

HAMPSHIRE BRIGADE COMMITTEE

4th May 2005

WINCHESTER RUGBY CLUB

Agenda

1. Apologies
2. Members Present
3. Nominations/Elections
4. Minutes of Previous Meeting
5. Matters arising
6. Conference
7. Correspondence
8. Guest Speaker – Andy Tait
9. Chairs Report
10. Secretaries Report
11. Membership Secretaries Report
12. Reports from HFA
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 Christopher (Welfare, HQ), Moore (F&D, 20), Brown (Asst. Mem. Sec, 53), Hawkes (32), Robson (31), Trew (54), Vickery (30), Wadmore (30), Sister Burrows (G&L, Control)

2. Members Present.

Were Brothers Ramey (Chair, 31), Jordan (Sec, 32), McCullen (Vice Chair, 24), Bates (C Div Rep, 54), Carpenter (A Div Rep, 31), Eades (Officers), Thurman (Officers), Burrows (32/Comms), Hussey (17), Harris (24), Evans (H&S, 54), Burford (53/Mem Sec), Sisters Eames (Control, Asst. Sec), Barton (Women/Control),

3. Nominations / Elections

General Secretary elections close Friday 6th May at 1400 hrs. If you have not voted yet do so now.

4. Minutes of previous meeting.

Accepted as a true record.

5. Matters Arising.

Page 7 – Eastleigh Report. Wholetime/Retained member wishing to rejoin FBU, Adrian Johnson, has been endorsed by Eastleigh Branch and seeks ratification from Brigade Committee. Following debate over the rules of rejoining, proposed by Bro. Carpenter and Seconded by Bro. Hussey. Carried unanimously.

Page 10 – Bro. S. Moore Fairness and Dignity Regional and Brigade Rep is still in post as he had not yet submitted his written resignation to the Regional Secretary. Bro. Moore has now resolved the personal issues he had and is happy to continue in post. Brigade committee endorsed Bro. Moore's continuing position as Fairness and Dignity Rep and B Div Rep.

6. Conference

The Brigade Committee debated this year's resolutions and rule changes and gave a clear mandate to the Hampshire delegation on which way to vote.

7. Correspondence

letter from DO Norgate – cfs

letter to DO Norgate – cfs

report on meeting with Public Sector Pension Unions

letter to Shella Smith – proposed new grievance order rejection

letter to Shella Smith – proposed new discipline order rejection

retained letters – nick raynsford

H&S issue – IFEX impulse gun and back pack

letter to Columbia – detention of trade union representative

institute of Employment Rights – conference and seminar dates

letter to Phil Jordan Gloucestershire Brigade Secretary – redundancies Control Staff

email to Paul Woolstenholmes – ff at sea

press release – RMB fail to agree government proposals on fire controls

email Dean Mills – response from channel 4

NJC – Consultation and Negotiation training

email from Phil Jordan Gloucestershire Brigade Secretary – redundancies Control Staff

letter to DO Norgate – cfs concern from a member of the public

email to Brigade Secretaries – cctv in appliances

email from Sean Starbuck Humberside BS – cctv in appliances

email from member – lack of feeding at fire ground

HFBU all members – General Secretary use your vote

letter to Cllr Thornber – regional controls

FBU HO – respect women's choices on abortion

FBU HO – NJC rank to role

letter to Cllr Mullenger – regional controls

letter from DCFO Curry – response to competent rate of pay issue

HFRS press release – bnp

HFBU press release – bnp

TUC education challenging racism course

TUC education – taster course

letter from DO Norgate – response cfs concern from a member of the public

email from member – bnp

HFRS bulletin – extra statutory bulletin

letter from DO Norgate – cfs retained under payment

letter to DO Norgate – cfs retained under payment notice of trade dispute

freedom of information request – breakdown of trade union membership in HFRS

letter from ADO Wittcomb – retained rota system

letter to DCFO Curry – comments on JTU

letter from Mr Cartwright – regional controls

South East RMB report

8. Guest Speaker

Andy Tait. Andy gave a very good presentation to the Brigade Committee. The Committee agreed to endorse Andy and give him every assistance in relation to his claim.

9. Chairs Report

A reminder to all Branches to endeavour to affiliate to local Trades Councils. You can check the TUC website for details of branches. Report back at next Brigade Committee Meeting.

