

HAMPSHIRE BRIGADE COMMITTEE

7th September 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

A one minutes silence was observed to pay respect for the loss of a fallen comrade Brother Ian Thresh

1. Apologies.

Were received from Brothers Pearsey (23), Wadmore (30), Robson (31), Thurman (Officers), Christopher (Welfare/HQ), Hawkes (32), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), and Sisters Eames (Assist.Sec/Control),Burrows (G&L)

2. Members Present.

Were Brothers Jordan (Brigade Sec), Carpenter (Asst. Membership Sec/31), Burrows (Comms), McCullen (Vice Chair/24), Ramsey (Chair), Moore (F&D), Eades (Officers), Evans (H&S/54), Burford (Membership Sec/53), Bates (C Div, 54), Vickery (30), Williams (ULR region 12), and Sister Barton (Women)

3. Nominations / Elections

AGS ballot papers are due out very soon, all members are encouraged to cast their vote. Early rumours show there is only two candidates, Andy Dark and Geoff Ellis

There are nomination papers out for the following positions:

EC Member Retained, nominated Brother Grant Mayos, proposed by Brother Jordan, seconded by Sister Barton, unanimous

Officer National Chair, nominated Brother Alan Guest, proposed by Brother Vickery, seconded by Brother Carpenter, unanimous

G&L National Chair, nominated Brother Pat Carberry, proposed by Brother Jordan, seconded by Sister Barton, unanimous

Branches should have nomination papers for the Fourth Regional Official, Brother Jordan has declared an interest in standing and the other likely candidate is Brother Dave Dymond, our current Regional Treasurer. Branches are encouraged to submit a nomination.

Post meeting note: Sister Barton has also declared an interest in standing

4. Minutes of previous meeting.

Accuracy

The issue of a vote of no confidence was not brought up by the officers section, this was a matter raised under any other business

5. Matters Arising.

Page 2 – Hampshire FBU are producing a new form for catering issues raised by members and this will be put on to the website. New form agreed by BCM

Page 5 – Simon Green, the settlement received from Hampshire was low. He was sacked and not medically retired as he should have been. Hampshire members are urged to show support for Simon in recognition of his dedication to his FBU duties.

6. Correspondence

All Members letters/circulars/e-bulletins

1. FBU e bulletin #62
2. FBU e bulletin #63
3. vote of no confidence in the SMT
4. ODPM a fire doesn't have to kill you
5. ODPM IPDS
6. Rule Book 2005
7. ODPM community cohesion
8. FBU e bulletin #64
9. overtime increases risk of illness – Guardian item
10. election of regional official
11. election of national G&L chair
12. dates for industrial action Suffolk
13. election of officers chair
14. election of EC Member Retained
15. FBU press release fire service carry out 42% more rescues
16. FBU e bulletin #66
17. southern (Region 12) newslite
18. FBU HO – LGPC circular

Control

1. ODPM firecontrol project
2. FBU Press release £44million on consultancy fees
3. Conservative press release high cost of regional controls
4. FBU press release high cost of regional controls
5. letter to Jenny McNeill – consultation on retention of Control Staff
6. FBU press release high cost of regional controls
7. letter from Jenny McNeill – retention of Control Staff
8. report on consultation on retention policy

Education

1. Info from TUC College
2. DDA seminar
3. Preventing discrimination based on religion or beliefs
4. Email from Harry Williams – ULF

FBU miscellaneous

1. Email from Suffolk – thanks for the support

2. Letter from region – Suffolk hardship fund
3. FBU region 12 – reorganisation of the union
4. Letter from Matt Wrack – expenses

Health and Safety

1. attending incidents with less than safe minimum crew
2. letter to SDO Butcher – attending incidents with less than safe minimum crew
3. email to Stn O Rowlatt – insufficient standard crewing levels at Redbridge
4. letter to CFO Bonney – Critical Attendance Standards
5. letter from CFO Bonney – Critical Attendance Standards
6. letter from DCFO Curry – lightweight tunics

