

# **HAMPSHIRE BRIGADE COMMITTEE**

**5th October 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.**

**2. Members Present.**

**3. Nominations / Elections**

AGS result Andy Dark elected

Regional Fourth Official Sharon Eames elected

The next election due to be run is for the National Officer position held by Geoff Ellis, Dean Mills, our EC Member has declared an interest in running for this position.

Nominations have closed for the Retained EC Member, potential candidates are; Grant Mayos, Peter Preston, Richard Potter, Tam Mitchell

Election of Officers National Committee Chair Brother Allan Guest

Election of Officers National G&L Chair Brother Pat Carberry

**4. Minutes of previous meeting.**

Accuracy

Page 3 Secretary's Report should read August /September 2005

Page 6 Should read Brother Watton

Page 11 Brother Carpenter does not work at Redbridge

**5. Matters Arising.**

Page 4 leave service order, routine notice has announced date of release

Page 5 Simon Green extend invite to Brigade Committee

## **6. Correspondence**

### **AIF**

1. Confidential – payout to member temporary disablement

### **All Members letters/circulars/e-bulletins**

1. Phoenix Bulletin
2. ODPM – consultation circular on recruitment and progression of managers
3. ODPM – consultation paper on recruitment and progression of managers
4. FBU HO – e-bulletin #68
5. FBU HO – nomination receipt for National G&L Chair
6. FBU HO – nomination receipt for National Officers Chair
7. FBU HO – nomination receipt for Retained EC Member
8. FBU HO – e-bulletin #69
9. FBU HO press release – Andy Dark AGS
10. FBU HO – e-bulletin #70

### **Control**

1. Press Release – Fire Authority debate regional control
2. Email – Control Campaign
3. Control Campaign Leaflet
4. Control resolutions
5. Matt Wrack to address public meeting Portsmouth Guildhall
6. letter from Mike Hancock MP Portsmouth North

### **Duty Systems**

1. Letter to SDO Butcher – FDS system

### **Education**

1. City College – Access for higher education
2. City College – advanced courses for union reps
3. FBU-learn issue 2

### **FBU miscellaneous**

1. FBU HO – medical dismissals
2. FBU Region 9 – new dimensions insurance
3. FBU HO – corporate killing
4. Email – Suffolk dispute update
5. email Dave Beverley (Officers) – fire prevention handbook
6. FBU Region 13 – Dorset pay Competent Pay
7. Letter to DCFO Curry – negotiation and consultation
8. FBU Nottinghamshire – press release industrial action
9. Letter from DCFO Curry – negotiation and consultation
10. press release – Suffolk dispute
11. Palestine Post newspaper
12. Could it be Bowel Cancer leaflet

### **HFRS Miscellaneous**

1. Emails to and from Shella Smith – spoilt meal allowances
2. email Shella Smith – grievance procedure
3. email Shella Smith – changes within employee relations dept

### **Minutes and Agendas HFRS**

1. briefing note IRMP 3
2. powerpoint presentation IRMP 3
3. retained working group minutes 19/9/2005
4. joint trade union meeting 31/8/2005
5. LDG 15/9/2005
6. Popley station 26/9/2005 agenda

### **Miscellaneous other**

1. CFOA circular – new young offenders initiatives
2. Labour Research Magazine

### **Pensions**

1. ODPM press release – new proposals
2. ODPM – government response
3. Hands of our Pensions leaflet
4. Fancy a Pay Cut – FBU leaflet
5. ODPM – Government Response to the Consultation

### **Rank to role**

1. letter to DO Wythe – payment for job analysis questionnaires
2. Dates for rank to role analysis

### **7. Chairs Report**

Members of the Executive Committee will be visiting branches to promote benefits of being a member of the FBU.

### **8. Secretary's Report September /October 2005**

#### **Draft orders:**

None this month

#### **Meetings:**

#### **Job Evaluation Training 14/9/2005**

A one day course was organised by the employer's side to help facilitate rank to role and understanding the process this will be done under.

#### **Retained Working Group 19/9/2005**

This was my first invite to this meeting and the main topic was recruitment and retention of personnel to work the retained duty system. A number of stations will have a recruitment drive and there is supporting resources available from the marketing and media department to help with this.