A discussion followed over Hampshire's recent press release regarding the BNP. The BNP have targeted Dean Mills (EC Member) and his family sending emails and threats to him and his family. There followed a debate on HFRS actions regarding Ian Johnson.

10. Secretary's Report

Draft orders:

Response from HFRS on "return to Operational Duties"

Meetings:

Meeting with SDO Cowmeadow 14/4/2005

Control issues, acting up and officers rota discussed.

Meeting with DO Millar and ADO Leonard 18/4/2005

Ongoing meetings with regard to the temporary fire station at Popley near Basingstoke.

Working Time Directive Meeting with DO Stead and Shella Smith 21/4/2005

Timelines discussed, computer systems required to record working time records.

A “at risk” group analysis needs to be made. Manipulation of available data to identify the at risk groups. <48 hours low priority, 48-55 medium priority, >55 high priority.

Discussion on 17 week reference period, was it needed or could it be taken from available data when new computer system is in place.

Follow up letters for those who have not responded to survey with opt out form or completed time sheet. The FBU would encourage all who haven’t returned one or the other to do so.

Discussion on WTR Policy

Health and Safety meeting 22/4/2005

Brigade Health and Safety meeting report under that item.

Service Orders Meeting 26/4/2005

The service order on leave had further negotiations. Extra days leave has been negotiated, however, there is still a sticking point on Bank Holiday working and a further meeting will be scheduled to address this issue. The service order will need to be worded in such a way so as to show an audit trail of how leave is arrived at to achieve the “bucket of leave” principle. The meeting was productive.

The service order on grievance was discussed, the FBU original position was that the proposed order was of a lesser standard that currently in place and so rejected the order. Following negotiations, along with Unison and GMB, improvements were highlighted and a comparable service order has now been produced, but will require a further meeting to iron out any wrinkles. Again this meeting was viewed as being productive.

Exec Meeting 27/4/2005

This was a brief meeting and no minutes have been produced, however, it was decided that in future the Exec meeting will take place before the BCM because the Exec has to give enough days already to other meetings across the Brigade and Region. This will therefore free up one day a month for Exec members.

Regional Meeting 28/4/2005

Report under region, meeting papers available at this meeting for BCM members to look at.

Regional Executive Meeting 3/5/2005

This was to discuss the regional direction and conference issues

Other issues

Health and Safety address to download TUC Safety Representatives and Safety Committee booklet <http://www.tuv.org.uk/extras/brownbook.pdf>

Members are reminded to make Accident and Injury Fund claims within the time periods set out on the forms. Many members are missing out by delaying their claims.

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 service order (supplied by FBU) thanks to Eddie and Berkshire for this
Under Payment of Retained
New Grievance Service Order
Catering Allowance

11. Membership Secretary's Report

Death in Service deductions for Firefighters who die whilst on duty. This is ongoing and is in the hands of the Castle. I have been liaising with Personnel Dept and will report back when they have actioned.

A reminder to branch officials that now WT/RT can be members of the FBU can all applications be ratified from Branches before coming to the Brigade Committee. Head office chases up any previous members and they need to be ratified.

When new members transfer in from other Brigades, the member needs to fill out the whole Membership Application. This is a Head Office requirement. Once completed please forward to Membership Secretary including their Subscription Form. All forms can be found on the Hants FBU Website.

A number of applications have arrived for Brigade Committee to ratify.

12. Report from HFA

H R COMMITTEE FIRE AUTHORITY MEETING 20TH APRIL 2005

ITEM 5.

FINAL VERSION OF THE RACE EQUALITY SCHEME 02-05 FINALISED AND ACCEPTED.

ITEM 7

A REGIONAL APPROACH
REGIONAL HR TEAM HAS BEEN SET UP TO-
COMPARE GREY AND GREEN BOOK JOBS FOR EQUALLITY IN PAY AND CONDITIONS

COMPLETE NOV. '05
INFORM STAFF JAN. '06

ITEM 9

PRESS WERE PRESENT FOR THIS ITEM

MEETING GOT OFF THE POINT BY VOCALISING THEIR OPPOSITION ABOUT REGIONAL CONTROLS.

REPORT STATES THAT ALL BRIGADES IN THE REGION SHOULD OFFER THE SAME PACKAGE FOR FAIRNESS.

NO COMMENT ON WHICH PACKAGE CONTROL STAFF WILL BE OFFERED AND NO CONSULTATION WITH STAFF WAS EVIDENT TO FIND OUT WHAT WOULD RETAIN THEM IN THE JOB.