HFRS Miscellaneous

1. Implied terms in employment contracts
2. Letter to Jenny McNeill – competent pay
3. Letter from Jenny McNeill – competent pay
4. Letter to Jenny McNeill – competent pay
5. Email from Susan Templeton – contracts notice periods
6. Letter to Susan Templeton – contracts notice periods
7. email from Lee Joss – invite to establishment working group
8. Email from Susan Templeton – contracts retained overtime
9. Email from Susan Templeton – contracts notice periods

Minutes and Agendas HFRS

1. LDG minutes 27/7/2005
2. Duty systems working group minutes
3. notice of meeting human resources committee 8/9/2005
4. notice of meeting performance review committee 7/9/2005

Miscellaneous other

1. Labour Research Magazine
2. NJC bank holiday leave
3. NJC Control Staff leave
4. NJC consultation and negotiation
5. NJC competent pay
6. NJC spoilt meals
7. NJC middle management review

Rank to role

1. letter from DO Wythe – invite to meeting
2. letter from DO Wythe – response to concerns over rank to role consultation

Retained duty system issues

1. Retained working full time shifts
2. Email from Shella Smith – wholetime retained service order

7. Chairs Report

I have spoken to Basingstoke Fire Station reference Brother Ian Thresh, they held a car wash and raised £2,800 for his family.

8. Secretary's Report July /August 2005

Draft orders:

Equality and Diversity Strategy; response sent to management

Meetings:

Duty Systems Working Group Meeting led by SDO Butcher 9-10-11/8/2005

A three day meeting discussing various suggestions for changes to the continuously crewed, day crewed and retained duty systems.

A number of suggestions were put forward on all systems, we are now waiting to what, if any, changes the service want to push through. When we have a clearer picture we will require the membership to put forward their suggestions to the Hampshire FBU Executive and we will put these forward on your behalf. If the membership is not happy with the proposed changes, we, as your Executive, will challenge the changes.

Leave Service Order Meeting DO Hammerton 15/8/2005

This meeting was intended as a final meeting to reach a negotiated agreement with management over the new leave order. For the most part we reached agreement, however, the service disputed that all of the service order was up for negotiation, despite agreeing from the outset that leave is a matter of conditions of service and therefore a negotiation issue.

The areas of disagreement are as follows.

Bank Holiday leave, the service is still insisting on sending home personnel on bank holidays. We have a number of reasons why we disagree with this and they have now been forwarded to the NJC to make a decision.

The other area of disagreement is that Control Staff are being disadvantaged on the number of rota days they lose and they should be entitled to more leave days than the service have stated. This too has been forwarded to the NJC to make a decision on.

Station 15 Meeting 22/8/2005

A continued productive dialog with management on the issues and problems with Station 15

Job Evaluation Meeting with DO Wythe 25/8/2005

A meeting discussing the service proposals to progress rank to role assimilation. The service have made the statement they will not be evaluating firefighters, the FBU disagreed with this position.

Meeting with Basingstoke firefighters 25/8/2005

This meeting went over issues surrounding the potential changes to the current duty system.

Working Time Directive Meeting 31/8/2005

Very little to report in the way of updates

Andover Crewing Arrangements with ADO Evenett and Stn O Hayden 2/9/2005

A local agreement was reached on resolving a local issue

Health Promotion Week with Geraldine Malley 6/9/2005

A meeting to discuss the FBU involvement in the forthcoming event 11-13 October 2005

Control Meeting with CFO 6/9/2005

I had to leave this meeting early, but Sister Barton will give a full report

Other issues

Contracts of Employment

Are still a little bit up in the air, but we are fast approaching a finished product. Retained will be on overtime rate once they reach 42 hours in a week.

Control Contracts have not been discussed yet.

Collection for Simon Green

A reminder to members that 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.

Ian Thresh

The tragic loss of Ian Thresh who served at Basingstoke is a reminder to us all the importance of belonging to the FBU and the Accident and Injury Fund. This fund will now benefit the family he leaves behind.

If you have members on your branch who are not members, or who have left, remind them of the benefits the FBU can bring to them. There probably for the grace of our chosen God this could have been any one of us.