The other main issue was the Retained Management System and a number of changes were agreed on the availability sheet; these changes to help dispel some of the localisms that are creeping in.

#### **IRMP Pre Consultation Meeting 20/9/2005**

The launch of HFRS's proposals for IRMP 3; a number of contentious issues were raised in these proposals. All branches have probably received versions of this presentation. All branches are requested to give their feedback to the Brigade Secretary. The FBU is currently putting together its response to management. All members' views are welcome.

#### **Popley Station Meeting with DO Millar 26/9/2005**

A continuation of the services communications with the FBU over Popley station issues

#### **Retained Section Meeting 27/9/2005**

Report under retained

### **Working Party Meeting Facilities Agreement 29/9/2005**

Discussions on how the facilities agreement can be updated, no decisions made.

### **Meeting with EC Member 30/9/2005**

A meeting to discuss outstanding issues in Hampshire and Region

### **Other issues**

#### **Collection for Simon Green**

The All Members letter has been sent out again, so that members can donate anonymously.

#### **FBU recruitment**

Hampshire FBU is actively encouraging members to join and rejoin the FBU. We have come through some difficult times and we know some members left because of the pay dispute. However, the FBU is still here, still fighting, still protecting its members.

The result of the pay campaign is that a lot of issues are now going to be won or lost at a local level. There is strength in unity, to maintain our strong position we need the membership to be on board and be supportive of the FBU. Without a union fighting for you, your conditions of service will become none existent.

Join the FBU, the only union with a real ability to challenge management and their view of the modernisation agenda.

#### **Suffolk Hardship Fund**

Please direct donations to Colin Burford Membership Secretary; this is here again because Suffolk are still in dispute and Hampshire have given a poor showing in donating funds to Suffolk.

Let's support our fellow comrades; you never know it could be us who next asks for help.

#### **All Members Information**

All members are encouraged to register their email address with the Hampshire FBU website; [www.hantsfbu.org.uk](http://www.hantsfbu.org.uk) this way they will receive up to the minute information about what is going on in Hampshire, Region and Nationally as soon as we have the information to give.

#### **Congratulations**

Congratulations to Sister Sharon Eames being elected to the position of Fourth Regional Official. Sharon has been caretaking this position for a while and has been doing a fine job; she deservedly has earned the right to continue in this position.

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

#### **Zero 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; government announce queue waiting and priority call waiting
- 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. No sign of this yet
- 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**

Members are advised to check their payslips to confirm they are paying contributions to the FBU. If you have no proof of being a member you will lose your protection and benefits of being a member.

**10. Guest Speaker**

None this month

**11. Conference**

Observers may be limited this year to three from each of our brigades in this region

A resolution to promote a national team for investigations and representation of members will be brought forward to next month's meeting.

**12. Report from HFA**

NEXT MEETINGS

HFRA 7<sup>th</sup> December

F + GP 20<sup>th</sup> October

HR 29<sup>th</sup> November

PERFORMANCE REVIEW 7<sup>th</sup> December

GOVERNANCE 2<sup>nd</sup> November

**13. Health & Safety**

H&S Section report Oct 2005-10-01

- Flash hood trials reaching conclusion- once new item is accepted replacement schedule may commence.
- IRMP3 proposals & feasibility studies announced by SMT- FBU to address issues arising from risk assessments, safe schemes of working & other policy documents that will need to be developed by HFRS

- HFRS are currently reviewing their policy on facial hair following a BA emergency in Dorset.
- Lightweight 'wildland' tunics are again being evaluated by HFRS. Any members that have experienced any of the symptoms associated with heat induced illness resulting from wearing the current tunics (especially when attending RTC's, grass gorse or heath fires or carrying out ICS) –please send ALL details to ADO Mick Gass @ SHQ.
- Congratulations to Bro David Graham who has been selected to represent the region in the national uniform review starting shortly.
- New issue raised surrounding the crewing of control. Crewing below minimum standard-yet to be adequately addressed

**14. Fairness and Dignity**

Accident and Injury Fund claims are being dealt with at the moment. Ian Threshes widow should be in receipt of her money pretty shortly.

Another member injured off duty will be entitled to payments after six months. This member is recovering slowly.

