

HAMPSHIRE BRIGADE COMMITTEE

6th July 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
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 Evans (H&S, 54), Burrows (32/Comms), Christopher (Welfare, HQ), Moore (F&D, 20), Brown (Asst. Mem. Sec, 53), Hawkes (32), Vickery (30), Boulton (Ret. Sec), Picknell (Ret.) Sister Burrows (G&L)

2. Members Present.

Were Brothers Ramsey (Chair), Jordan (Sec, 32/31), McCullen (Vice Chair/24), Bates (C Div Rep, 54), Eades (Officers), Thurman (Officers), Hussey (17) Wadmore (30), Burford (Mem Sec/53), Carpenter (A Div Rep, 31), Robson (31), Sisters Eames (Control, Asst. Sec), Barton (Women/Control),

3. Nominations / Elections

AGS nomination papers are out

Ballot papers for National Retained Committee Secretary. Any retained personnel not receiving a ballot paper please let the Brigade Secretary know. This includes wholetime retained members.

4. Minutes of previous meeting.

Accepted as a true record. Page 6 Women's Section. The copy letter has been included instead of the actual Report. See report attached.

5. Matters Arising.

Page 5 Outstanding Issues. A letter has been sent to DCO Curry to address these.
Page 6 Date of the next CFA meeting. Bro Burrows to advise.

6. Correspondence

All Members letters/circulars/ebulletins

1. ODPM – IPDS interim toolkit for managerial level development centres
2. E bulletin #54

3. Advisor magazine
4. Labour representation committee
5. HFBU – email use
6. FBU HO – www.uk-fire.net
7. Phoenix bulletin
8. CFS stowage
9. non representative of the FBU
10. E bulletin #55
11. E bulletin #56
12. ODPM – equality and diversity recruitment toolkit
13. records of decisions 2005 Annual Conference
14. FBU HO – attacks on firefighters
15. FBU HO – election of AGS
16. FBU HO – FBU education programme 2005
17. ODPM – notification of FRSD’s new location
18. ODPM – new financial arrangements for firefighters pensions
19. ODPM – draft national FRS learning and development strategy
20. E bulletin #57
21. ODPM – e-fire project progress update

CFS

1. Press release Suffolk spending on CFS has gone into reverse

Control

1. Briefing sheets for South West MP’s
2. Lobby of MP’s 20 July 2005
3. Questions in parliament
4. FBU HO – meeting with minister on controls
5. Letter to MP’s from Sharon Eames
6. press release region 12
7. press release FBU HO
8. press release FBU HO cost soars
9. House of Lords written answers
10. ODPM response to soaring costs
11. more information on the catastrophe that is regional controls
12. more information on the catastrophe that is regional controls
13. RMB lobby 13 July 2005

Education

1. ULF project co-ordinators
2. TUC courses for all union reps

FBU miscellaneous

1. Change of address Stuart Brown
2. Change of address Danny Whitlock
3. FBU HO – use of email to cut down costs
4. FBU HO – sectional AGM’s cancelled
5. FBU HO – attacks on firefighters private members bill
6. Red traffic lights – question from member
7. FBU HO – TUC beating the pandemic HIV AIDS
8. press release – Suffolk ballot for industrial action
9. Somerset report on the failure of rfu recognition
10. letter to DCFO Curry – outstanding issues

Health and Safety

1. Email Steve Evans – review of Portsmouth fire stations
2. Email from DO Norgate – stowage of CFS equipment
3. Email from branch – cleaning of ablutions

HFRS Miscellaneous

1. Email to Lorraine Hearnden – acting up allowances
2. Letter from Susan Templeton – contracts of employment
3. Draft policy south west stress
4. Letter from Susan Templeton – contract of employment

IRMP

1. FBU HO – seminar 19/7/2005

Minutes and Agendas HFRS

1. HFA notice of meeting – human resources committee
2. HFA notice of meeting – performance review committee
3. LDG – 24/5/2005
4. H&S meeting 22/4/2005
5. Middle management review 15/6/2005
6. minutes from station 15 20/6/2005

Miscellaneous other

1. Labour research magazine
2. fire magazine

Officers [See Officers Report](#)

1. Letter to SDO's Rayner and Butcher – FDS
2. Letter to SDO and Butcher – provision of base for FDS
3. Emails to officer members – middle management review
4. letter to DCFO Curry – middle management review
5. letter to DCFO Curry – proposed FDS

