

HAMPSHIRE BRIGADE COMMITTEE

1st June 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 – Geoff Ellis
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 Ramey (Chair, 31), McCullen (Vice Chair, 24), Evans (H&S, 54), Burford (53/Mem Sec), Carpenter (A Div Rep, 31), Burrows (32/Comms), Christopher (Welfare, HQ), Moore (F&D, 20), Brown (Asst. Mem. Sec, 53), Hawkes (32), Robson (31), Trew (54), Wadmore (30), Thurman (Officers), Boulton (Ret. Sec), Picknell (Ret.) Sister Burrows (G&L, Control)

2. Members Present.

Were Brothers Jordan (Sec, 32/31), Vickery (30), Bates (C Div Rep, 54), Eades (Officers), Sisters Eames (Control, Asst. Sec), Barton (Women/Control),

3. Nominations / Elections

None announced this month

4. Minutes of previous meeting.

Accepted as a true record.

5. Matters Arising.

Page 4 – leave order no progression

Acting up allowances, discussed under secretary's report

Page 5 – career breaks, shelved by HFRS no further action to date

6. Conference

Conference decisions have been sent out to all members, Friday afternoon 13/5/2005 still to be sent.

Region 12 and the delegates from Hampshire gave a good account of themselves at conference and all 5 Hampshire delegates spoke on the last day.

Our challenge to standing orders was lost, but a number of our issues were raised in other forums and so we spoke up then.

We have submitted a letter to Matt Wrack as the General Secretary to consider under the re-organisation sub-committee, our rule changes and resolutions that were ruled out of order for being one day late.

7. **Correspondence**

AIF/Legal claims

1. AIF Claim denied – confidential
2. Legal claim concluded - confidential
3. AIF claim paid – confidential
4. AIF claim accepted - confidential

All Members letters/circulars/ebulletins

1. E bulletin # 49
2. FBU HO – election of General Secretary
3. FBU HO – the 2002-04 pay campaign
4. FBU HO – tax concession
5. FBU HO – pensions
6. E bulletin # 50
7. E bulletin # 51
8. FBU – first responders and co responders
9. FBU R12 – Dates for section meetings High Wycombe
10. E bulletin # 52
11. E bulletin # 53
12. FBU HO – General Secretary’s Election
13. FBU – cold calling
14. FBU – red lights

CFS

1. Email from member – CFS payments
2. Letter from DO Norgate – CFS payments retained
3. Joint Statement HFBU HFRS
4. Letter from DO Norgate – Control extra duties CFS

Conference

1. FBU HO – details for 2006 conference
2. FBU HO – amended standing orders
3. FBU HO – record of decisions Friday afternoon 13/5/2005

Consultation and negotiation

1. FBU HO – joint training ACAS

Control

1. Consultation arrangements RMB 3 documents
2. Petition fact sheet
3. Letter from Councillor Mike Murphy to ODPM against regional controls
4. Draft letter to MP’s – against regional controls
5. Draft letter to councillors – against regional controls
6. Draft letter to councillors – against regional controls #2
7. Firelink – more delays on implementation
8. FBU HO – EDM229
9. Letter from Shella Smith – extension to consultation on Control Retention to 8 weeks
10. Email Sister Eames – Control issues

11. consultation documents

Diversity

1. Letter to DCFO Curry – bnp press cutting
2. Letter from Sister Samuels –Race Equality Scheme update x 3
3. Email from Sister Samuels – Banner Theatre on tour
4. Letter from DCFO Curry – bnp press cutting
5. Letter to DCFO Curry – childcare vouchers
6. Letter from Molly Jennings – childcare vouchers

Education

1. National education dates – to be listed under education
2. TUC dates London

FBU miscellaneous

1. FBU HO – complaint under rule 19A, General Secretary Election
2. FBU HO – Parliament database to assist lobbying MP's
3. FBU R13 – Tolpuddle Martyrs
4. Letter to Columbia – outrage of murder of trade union representative
5. FBU newsletter – Berkshire

Health and Safety

1. FBU HO – LPG fuelled vehicles in fire
2. Email from SDO Butcher – crewing of appliances with 3 or less riders

HFRS Miscellaneous

1. Union subs breakdown figures
2. Recruit induction talk FBU
3. Letter from DCFO Curry – response to comments of JTU meeting
4. Email from PFO Cowmeadow – trade union leave

IRMP

1. FBU HO – new FBU IRMP offices

Minutes and Agendas HFRS

1. Local diversity minutes 24/5/2005
2. Station 15 Popley 16/5/2005
3. Fairness and Dignity 14/4/2005
4. Station 15 Popley 16/5/2005
5. HFA notice of meeting 1/6/2005

Miscellaneous other

1. Newsletter community heart
2. Fire magazine
3. Hazards magazine

Officers

1. FBU HO revised car allowances

Rank to role

1. Email from ADO Kettle – core values seminar
2. Consultation Documents from HFRS
3. Letter to Jenny McNeill – rank to role disagreement

Retained duty system issues

1. Memo from ADO Wittcomb – rota system
2. Letter to Lorraine Hearnden – over payment of retained duty system personnel

Training

1. Firefighter selection tests

8. **Guest Speaker**

Geoff Ellis, National Officer, speaking on his role as Control Campaign co-ordinator. He also gave a presentation on the Control Campaign. A copy of this presentation will be sent to Hampshire and then forwarded to all branches.