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.

Suffolk Hardship Fund

Please direct donation to Colin Burford Membership Secretary

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

8 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) submitted to the NJC
- Service Order on Leave (still has issues to be resolved) outstanding issues submitted to the NJC
- Rank to Role, this will become a minefield of problems as the service have quite a different view to the FBU nationally

- FDS duty system officers
- Make Up Drills wholetime retained
- Regional Controls, estimates of £2Billion to achieve this now
- Acting Up Allowances (agreed but not implemented) being chased up
- Availability Sheets Retained, stations still not happy with this new form
- Retention/Redeployment/Redundancies in Control, HFRS have ignored our views on this issue and once again show their contempt for the personnel they employ
- Career Breaks, still on hold
- Wholetime retained service order (supplied by FBU) thanks to Eddie and Berkshire for this, the service is not going to issue this, instead they intend to write a process into the new retained duty system.
- New Grievance Service Order (Negotiated, but not implemented yet, one area of disagreement by FBU, UNISON and GMB)
- Catering allowance submitted to the NJC
- Spoilt meal allowance retained duty system submitted to the NJC
- Facilities agreement – Brigade Secretary
- Competent Pay submitted to the NJC
- Light Weight Tunics, still under review
- Station Cleaners, no reply by the service
- Middle management review submitted to the NJC

9. Membership Secretary's Report

Brother Ian Thresh is being treated as on duty, the £1 donation will be instigated by the FBU, agreed by BCM.

10. Guest Speaker

Brother Harry Williams gave an update on Union Learning Project (fund). Each branch can have a ULP representative and each brigade can also have a ULP representative. The role of this representative is somewhat different to the traditional idea of a trade union representative.

11. Conference

Resolutions to conference need to be discussed, any branches should forward their proposals to the Brigade Committee.

Proposed delegates and observers, this will be decided closer to conference

Delegates:

Brothers Jordan, Ramsey, Burford

Observers:

Brothers Whatton, McCullen, Robson, Carpenter, Wadmore, Hawkes, Sisters Barton, Eames

12. Report from HFA

PERFORMANCE REVIEW COMMITTEE
 BEST VALUE PERFORMANCE INDICATORS (BVPI)
 DUTY TO PROMOTE RACE EQUALITY ----- POOR
 SHIFTS LOST TO SICKNESS ----- POOR
 ACCIDENTAL FIRES IN DWELLINGS ----- GOOD
 NO. OF FIRE SAFETY CHECKS ----- GOOD
 SPEED OF RESPONSE IN 8 mins ----- POOR
 (DUE TO LESS AFA'S)

NEXT MEETINGS

HFRA 7th December
F + GP 20th October
HR 29th November
PERFORMANCE REVIEW 7th December
GOVERNANCE 2nd November

13. Health & Safety

Little to report due to summer breaks

14. Fairness and Dignity

In the past few months we have had incidents where firefighters have been injured and sadly one killed. I would like to point out at this moment that although there are actions being taken, and a lot of movement in support of these members, I don't want to go into deep reports at this time.

Tony McGeorge is a firefighter who is at present a member of B/W at Southsea. Tony suffered life threatening injuries in July after he was struck by falling masonry, demolished by a vehicle mistakenly put in to reverse by the driver. He suffered multiple chest injuries, spent two weeks in a coma and many days in hospital. Tony, I am glad to say, is on the slow and painful road towards recovery. An application to the accident and injury fund has been made. As the further details come to me I will inform the Brigade Committee.

Ian Thresh (deceased). Sadly Ian a leading firefighter from W/W at Basingstoke was killed traveling from his home address to his station on 27 08 05. He received multiple injuries after he was involved in a motorcycle accident. The sad loss of Ian is felt throughout the Service and on behalf of the Brigade Committee and the FBU our thoughts and prayers are with Ian's family. Needless to say all stops have been pulled out to ensure Ian's surviving family are well cared for in the coming months and the FBU will be ready to help with any problems they may encounter.

