

HAMPSHIRE BRIGADE COMMITTEE

3rd August 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. Guest Speaker
11. Conference
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 McCullen (Vice Chair/24), Ramsey (Chair), Moore (F&D), Robson (31), Christopher (Welfare/HQ), Evans (H&S/54), Hawkes (32), Vickery (30), Boulton (Ret. Sec), Picknell (Ret.) and Sisters Barton (Women), Burrows (G&L)

2. Members Present.

Were Brothers Jordan (Brigade Sec), Carpenter (Asst. Membership Sec/31), Burrows (Comms), Eades (Officers), Watton (H&S/54), Burford (Membership Sec/53), and Sister Eames (Assist.Sec/Control)

3. Nominations / Elections

AGS Nomination stage has now closed. Bro. Jordan did receive nominations but will not be standing. His reason for not standing is to support Andy Dark as AGS.

The Ballot for National Retained Secretary had problems in that Hampshire did not receive enough ballot papers for all its members. This was complicated by Head Office informing the Brigade Secretary that wholetime retained members were not considered part of the retained section. The brigade Secretary had already distributed ballot papers to some of those members.

The brigade Secretary offers his apologies to any retained members who did not receive a ballot paper.

4. Minutes of previous meeting.

Page 5 G&L full report to be sent out separately.

5. Matters Arising.

Page 6 Acting Up. This has not been paid yet but the rates have been agreed (prior to the July pay rise). Awaiting reply from Lorraine Hearndon on the new rates since July and when the payments will be received.

Page 7, 15. Catering Forms. The Officers section has commented on the content of the form and this will be addressed and the form redesigned. A general discussion on feeding at incidents followed. It was reiterated that Watch and Crew Managers should prompt Incident Commander earlier regarding feeding.

Page 7, 15. Spoilt Meals. Bro. Jordan is awaiting more details from Winchester Branch before proceeding.

Page 8. Officers Section has provided another alternative FDS system for consideration by Senior Management. This will be submitted to management next week.

Page 9, 16. Uniform Trousers points have risen from 5 to 9.

6. Correspondence

All Members letters/circulars/e-bulletins

1. ODPM geo coded FDR1
2. Less than Minimum Crews
3. Press Release – Less than Minimum Crews
4. Draft National FRS learning and development strategy for England
5. Breast Cancer
6. CPA attendance by all members
7. Black German Holocaust Victims
8. LRD booklet black and ethnic minority workers
9. National Demo in Support of Suffolk
10. Firefighter – pensions special
11. firefighter
12. Alerter
13. Simon Green Collection
14. spoilt meals retained

CFS

1. Letter to DO Norgate – plastic overshoes
2. Email from DO Norgate – plastic overshoes

Control

1. Letter to Lorraine Hearnden – retention package
2. ODPM delay to announcements of regional controls location
3. FBU HO delay to announcements of regional controls location
4. Report of looby of MP's 20/7/2005
5. Letter to CFO – invite to Control Meeting

Duty systems

1. Letter to DCFO Curry – rank to role and FDS duty system
2. Letter to DCFO Curry – FDS duty system
3. Letter from DCFO Curry – middle management review
4. Letter to DCFO Curry – middle management review
5. Letter to DCFO Curry – middle management review

Education

1. TUC – course details
2. TUC – course details
3. TUC – course details

FBU miscellaneous

1. Letter to DCFO Curry – competent pay
2. FBU HO – unite against fascism

3. Letter from DO Hammerton – leave order
4. Email from and to Shella Smith – outstanding issues
5. FBU HO press release – result of Suffolk ballot
6. Press release FBU Region 12 – misleading government CPA report
7. letter to DO Hammerton – leave order
8. email from Keely Stafford – leave order
9. Suffolk Strike Action

Health and Safety

1. Letter to DCFO Curry – Less than Minimum Crews
2. Letter to DCFO Curry – station cleaners
3. Email from Geraldine Malley – health promotion event 11-13/10/05
4. Letter to DCFO Curry – lightweight tunics
5. HSE booklet – working together to prevent sickness absence becoming job loss
6. Letter from DCFO Curry – lightweight tunics
7. Letter to DCFO Curry – lightweight tunics
8. email from DO Stead – missed OHSW appointments
9. letter to DO Stead – missed OHSW appointments

HFRS Miscellaneous

1. Letter to DO Hammerton – meaningful Consultation and negotiation
2. Letter to DCFO Curry – meaningful Consultation and negotiation
3. Letter to DCFO Curry – meaningful Consultation and negotiation dispute
4. Letter from Susan Templeton – politically restricted posts
5. email from Susan Templeton – Contracts of Employment
6. details of RFI System (retained overpayments)

Minutes and Agendas HFRS

1. Fairness and Dignity Agenda
2. HFA Notice of meeting – governance committee 26/7/2005
3. HFA notice of meeting – finance and general purpose committee 26/7/2005
4. Agenda LDG 27/7/2005
5. notes of WTD meeting 21/6/2005
6. discipline procedure service order notes of meeting
7. a review of internal communications (a damming report)
8. minutes of station 15 meeting 18/7/2005