9. **Chairs Report**

HFRS have just published the Race Equality scheme 2005-2008

This scheme should illustrate the new commitment by the service. Towards Equality & diversity, a lot of time and effort was put into developing this RES so it would comply with the Race relation amendment act 2000. All members of the service can benefit from new commitment in promoting equal opportunities for all. We as a trade union have already shown this commitment in our all different all equal policy. It has enriched our union in many ways.

Annual Conference at Southport 2005

Hampshire FBU made a number of contributions. This was despite all our own resolution being ruled out of order, Any branches who would like to know more about the decisions made at conference please contact any of our officials.

10. **Secretary's Report**

Draft orders:

BA Training; no comments made on this service order

Recruitment of firefighters; no response made yet

Meetings:

Acting up allowances Meeting with DO Hammerton 6/5/2005

Productive meeting discuss appropriate method of payments for acting up. Agreement on hourly rate. This will be confirmed with a bulletin from HFRS. Back dated for 6 months from today's date. The service will need to work out how best to deal with this.

No agreement reached on crew managers acting up to watch managers.

FBU Annual Conference 9-13/5/2005

Meeting with Lorraine Hearnden retained overpayments 16/5/2005

A letter was sent to HFRS concerning their treatment and recovery of overpayments to some retained duty system personnel. The service blame HCC for the mistake and they are now trying to rectify it. Anyone who is affected by this and suffers any financial hardship needs to contact the service with the proof. The service has also said they will publish this information in routine notice.

Station 15 meeting 16/5/2005

Monthly tactical and operational meeting

USAR meeting 16/5/2005

Meeting with DO Peter Crook, informative as to the progress and direction of USAR with regard to Hampshire.

Trade Union Leave Meeting PCFO Cowmeadow 25/5/2005

A constructive meeting attended with Sister Barton. Mutual agreement has been reached on facilitating trade union leave for FBU representatives working in Control.

Kingsclere Branch Meeting 31/5/2005

Attended with Sister Barton, talk on Regional Controls and FBU membership.

Other issues

All branches need to give dates of their next four branch meetings to the Brigade Secretary, to enable Regional Officials to visit their branch.

Trade Councils Affiliations

Link

http://www.tuc.org.uk/extras/trades_councils.pdf

4 Service Order amendments received this month

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 (agreement reached)

Availability Sheets Retained

Retention/Redeployment/Redundancies in Control

Career Breaks

Wholetime retained service order (supplied by FBU) thanks to Eddie and Berkshire for this

Reduced Retained Payments

New Grievance Service Order

Catering allowance

Facilities agreement – Brigade Secretary

11. Membership Secretary's Report

Some members would have seen an increase in their last pay packets (May 2005). This was due to the death in service donation for the Hertfordshire Firefighters. I have tried to get this as a separate deduction on the payslip but it seems this has been over seen. I will liaise with Personnel again to see if we can get this as a separate deduction and members will be able to see when deductions and for what reason they have been included in the payslips.

Those members who do not presently contribute to the £1.00 death in service and wish to do so, can you please fill out a subscription form, which can be found on the Hants FBU website, also including the reverse side and forward to the Membership Secretary at Redbridge Fire Station or the Hants FBU office at Eastleigh.

12. Report from HFA

Two deputations given to the Fire Authority. Andy Tait on the issue of retained pay.

Control on regionalisation. The Fire Authority has now tabled this as an agenda item for the next Fire Authority meeting.

13. Health & Safety

FBU HO – LPG fuelled vehicles in fire

Email from SDO Butcher – crewing of appliances with 3 or less riders

The FBU have grave concerns that the service will implement a policy of crewing front line appliances with 3 or less riders. This flies in the face of all health and safety with regard to minimum crewing on an appliance. No appliance should be leaving the station with less than four riders. This will be challenged.

14. Fairness and Dignity

Ongoing issues in Hampshire still being dealt with

15. Branch / Section Reports.

Eastleigh No Report

St. Mary's No Report

Officers No Report

Winchester No Report

Retained Items highlighted at the last retained section meeting were; payments for retained, trial system of non emergency rota system, availability sheet being filled in differently on different stations, discussions on retained contracts, grey book.