Rank to role

1. Cleveland – registered a failure to agree
2. Email to Jenny McNeill – job evaluations
3. Letter from DO Wythe – rank to role consultation
4. Letter to DO Wythe – rank to role consultation
5. Email from Jenny McNeill – job evaluations
6. email from DO Wythe – job evaluation questionnaire
7. email from Valerie Hedgeland – training dates
8. letter from DO Wythe – HFRS denial that rank to role is a negotiation issue

Retained duty system issues

1. Letter from DO Hammerton – wholetime retained
2. FBU HO – membership the benefits
3. Ballot for the National Retained Committee Secretary

Women

1. Hairstyles, facial hair and jewellery

7. Chairs Report

The fire service is bracing itself for a Government announcement on the FireControl project. The future of every emergency fire control rooms in England remains as precarious as the project itself. This will have an impact on all operational Fire Fighters please contact your officials for more details on what we could lose if we do not act.

Make use of your Union

The union has free legal assistance for:

- injury or illness arising from duty.
- injury sustained in a street accident on or off duty.
- injury sustained by a members relative in a street accident.
- other legal matters relating to employment.
- initial confidential legal advice on other matters.
- free Wills service

POLITICAL FUND

Costs about 15p per week as part of your union contributions but it can make a massive difference this fund that enable us to:

- fight station closures
- fight job losses
- fight reduction in fire cover
- carry out media and public education

Please keep us active

8. Secretary's Report

Draft orders:

None this month

Meetings:

Regional Executive Meeting 7/6/2005

Dealing with issues in region

CFS Meeting with DO Norgate and SDO Rayner 8/6/2005

Once again good communication with the CFS department, issues raised included under payment of retained performing CFS duties. Current situation is that the service are paying the correct amount, however, this is through default rather than by design.

Out of office hours forms for Control Staff to take referrals, it was agreed the form needed to be simplified and then the information passed to the CFS department.

Stowage of CFS equipment on appliances, health and safety issue, branches are to advise if there is not appropriate stowage or if the stowage is being ignored.

The FBU presented a draft document for the service to consider for Home Fire Safety Standard Operating Procedures and Principles. The service has taken it away to consider.

Rank to Role seminar FBU 9-10/6/2005

An intense two day seminar, which highlighted a lot of the pitfalls brigades up and down the country are likely to fall into. Emphasis that this issue is a negotiation issue; however, the service as ever considers this to just be a consultation issue, I am sure we will have a time to debate this with the service.

Attended with Brother Eades and Sister Eames

ACAS consultation negotiation seminar 14/6/2005

Attended with other brigades across the south east, other brigades had there CFO's, ACO's or DCFO's attend this seminar, disappointedly Hampshire sent along a DO and 1 green book staff. Perhaps this is an indication as to how serious Hampshire takes the issue of consultation and negotiation.

A true definition of consultation is "meaningful consultation is dialogue prior to a decision being made." Somewhat different to what we are experiencing with Hampshire, who tend to present a finish article and then call this consultation. The true definition of what Hampshire does is communication, presenting a "fait accompli."

A positive to come out of this seminar is that the FBU and management will try and come up with a definitive method of meaningful consultation/negotiation. Also to agree before hand what is consultation and what is negotiation.

FF at Sea meeting with DO Johns 16/6/2005

Informative meeting highlighting all that is going on with FF at Sea in Hampshire. DO Johns has supplied the documentation that went along with the presentation and that has been forwarded to Paul Woolstenholmes at head office.

Officers Section Meeting 20/6/2005

The officers section could teach a lot of our branches how to hold and conduct branch meetings. Over 30 members attended this meeting and lively debate was had on various issues, full report under branch.

Control Branch Meeting 20/6/2005

Full report under branch

Working Time Directive Meeting with DO Stead 21/6/2005

These working parties are nearly drawing to an end and the service is close to producing a policy.

Regional Meeting 23/6/2005

Regional issues discussed

Gay and Lesbian Meeting and Gay Pride London 1-2/7/2005

Full report under section

Discipline Service Order Meeting 4/7/2005

This should be the last negotiation meeting on this service order. The FBU are not entirely happy with the finished service order, but at least Hampshire have sat down and negotiated and after a fashion we have reached agreement. There are still aspects of this service order we are not satisfied with, however, it will have to be seen if our concerns are real or imagined. If future disciplines go as intended under the new grey book, our members should see an improvement in discipline issues and cases.