Miscellaneous other

1. Impact Pro Multigas Detector
2. Labour Research Magazine
3. Fire Magazine

Rank to role

1. Grey book job evaluation – whose involved

Retained duty system issues

1. Letter to DCFO Curry – spoilt meal allowance
2. Letter to Lorraine Hearnden – overpayments
3. Email from DCFO House – joint working between Droxford and Bishops Waltham
4. Letter from Ruth Winters – retained ballot papers
5. Letter from DCFO Curry – spoilt meal allowance
6. Letter to DCFO Curry – spoilt meal allowance

7. Chairs Report

The BEMM DVD is going to be shown at the Afro Caribbean Centre in Southampton. The BCM would

like to extend their best wishes for a speedy recovery to Bro. Ramsey.

8. Secretary's Report

Draft orders:

Politically Restrictions on Local Government Employees; comments made on appendix 'A' list of names

Equality and Diversity Strategy; no response issued yet, this is a lengthy document and will take some reading.

Meetings:

Station 15 Popley Meeting 18/7/2005

Monthly meeting dealing with issues at this new station

CAST Seminar Crawley 19/7/2005

This was a seminar with the FBU on Critical Attendance Standards and how they affect local IRMP's. A very informative seminar that will prove useful in challenging the services views on what constitutes a good IRMP.

The FBU has documentation to present to the service and it is our intention to request a meeting to discuss its content.

Lobby of MP's at Westminster 20/7/2005

A very productive day which will be covered more in the Control report

Meeting with Susan Templeton and Lorraine Hearnden contracts of employment 27/7/2005

A productive meeting discussing the contracts of employment for full time and part time firefighters, contracts of employment for firefighter Control will be dealt with at a later meeting.

Agreement was reached over the general content of the contracts, some details to be amended and confirmed with the FBU. The contracts are being prepared in readiness for the change from rank to role. New entrants will be receiving the new contracts, others will be asked to sign as the rank to role process takes place.

The service see no problem with firefighters signing over first to the new contracts as they are deemed to be the easiest to change on rank to role. Any firefighter who shows that they should be at a higher role will be given an updated contract to reflect that.

The FBU in Hampshire see no objections to its members signing these new contracts once they are finalised.

Once again we have shown that true partnership working gets results that both the service and the FBU can be happy with.

Meeting CPA announcement CFO John Bonney 27/7/2005

In paragraph three of the Audit Commission release: "They do not make a judgement on how well fire authorities respond to emergencies or other incidents."

The FBU have issued a press release:

FBU General Secretary Matt Wrack said:

"It's also a shame the auditors could not share their reports with fire crews working at the sharp end before they shared it with the media. That is a poor attitude to dedicated professionals working in very difficult circumstances.

"Local fire services are seen by the public as providing an excellent public service and this report could send entirely the wrong message. The public judges us by how well we respond to emergencies and other incidents.

"They judge us by how quickly we respond, how many lives we save from fires, and how we deal with other major emergencies from chemical spills to flooding or the aftermath of bombings. That is what the public see as important but this report deals with none of those crucial issues.

"The Audit Commission appears to have missed the real point of what the fire service is here to do. We hope they can put that right in the future."

Health and Safety Meeting 2/8/2005 HFRS

Number of issues raised including less than minimum crew, minutes from last meeting available and agenda for this meeting in correspondence.

Other issues

Collection for Simon Green

An All Members letter has been sent round with regard to a collection for Simon Green. This information came from elsewhere, but as a Brigade Committee we should be fully supportive of this idea. We have a comrade in need and it would not take much to help make his and his families life easier.

HFRS have abandoned him; we should not as the FBU. Encourage your members to send in donations. A lot of small amounts add up to a significant sum.

Simon Green has made an extreme sacrifice for the job; respect from the membership should reflect that. Support Simon Green.

FBU recruitment

Since the pay dispute we have lost some members and gained others. The attacks on our conditions of service are not over yet. Members leaving should be aware that the next major attack is rank to role. Already it has been shown that HFRS have their own ideas which do not conform to the national picture of how rank to role should take place. Members will have a right to appeal; however, we will only be able to represent those who are still members. Those who are not could find themselves outside of the FBU protection may well regret their decision.

There are already reports of line managers threatening personnel with "if you don't come up to scratch on rank to role you could very well find yourself transferred to another station." Interesting remarks as this appears no where in the guidance we have received within the FBU, but there are managers out there believing this and seeing this as an opportunity to get rid of people they don't like.

If you know of firefighters in your workplace who are not FBU please remind them of the benefits of becoming a member or rejoining.

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

There are a number of member's grievances being dealt with at the moment

LIST OF OUTSTANDING ISSUES WITH HFRS:

Recognition of trade unions (FOA and the RFU)

Service Order on Leave (still has issues to be resolved), meetings have been productive so far

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
New Grievance Service Order (Negotiated)
Catering allowance
Spoilt meal allowance retained duty system
Facilities agreement – Brigade Secretary
Competent Pay
Light Weight Tunics
Station Cleaners

9. Membership Secretary's Report

Bro. Burford reminded the meeting that application forms need to be witnessed and seconded correctly.

