing health and safety issues on crews being attacked whilst on incidents. One or two pumps will be identified as trial appliances for this initiative. Currently the following brigades have installed such systems; West Midlands, Grampian, Humberside, Strathclyde, Devon.

Discussion on the possible relocation of Havant and Waterlooville.

Issue of timelines for retention, redeployment and redundancies in Control.

**Pension Rally Portsmouth Guildhall 23/3/2005**

This rally got good media coverage and other unions although having received a respite in the attack by the Government on their pensions still came out to support the FBU.

**Regional Meeting Co-responders 24/3/2005**

This was to discuss the regional position on this issue and to look at the various ways the brigades in our region are trying to introduce this.

**Meeting with Sarah McCarthy-Fry 29/3/2005**

The proposed new Labour candidate for Portsmouth met with the FBU over the issue of regional controls, more in the Control Report.

**Officers Section 1/4/2005**

Meeting which included Barry Stockford, Region 12 Officers Rep. Discussion on FDS duty system. Officers Section still needs the support of all other branches and sections.

**Regional Exec Meeting 5/4/2005**

Discussion on various campaigns the Region is currently involved in. Education discussed, including a presentation from Harry Williams on Union Learning Fund/Project.

**Public Sector Unions Pension Committee 5/4/2005**

Co-ordination of campaign across all public sector unions. The unions involved have also agreed to co-ordinate on other issues.

**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  
Wholetime retained draft service order (supplied by FBU)  
Underpayment of retained personnel  
New Grievance Service Order  
Catering allowances

9. **Membership Secretary's Report**

No Report

10. **Conference**

A reminder for all branches to go through the Agenda and see which resolutions their branch wish the delegates to support or not or to debate. Please do this by the next BCM.

11. **Report from HFA**

No Report

12. **Health & Safety**

Contents:-

Items ongoing from March's report.

1. Rope pack:- ALP- aerial appliance safe working at height, many new developments incorporated into HFRS safe working policy.  
TL's- review of rescue capability ongoing.
4. HFSV: - assessments carried out, lone working protocols outlined  
*(no lone working to be carried out by non-flexi-duty, station personnel)*
6. Welfare provisions at incidents: - a re-worked policy addressing the inadequacies of the old system to be introduced, review of its success ongoing. *(please send any information either positive or negative to Steve Evans C/o RED WATCH 54)*

Matters arising since March's BCM;

1. CFS, home visits into unhygienic premises; guidance ehas been sought as to the procedure to be adopted should personnel encounter a premise that they risk assess to be a hazard to their health.  
*DO Norgate to take back to regional committee to ascertain any policies introduced regionally.*
2. FBU Group liaison reps; we are currently looking for suitably trained H&S reps to take responsibility for groups, this would entail working in partnership with group manager and station managers (retained) to oversee the 1/4ly safety inspections. Many groups have already got reps in place but there are still some that require volunteers.  
For further information and any other details contact Steve Evans at either R/W 54 or by the contact details attached to these minutes.
3. Wearing of seatbelts on appliances; new policy discussed (one more in line with other brigade's)
4. Oxygen therapy recording; discussions over the best way to implement a standard of recording throughout HFRS held at the Safety working group meeting held on 22/03/05

13. **Fairness and Dignity**

We currently have one discipline and two F & D issues running at the moment.

Post meeting note: Bro. Steve Moore has resigned as F & D Rep. Vacancy now exists.

#### 14. Branch / Section Reports.

Andover	Fuel and light allowance for day crewed personnel. The bills went up but the allowance has not. Rent allowance has not gone up for a year. When is the due date for review? Brigade Sec to write to management.
Eastleigh	Thanks to Sis. Eames and Barton for the very informative talk they Gave to the Branch on Control Regionalisation. Lots of good feedback. A Wholetime/Retained firefighter has applied via the branch to rejoin the FBU. The branch have supported the application and it will now need ratifying at the next BCM when in quorum.
Winchester	No Report
Officers	The FDS review. This is the first duty system to be reviewed. It is of interest to all. Following discussions with Regional Officer's Rep Bro. Barry Stockford, it has been agreed that the FBU will attend the meetings with FOA. We are now involved in these meetings. Currently there are 72 FDS Officers and the Brigade wish to reduce them to 60 and take off the SDO's from the rota. We are currently negotiating which rota the SDOs will work. FOA have put forward a counter proposal they could work which the FBU support. This would mean working 6 extra rota days. The next meeting is on 20 <sup>th</sup> May.
B&EMM	No Report
Education	19 <sup>th</sup> May 2005 1 x day seminar – names to Bro. Jordan. Open to members and officials at Southampton College. Will be running another in the north of the country in the near future. Will run from 0900-1730 students will get travelling and subsistence.  Vacancy for Education Rep in Hampshire still exists, volunteers would be welcome
Retained	Retained Section Meeting  15 March 2005  New service orders on retained management system (availability sheets)  Discussion and response to management  The FBU retained section welcome the guidance and policy on the availability sheets  Discussion on FBU recruitment  Discussion on FBU setup  Spoilt meal allowances  Heating and lighting allowance  Thompsons solicitors FREE will service  Fireman's pension scheme  Make up drills for wholetime retained firefighters, training bulletin from HFRS