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.

No Service Order amendments received this month

LIST OF OUTSTANDING ISSUES WITH HFRS:

Recognition of trade unions (FOA and the RFU)
New Discipline procedure (negotiated)
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 (agreed but not implemented)
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 (partly solved with CFS)
New Grievance Service Order
Catering allowance
Facilities agreement – Brigade Secretary
Competent Pay

9. **Membership Secretary's Report**

Nothing to Report.

10. **Guest Speaker**

None this month

11. **Conference**

By 3rd August Branch resolutions need to be received, you need to have these discussions on your sections/branches before this date. Conference is to be held between 16th – 19th May at Southport!

12. **Report from HFA**

Nothing to report.

13. **Health & Safety**

- **Training risk assessments:-** a new formatted system is nearing completion, along with updated recording forms these will following agreement be ready to roll out shortly.
- **Fire hoods:-** the variety in the standard of these items is to receive a review to ensure that ALL personnel are protected to the current legal standards.
- **Pump Operator Training:-** a newly introduced system replacing the existing one is starting from 10th July, concern raised are currently being looked into.
- **Oxygen therapy recording:-** a prototype form has been created for use by HFRS personnel who administer oxygen, it is now being fine tuned and developed – hopefully it will be ready for use shortly.
- **Casualty handling:-** the FBU has reported to management the increases in calls to residential care / old persons homes where staff are now instructed to never attempt to lift their charges but instead to call for assistance from either Hants Ambulance or the fire service. *HFRS occ health dept state that this is not our responsibility and as such we should not be being placed in this situation risking our health manually handling these persons. A full investigation to address this issue is to go ahead.*
- **Appliance audible warning devices:-** on ALL new appliances fitted with bull horns, the switch is to be re-positioned to allow for driver operation. Investigations into the costings of having paddle style switches for the 'woodway' sirens to both switch on and change the sound type thus allowing the driver to keep two hands upon the steering as well as being able to

concentrate on the road instead of searching for switches on the centre console.

- **Seat belts:** - ALL personnel are reminded of the service's policy in regards to the wearing of seatbelts. Seat belt are fitted to all appliances and must be worn at all times whilst the vehicle is being driven, there is no dispensation for the fire service it is a legal requirement and as such should be observed at all times by all personnel.
- **HFSV:** - agreement has now been reached in relation to the entry of *unhygienic homes* to carry out a home fire safety visit. Should crew commanders have concerns in relation to this issue they should contact the CFS dept prior to carrying out visit to obtain further guidance.

14. Fairness and Dignity

Next meeting to be held at St Mary's on 14th July. The latest training on Equality & Diversity for all stations is commencing.

15. Branch / Section Reports.

St. Mary's Ongoing issue of a member having been served, by the police, with a 'Notice of intention to prosecute' on the grounds of dangerous driving of a fire appliance. The member is receiving FBU representation following the decision of HFRS not to provide any legal assistance. Both the driver and the OIC are also the subject of a service discipline inquiry. The OIC is a non FBU member so therefore not getting any representation from either the service or the FBU.

Southsea No Report

Winchester New Dimensions -In light of Somerset's dispute over Insurance at incidents involving "new dimensions". Are we covered by insurance? (Most insurance companies do not cover terrorist incidents). Bro Jordan informed the meeting that HFRS has Firefighting at Sea and other insurance over and above most other Brigades.

Emergency Catering-Incident commanders do not seem to be following service orders when it comes to feeding at large incidents. (Unwilling to feed personnel). Bro Jordan to write to Service asking for clarification.

Spoilt meals-FDS officers receive 50 % of subsistence if called to incident whilst at home having a meal. Day-crewing members are at home and we are not, so why the difference? Bro. Jordan to write a letter to HFRS.

Redbridge No Report

Eastleigh No Report

Retained No Report

Andover No Report

Fareham No Report

Education No Report

Women **Role of NWC in the Union**

I feel I need to clarify the role of the NWC within the union.

When a female joins the union they become a member of the union and not a member

of a women's section. Women are under-represented in the fire service. The NWC exists to provide a network of support to women members and to make sure that issues that affect women members are not missed. The NWC also have expertise in fields that affect women i.e. maternity policy – in fact the NWC have recently produced a model document on maternity that should be used when negotiating locally in brigades.