Control Since the new General Secretary was elected things seem to have started to move in the Control Campaign. Finally head office has started to generate letters and work on the political scene.

The deputation to the Fire Authority on 1st June was well received by the councillors. It caused much debate over the involvement of HFRA in the Regional Control Project and a subsequent call received from Cllr. Heath (Vice-chair), confirmed that the Fire Authority will put this issue on the Agenda of their next meeting in September, at which time there will be a vote on whether or not to stay involved on the Regional Management Board! Great news and word is the majority of councillors are on side.

Meanwhile the South East Regional Management Board is awaiting a reply to their letter from the ODPM. In the letter they stated their very serious concerns for public safety and the overall costs of the project. The next RMB meeting is on 13th July at Reigate, Surrey. We will be organising another Rally. Please try to be available on the day as your support is crucial to our ongoing Campaign success! We need to show Unity and Strength as a Region.

Further Diary Dates:

20th June – Control Branch Meeting 1730 hrs.

13th July – Rally of Regional Management Board

20th July – Lobby of MPs at Westminster as a Region and hopefully joined by Regions 9, 11 and 13!

As ever, transport will be provided and I live in hope that one day my coach will be full!!! Come on you know you want to.

Women

You may have been sent a memo from management regarding attending an annual seminar of the organisation Networking Women in the Fire Service (NWFS) and that DCO Curry is 'keen to support this event'.

I felt that I must clarify the Fire Brigades Union's position on NWFS.

As you are aware FBU reps and officials are democratically elected by the members and the FBU are the recognised body as regards to negotiations as we strive for improved conditions for our members. Also, all FBU reps and officials are serving uniformed members of the fire service and under 'grey book' conditions.

In contrast NWFS membership extends to non-operational fire service employees such as station cooks and administrators. On the Practitioners Forum (a national forum that develops fire service policy and which consists of key 'stakeholders'), the NWFS representative is a station clerk.

One particular issue that the FBU have with NWFS is that of their stance on regionalisation of fire control rooms. Regionalisation will have a devastating affect on women's jobs within the fire service – a total of 900 jobs will be lost if the governments plans come into effect – a high proportion of these being women's jobs.

The FBU and indeed the National Women's Committee of the FBU have been involved in a vigorous campaign against the madness that is regionalisation. Firstly and most importantly because of the risk of loss of life to members of the public and firefighters and secondly to protect members jobs and livelihoods

Unfortunately NWFS have stated that they 'accept the proposals with some regret' and therefore their position on regionalisation is diametrically opposed to ours. And therefore they are undermining our campaign to protect our members and safeguard jobs – especially women's jobs.

NWFS have told the NWC that they would retract this statement but, to date, unfortunately, this has not been received.

Another important factor that you may not be aware of is that of corporate membership of NWFS.

As Hampshire Fire and Rescue Service are corporate members of NWFS by default so are all women members of HFRS.

I have written to Mr Bonney requesting that he remove all FBU members from corporate membership of NWFS but unfortunately he has declined this request.

I would therefore suggest that if you do not want to remain a default member of NWFS that you should write to Mr Bonney, individually, asking for your membership of NWFS to cease.

Womens Uniforms

I would be most interested if you have any problems with your uniform issue: PPE or everyday working rig. Also your comments on how female firefighters can wear their hair (as stated in a recent Operational Bulletin) would be appreciated.

Also, I would appreciate any comments from female firefighters if you would find some kind of personal bag useful; that you could take to incidents, in which you could store personal items such as sanitary items and water bottles.

I would appreciate your comments on any of the above and I if you need any help do not hesitate to contact me. Sister Barton.

Education One day seminar held in Hampshire, first of its kind, good course, but could have been better attended.

Next one day seminar will be at Slade in Oxfordshire, again for any new official or member who would like to become an official.

National dates:

Fairness at work 21-23 June 2005 – Perth
Brigade officials 23-25 September 2005 – Eastbourne
B&EMM School 7-9 October 2005 – Sheffield
G&L School 21-23 October 2005 – Sheffield
National School 7-11 November 2005 Sheffield

TUC London

Equal pay 20-21 June 2005
Employment law 4-6 July 2005
Taking a case to tribunal 11-13 July 2005
Project management 5-6 September 2005
Equality and diversity – new employment rights 8-9 September 2005
Disputes resolution 3 October 2005
Organise! A voice in every workplace 10-11 October 2005

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

Concerns over different levels of catering at incidents and in some cases catering being refused. The service to be asked to clarify their policy on catering at incidents.

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

Brigade Committee meeting
Wednesday 6th July 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
<u>Vacant</u>				
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
<u>VACANT</u>				
Martin Merrit	Education 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