10. Guest Speaker

None today but next meeting's Guest Speaker will be John Woods.

11. Conference

A reminder that Resolutions should be submitted by the next meeting on 7th September

12. Report from HFA

Next meeting 14th September. The July Pay Award of 3.4% was 0.4% more than the Fire Authority had budgeted for. This equates to an additional £90k.

13. Health & Safety

HFRS H&S meeting 2 August 2005

Occupational Health, Safety & Welfare Update.

As contained in HFRS minutes.

Fast Water Risk Assessment

Despite the service throw don't go policy, it still remains that there is no proper service policy or equipment in place for working near to weirs and other fast moving inland watercourses.

Mick Stead reported that Ops dept are working towards implementing a suitable policy.

Working at Height

Mick Stead reported that that the new working at height regs came into force on 6th April 2005. They state that all work at height must be planned, supervised and carried out in such a way that avoids injuries caused by falling objects or by falling.

However HSE will not be producing any form of guidance on these regs.

A working group lead by Cleveland Fire and Rescue was set up to re write the existing rope working manual and it will published later this year.

Bariatric Patient Lifting

Mick Stead informed that calls to assist ambulance and other care agencies with patient lifting are on the increase. He raised the following:

- Should we be responding to this type of call and if we do should it only be in life threatening circumstances?

- Is it necessary to respond on blue lights?
- Service personnel have no specialist training for this role.

FBU pointed out that this is a humanitarian service but agreed that the situation needs to be assessed.

Health & Safety Statistics

Nick Burchell reported that injuries resulting from manual handling during training were increased in the last quarter.

Property Services

No report Graham Starke did not attend the meeting

PPC Employment Assistance Programme Report

Shella Smith reported the following statistics for the use of these services since the beginning of the year:

Face to face counselling 39 persons

Counselling by phone 17 persons

Substance misuse 3 persons

Employment issues incl. (Stress, Bullying & changing work roles etc.) 13 persons.

Legal information and debt counselling Many persons

She added that this service is completely confidential and the quarterly report was produced to highlight any potential problems.

Recently use of the service has dropped off and it was recommended by the FBU that a new advertising campaign be displayed in routine notices and other relevant literature.

Retained Cover – review of cover hours including implications of working time directive

Susan Templeton circulated a document which highlights the issues surrounding changes to the retained duty system. Sadly it was not initially circulated to the FBU.

Only the RFU were involved. It highlights the following:

- More flexibility required in contracts.
- Commitment requirements made clear.
- Effects of WTD on wholetime retained members.

Intention to ride below minimum crewing on appliances

The FBU asked for details of future arrangements for this. Dave Curry replied that this was only at a research stage and that the FBU would be properly consulted.

Any other business

Mick Stead informed that retained personnel have been given the same consideration as designated night workers to enable them to qualify for health screening.

The FBU informed service management of the CAST (Critical Attendance STandards) documents. This will be presented to them at a later meeting.

14. Fairness and Dignity

No Report

15. Branch / Section Reports.

Eastleigh No Report

Andover No Report

St. Mary's The Fire station design of having no separate Pedestrian access gate has given cause

for concern. There has already been an accident involving a cyclist and a car. A walkway has been painted through the gates but this is not sufficient. A separate pedestrian access for staff and civilians to use has been ruled out by the Brigade.

In relation to the outstanding driving incident the Police have still not brought any charges. HFRS will not do anything until the Police have made a decision. This is a very stressful and uncertain time for our member.

Officers The Section has concerns over the Senior Management Review. The four SDOs have been sorted out with no consultation with the FBU. DCO Curry said the section had been consulted in fact they had only been shown the finished system the SDOs would be working. No details of pay or other conditions have been given.

A debate followed on the frustrations over the services lack of meaningful consultation and negotiation on this and several other outstanding issues. A vote of no confidence in HFRS SMT was discussed and it was decided to raise it again at next months meeting when a vote can be taken in quorum.

Control The Lobby Of Parliament on 20th July went very well with pledges of support from all MPs we saw. Most had already signed the Early Day Motion.

There will be another Focus Day coming up soon where we will be meeting the Public in Shopping Centres and getting more petitions signed. Date to be notified soon.

Women NWFS
With reference to the anonymous report circulated to members yesterday regarding the NWFS event in July at Moreton. It highlighted, albeit by one individual, obvious training needs and problems encountered by female fire fighters in HFRS. Therefore I will be writing to the CFO asking him how he intends to address these problems.

16. A.O.U.B.

Bro. Burford raised the question of Spoilt Meals allowances for Control Staff. Sis. Eames to look into this with Bro. Jordan.

17. Date / Venue of next meeting.

Brigade Committee meeting

Wednesday 7th September 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

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