The equality and trade sections within the union do not divide the union; indeed they enhance the workings of the union, Equality Sections, by making sure that issues that affect members of minority groups in the fire service do not get missed, Trade Sections bringing their particular areas of expertise to campaigns etc, e.g. the ongoing campaign against the regionalisation of fire control rooms.

Control I have attended the Officers section branch meeting, thank you for the invitation and your support. We are willing to attend any other branch meetings to update members on the Control Campaign. Give me a call with your dates.

We have been told there is a delay in announcing the location of the South East Regional Control Centre due to a 'technical problem'. All other locations will be announced in parliament before the current session goes into recess for the summer on 21st July.

Dates for your diary

13th July – RMB Rally, Reigate, Surrey

20th July – Lobby of MPs at Westminster, Coach leaving Eastleigh 0730 hrs. Contact Sisters Eames or Barton for more details.

B&EMM A meeting has been held between the Deputy and BEMM EC Member. The Race Equality Scheme in Hampshire is now the best in the country.

B&EMM R 12 had its Regional meeting at the regional office 01-06-05; Updates on the BNP issue in Hampshire were discussed. B&EMM have been asked to support the African market day in Oxfordshire.

B&EMM members are very upset about the cancellation of the B&EMM School 2005. More notice should have been given as a lot of work has already been done.

Bro Ramsey attended a meeting with CFO John Bonney & DCFO Dave Curry on the 14-06-05

B&EMM National Chair Samantha Samuels and B&EMM national sec Carl St Paul POINTS DISCUSSED Brief history of B&EMM, Hampshire Outreach team, Role of B&EMM in Hampshire, Management commitment to race agenda, Awareness training, National Outreach team, Community Outreach event, Race Equality Schemes. Letters will be sent to all other CFO in the region

Update on BNP verbal update given.

G & L London Pride report to follow

Officers New applications have been received from Chris Stephens, Pete Whalley and Ian Gray. Proposed by Pete Watson.

Seconded by Gary Roe.

Voted unanimously to accept these applications into the branch. As they are re-applications they are required to be ratified at the Brigade Committee Meeting. This

will be on 6th July 2005.

Presentation from Control Branch fully endorsed by this Section and Branch.

Andy Eades pointed out to the meeting that there is a clear difference between a 'consultation' and a 'negotiation' and how HFRS view this.

There is still ongoing work on the FDS system and the officers section still requires support from all branches.

In addition there is a middle management review going on , which the officer section do not feel as though they have been fully consulted on and neither does it conform to the rank to role assimilation.

16. A.O.U.B.

All Branches to report back to the next BCM regarding any catering issues at incidents. A form will be designed for branches use to enable feedback to be gathered.

Bro. Carpenter brought to our attention that the trousers points had increased from 5 to 9. Clarify which ones, either working rig or uniform?

Retained availability – If they are having a meal and do not attend it goes against them on availability (due to not being allowed spoilt meals). Bro. Jordan to write a letter.

Shoe covers for use on Home Fire Safety visits. Suggest letter to management with this idea, possible disposable over shoe type as part of HFS kit.

Bro. Tony Brown, Asst. Membership Secretary is stepping down therefore the vacancy exists. Bro. Ian Carpenter is willing to stand. Vote taken, carried unanimously. Bro. Ian Carpenter is elected Temporary into position. This will be until the November BCM/AGM. As per Standing Orders of BCM we can elect someone in but it needs also to go for any other volunteers then confirmed and permanently endorsed at AGM. We now need a new A Division Rep. Any interested parties to notify a Brigade Committee member.

Responding with less than minimum crew. Bro. Jordan to write an all members letter reaffirming FBU policy, also a press release and letter to management.

Lightweight Tunics-what were the outcomes of trial? We feel that due to heat stress/exhaustion especially at grass/heath fires and incidents not involving fire that we should have them and the decision over our health and safety should not be made due to cost alone. Bro. Jordan to bring this up with management.

17. Date / Venue of next meeting.

Brigade Committee meeting
Wednesday 3rd August 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>				
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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
Ian Carpenter	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	31 Day	07932 658980	
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 fairness@hantsfbu.org.uk			
	Officers officer.chair@hantsfbu.org.uk	20	07810378244	023 92662926
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Julie Barton	Women women.chair@hantsfbu.org.uk	Control B/W	07917065862	023 80644000
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VACANT				
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<u>Divisional Reps</u>				
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Hampshire FBU Website

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