Basingstoke's SEU; as we are aware the SEU from Basingstoke was involved in an accident responding to a call. I would like to report that the crew all left hospital with little or no injuries. I cannot advise the Brigade Committee of injuries to members of the public as I have not been furnished with these. The appliance, we are led to understand, has been taken away for inspection. We wait to see the outcome of this report. I will keep the Brigade Committee up to date with any more information as it comes our way.

I would like to take this opportunity to say that I have been absent from meetings due to personal problems within my remit as F@W coordinator. I have given my explanations to the Brigade Secretary. We spoke about the problems I was suffering; he accepted my explanation, as did the Brigade Committee. I am now back on track to take the post's commitments full time again.

Thank you for your support.

15. Branch / Section Reports.

Eastleigh	Discussion on branch about possible changes to shift systems, would favour staying as is.
Andover	No Report
St. Mary's	Update on member being prosecuted by police, HFRS giving legal support
Officers	Proposed new duty system, HFRS have come back with another system
Redbridge	No Report
Winchester	No Report

Copnor	No Report
Southsea	No Report
B&EMM	<p>Invite for Brother Ramsey to attend the National Black police Association.</p> <p>Seminar being arranged by B&EMM to celebrate 10 years. This is being funded by members attending.</p>
Control	<p><u>Briefing by CFO re: regionalisation of fire controls – 7th September</u></p> <p>Attended this briefing with several other control staff, union and non-union. The location of the RCC was not known and the DCO was awaiting a call for the final moderation meeting. The CFO would not come out against regionalisation. His line is that – it is going to happen as the political will is there for it to proceed and he has to be part of it. He will not move from that stance. He intimated that the FBU campaign is futile. I said that we have a duty to protect member's safety and livelihoods. It was later said that we may not even receive any redundancy payment because it depends if TUPE applies at the time. He also stated that if we stay until the end and are offered a job at the new RCC we may not receive a retention bonus. Jenny McNeil and the CFO seemed unsure of these two issues and said they would write to all control staff individually</p>
Women	<p><u>Domestic Violence Awareness Course, Portsmouth</u></p> <p>On 22nd August I attended with Steve More (Regional Fairness at Work Rep) a Domestic Violence Awareness Course. This course was run by Portsmouth Training Consortium. It was very interesting and beneficial for me as a women's rep. We were asked to consider – what is domestic violence? We covered physical, sexual, emotional and mental abuse. We covered the question of – why do women stay with abusive partners? We explored the reasons why – the woman may have nowhere to go, have no money, unable to drive, the partner may threaten the children, etc. We also learnt that the most dangerous time for a woman (the time she is most likely to be attacked or even killed) was just as she was trying to leave. We also learnt that 2 women a week are killed in the UK as a result of domestic violence – a truly chilling statistic. We also covered compounding factors in domestic violence: cultural stereotypes, racism, homophobia, ageism, disability, class, etc. Eg. a woman abused by a partner who is a professional such as judge, doctor or policeman may not feel she would be believed – the perception in society that members of such professions would be incapable of such acts. We also explored cultural and racial stereotypes. Finally we covered how women in abusive relationships can get support. We learnt of the different agencies that exist to help women such as the Domestic Violence Helpline, Inscape, Victim Support and also local agencies such as Portsmouth Area Rape Crisis and Portsmouth Refuge. It was a very useful, if not harrowing, course.</p>

16. A.O.U.B.

FBU expenses for officials working outside of region 12

We have an issue in this region of officials working outside of region 12. The issue is who picks up the expenses tab? Should our region pay for officials travelling and working in other regions or should the region being visited and helped pick up the tab?

Motion from BCM is that the Region the work is being done for should pick up the expenses. Unanimous support.

The National Women in the Fire Service report issued last month received mixed reviews. It was seen by some members as anti men. Brother Jordan having re-read the report, could see where this view could be obtained, however, it was felt it was a fair report of one person's experience at the Annual Conference of

the NWFS.

17. Date / Venue of next meeting.

Brigade Committee meeting

Wednesday 5th October 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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Hampshire FBU Website

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