13. Health & Safety

Working group issue on BA training issue. Dislodged face mask that caused a failure on the first breath mechanism. Training need was also identified and Drager informed.

PAT testing issue raised, some stations have equipment not tested.

Fluid Control Regulations, disposal of oils etc, environmental issue

ALP issue working from height, lanyard in cage, fall arrest working outside of cage, training requested to take up this issue

Oxygen therapy, record keeping, the service are looking at this

14. Fairness and Dignity

One discipline case has been resolved as the member has now resigned. There is two other issues being dealt with at present. Bro. Ramsey reported that HFRS are to look into doing a video on positive action.

15. Branch / Section Reports.

Southsea No Report

Eastleigh What progress has been made nationally on the July pay formula? Pre-arranged overtime, members have been told they will not get paid just time off in lieu. Branch would like the Committee to progress a way of extending the London waiting allowance to the South East. Brigade Committee agreed to visit this after Conference. (insert email from SubTatner re: catering)

Andover No Report

St. Mary's What progress has been made regarding acting-up payments? There is a meeting scheduled for Friday 6th to discuss this. Also when there is no Sub Officer on duty can the Leading hand claim as a watch manager? These things will be discussed at Friday's meeting.

Fareham There are problems arising on station when more than 6 wholetime are on duty and they ride the second appliance. Bro. Hussey to get more details and forward to the Brigade Committee to investigate.

Officers The FDS Review is underway. Initial proposals were to reduce FDS allowances from 68 to 60 with the SDO's being on a separate rota. Management have said they are consulting not negotiating with the Officer's section over these changes. However, these talks have resulted in both sides agreeing to settle at 64 FDS allowances. They are now being consulted on shift patterns there are two proposals in one from FOA and one from HFRS. We are currently balloting members on their opinions and which they prefer. Bro. Jordan to seek clarification from our EC Member on involvement with the Middle Management Review.

Control **Control Campaign** – Since the last meeting there has been a lot of campaigning. We had our Control Campaign Focus Week from 4th to 8th April. This was a great success in terms of publicity and meeting the public. Hundreds of leaflets and balloons were handed out at shopping centres across the Region and more names added to the petition. Media interest was high and we were only restricted by the numbers of volunteers and our inability to be everywhere at once! A big thank you to all those that helped.

On 13th April we organised a Rally of the South East Regional Management Board meeting in Surrey. Despite initial threats from the CFO of Surrey to have us removed and the fact that he had called the police the rally went off without incident. We were

eventually accommodated in the viewing gallery and all allowed into the meeting. What was apparent was the growing concern over the Government's plans to regionalise control rooms. Several councillors being very vocal against the plans, notably Buckinghamshire and Berkshire, but even Cllr. Cartwright of HFA reiterated their position. Letters have been drafted by the chair of the RMB to the ODPM voicing concerns and asking for assurances on several points, including costs. I think they are beginning to wake up to what we have been telling them for the past 18 months.

In the early hours of the morning on 25/4/05 one of our Control Operators took a harrowing call to a house fire in Andover, persons reported. She was on the line giving Fire Survival Advice to the occupants for several minutes. As you will appreciate every minute seems like an hour in these situations and it is very stressful for the Operator to hear the screams of people trapped. This is one very good reason why we should fight Regional Controls, with 2/3rds less staff on duty you just could not afford to be on the line to one caller for this amount of time! Please support the Campaign against Regional Controls and enable us to continue to provide the excellent level of service the people of Hampshire currently enjoy.

Other Stuff – I have also visited Waterlooville and Whitchurch Fire Stations to update them on the Control Campaign. Please contact either myself or Julie Barton if you wish us to visit your Branch Meeting.

Dates for Diary –

1st June 1000 hrs – Eastleigh Council Offices, There will be a deputation by Control Staff to the Hampshire Fire Authority on Regional Controls. Please attend and show support.

13th July 1000 hrs – Next Meeting of SERMB, a mass rally will be organised, keep this date free.

Women

NWFS

Networking Women in the Fire Service (NWFS) have stated that they 'reluctantly accept regionalisation'.

A memo has been sent to all female control staff encouraging them to attend the NWFS conference. In the memo DCO Curry states that he is 'keen to support this event'. The Service will also cover expenses and time off will be available.