Response to management to compare Wiltshire approach to this issue

Review of family friendly policy, how does this bulletin fit in with this

New procedure for drill night FGA 1's, this needs to be challenged

Women No Report

G & L No Report

Control Since the last meeting we have:-

Lobbied MPs at Westminster on 16<sup>th</sup> March. A really good response from all MPs pledging support to the Campaign. An Early Day Motion has been tabled by Lib-Dem MP Mark Oaten.

Focus Week – Week commencing 4<sup>th</sup> to 8<sup>th</sup> April. Control Staff from across the Southern Region were out in force to meet the public and tell them just what the ODPMs plans for Regional Controls will mean to them when they dial 999.

Regional Management Board Rally – 13<sup>th</sup> April. Please attend, transport will be provided again, we need to keep the pressure on.

I have also visited Southsea, Hightown and Eastleigh Branches since the last BCM to spread the word about the Control Campaign.

Thank you to those branches who have sent letters of support in to Control. Your support means a lot to us and helps to pick morale up!

We are still disputing the way HFRS is calculating pay for acting up purposes and are awaiting a meeting with Jenny McNeil. This has resulted in several Control Staff deciding that they will not act up per shift until the situation is resolved.

**15. A.O.U.B.**

Bro. Wadmore (30) said there were inconsistencies in training between full and part time fire fighters when fitting smoke detectors.

CFS – Health & Safety issue to be raised with management. Training and other station routines are dropping off. Under DARTT 2% move to Fire Prevention by 2006 but more resources are being spent on CFS far disproportionate to 2%. TAPS cannot be given the time it needs.

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

**Brigade Committee meeting**  
**Wednesday 4<sup>th</sup> May 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.hantsfu.org.uk](http://www.hantsfu.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 Southport

## 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>Position</u>	<u>Station</u>	<u>Mob. Tel. No.</u>	<u>Work Tel. No.</u>
<b><u>Brigade EC</u></b>				
Lud Ramsey	<b>Chair</b> chair@hantsfbu.org.uk	31 Day	07917065877	01264 339000
Conrad Jordan	<b>Secretary</b> secretary@hantsfbu.org.uk	32 W/W	07917065876	023 80613151
Colin Burford	<b>Membership Secretary</b> mem.sec@hantsfbu.org.uk	53 R/W	07917065878	023 80776391
Nigel McCullen	<b>Vice Chair</b> vice.chair@hantsfbu.org.uk	24 W/W	07719534535	023 92871303
Sharon Eames	<b>Assistant Secretary</b> assist.sec@hantsfbu.org.uk	Control B/W	07917065865	023 80644000
Tony Brown	<b>Assistant Membership Secretary</b> assist.mem@hantsfbu.org.uk	53 W/W	07974 161382	023 80776391
Eddie Burrows	<b>Communications Co-ordinator</b> comms@hantsfbu.org.uk	32 G/W	0700 5335188	023 80613151
<b><u>Sections</u></b>				
Steve Evans	<b>Health &amp; Safety Co-ordinator</b> hsw.chair@hantsfbu.org.uk	54 R/W	07973 845111	023 80333254
<b>VACANT</b>				
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Ali Burrows	<b>G+L</b> gl@hantsfbu.org.uk	Control B/W		023 80644000
Lud Ramsey	<b>B&amp;EMM</b> baemm@hantsfbu.org.uk	31 Day	07917065877	01264 339000
<b>VACANT</b>				
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<b>VACANT</b>				
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Pete Bates	<b>C Division</b> cdiv.rep@hantsfbu.org.uk	54 R/W	07929 361918	023 80333254

### Hampshire FBU Website

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