I have written to the CFO stating that this is unacceptable, as NWFS has no legitimate claim to represent women in the fire service; they are unelected and therefore unaccountable. By the NWFS accepting regionalisation they are undermining our campaign, as the legitimate representatives, against the government's madcap plans. I have asked the CFO to remove all female FBU members from HFRS's corporate membership.

(HFRS are corporate members of NWFS and therefore by default so are all female control and operational staff in HFRS).

Pensions

For the Regional Pensions Sub Committee I have produced some detailed information on the Local Government Pension Scheme (LGPS) and the governments proposed

changes (which have been shelved but will probably un-shelved after the election!). This is for the branch reps and regional officials' pensions packs.

Regionalisation

Focus week: 4th-8th March, attended various shopping centres around the county, meeting the public and informing them of our campaign. There was a good reaction from the public and many names were added to our petition.

13th April, attended Regional Management Board (RMB) at Reigate, good result with Buckinghamshire coming out against regionalisation.

BNP – British National Party, Havant

1st May – As a result of the firefighter who is standing for the BNP as a prospective parliamentary candidate I took part in, along with Sister Eames and Brother Jordan, in leafleting a number of homes in Leigh Park, Havant. The leaflets explained what the BNP really stand for and that they really are the British 'Nazi' Party. Good turnout from Respect, other trade unions, students and the Labour and Green parliamentary candidates were also in attendance.

Education

Education Rep still required for Hampshire, anyone interested please contact any member of the Executive.

One Day Seminar being held on 19 May 2005 at Southampton College. This seminar to cover the basics of being a trade union rep for existing reps or members who may be interested in becoming a rep. Please contact Brother Jordan for details.

16. A.O.U.B.

Bro. Jordan read out a memo from Bro. Woolstenholme regarding the new Child Care Voucher Scheme. This will be sent to all branches so that everyone can be aware of this excellent scheme. The Brigade Committee agreed to send a letter of thanks to Bro. Woolstenholme for all his hard work on this subject.

17. Date / Venue of next meeting.

Brigade Committee meeting

Wednesday 1st June 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>
<u>Brigade EC</u>				
Lud Ramsey	Chair chair@hantsfbu.org.uk	31 Day	07917065877	01264 339000
Conrad Jordan	Secretary secretary@hantsfbu.org.uk	32 W/W	07917065876	023 80613151
Colin Burford	Membership Secretary mem.sec@hantsfbu.org.uk	53 R/W	07917065878	023 80776391
Nigel McCullen	Vice Chair vice.chair@hantsfbu.org.uk	24 W/W	07719534535	023 92871303
Sharon Eames	Assistant Secretary assist.sec@hantsfbu.org.uk	Control B/W	07917065865	023 80644000
Tony Brown	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	53 W/W	07974 161382	023 80776391
Eddie Burrows	Communications Co-ordinator comms@hantsfbu.org.uk	32 G/W	0700 5335188	023 80613151
<u>Sections</u>				
Steve Evans	Health & Safety Co-ordinator hsw.chair@hantsfbu.org.uk	54 R/W	07973 845111	023 80333254
Vacant				
Andy Eades	Fairness & Dignity Officers fairness@hantsfbu.org.uk	20	07810378244	023 92662926
Sharon Eames	Control control.chair@hantsfbu.org.uk	Control B/W	07917065865	023 80644000
Julie Barton	Women women.chair@hantsfbu.org.uk	Control B/W	07917065862	023 80644000
Ali Burrows	G+L gl@hantsfbu.org.uk	Control B/W		023 80644000
Lud Ramsey	B&EMM baemm@hantsfbu.org.uk	31 Day	07917065877	01264 339000
VACANT				
Martin Merrit	Education education@hantsfbu.org.uk			
	Retained (Part Time) retained.chair@hantsfbu.org.uk	30 Part-time		01962 620564
Paul Christopher	Welfare Coordinator welfare@hantsfbu.org.uk	HQ		023 80644000
<u>Divisional Reps</u>				
Ian Carpenter	A Division adiv.rep@hantsfbu.org.uk	31	07932 658980	01264 339000
Steve Moore	B Division bdiv.rep@hantsfbu.org.uk	20 W/W	07917065886	023 92662926
Pete Bates	C Division cdiv.rep@hantsfbu.org.uk	54 R/W	07929 361918	023 80333254

Hampshire FBU Website

www.hantsfbu.org.uk
email: webmaster@hantsfbu.org.uk