**15. Branch / Section Reports.**

Andover                      Queries on changes to day crewed systems

B&EMM                      No Report

Basingstoke                No Report

Bishops Waltham        No Report

Control                      **Control Staff National Committee Meeting 28<sup>th</sup> September 2005**

I attended the above meeting this week. The general feeling I got from around the table was that at last more Brigades/Regions are becoming involved in the Control Campaign

It's also encouraging to find that despite the locations announcements Control Staff and Members are still Campaigning.

The FBU's Solicitors, Thompsons, have been consulted about the legality of any ballot for industrial action over Control Regionalisation and have been given a positive go ahead. The ballot would be amongst **all members** not just Control Staff; I believe this is something we must now start to build for as although it does not sit well with us, it is something we need to have a discussion about.

Region 9 (East Anglia) have drawn up a timetable and plans for a build up of the campaign's industrial action. This is certainly to be commended when you think of how much that region has to deal with currently with the Suffolk dispute.

The Group of MPs campaigning for the FBU report that the two Regional Lobbies have had a very positive effect on members and that is why so many have now signed the EDM. They are actually being approached by MPs to ask what else they can do. I propose to forward information about rallies, lobby's etc to this group in the future.

The first Public Open Meeting is being held on 5<sup>th</sup> October at 7pm at the Portsmouth Guildhall. The General Secretary, Matt Wrack, will be speaking and our EC Member, Dean Mills will be attending. If you can get along please do.

One further date for your Diaries, Wednesday 19<sup>th</sup> October is the next RMB Lobby. It is imperative we attend this in some force as its possible that by then we will know the location(s)???. To not attend would look like we have given up and send out the wrong message. Please start to get names now.

Thanks to branches who have invited myself and Julie along to speak about the Control Campaign. Last week we attended St Mary's Fire Station. Thank you St. Mary's for your support. We are willing to visit more branch meetings wholetime or retained. Please get in touch.

Copnor	No Report
Cosham	No Report
Droxford	No Report
Eastleigh	Branch had guest speakers Phil Webb and Carolyn Pitcher from the performance review team to talk on IRMP consultation.
	Branch opposes completely; The change to 12 hour shifts Eastleigh changing to 1 pump wholetime (which is never mentioned in IRMP documents) 2 firefighters attending incidents alone on first response vehicle a motorbike rider to AFA's
	branch expresses their support for; Copnor; Suffolk Campaign
	we are proud to announce two members have rejoined the FBU
Education	Copy of FBU-Learn sent to all HFA members.
	One retained member on ULF course
Fareham	No Report
Fleet	No Report
Gosport	No Report
Hamble	No Report
Hardley	No Report
Havant	No Report
Headquartes	No Report
Hightown	No Report
Kingsclere	No Report
New Milton	No Report
Odiham	No Report
Officers	FDS system, HFRS have noted our comments.
	Meeting with DCFO Curry on Consultation
	Applications from members rejoining will be brought forward next month
Portchester	No Report
Redbridge	No Report
Retained	Concerns on the service order on seat belts, if the service order is followed to the letter

it will delay response times to incidents.

Further meeting to take place to discuss the ODPM 51 recommendations

HFRS are not issuing ID cards to retained personnel, a lack of trust in them returning them on retiring from the service.

Romsey No Report  
Rushmoor No Report

Southsea Queries on IRMP issues, life work balance

St Marys Held branch AGM, visit from Sisters Barton and Eames, well received. Concerns over IRMP, 12 hour shifts, primary crewing of ALP, first response vehicle.

Update on driver being charged by the police, legal support from HFRS not that helpful, so member is sticking with Thompsons who were supplied by the FBU. The FBU are still supporting this member.

Stockbridge No Report  
Sutton Scotney No Report  
Tadley No Report  
Training Centre No Report  
Waterlooville No Report  
Whitchurch No Report  
Winchester No Report  
Women

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

The service have reduced the spoilt meal time allowed for day crewed staff in the evening. It has been reduced by 30 minutes. This follows on a successful grievance held against the service. The FBU will challenge this reduction in conditions of service as it would appear the service is suffering from “sour grapes” on this issue.

Retained unable to mark when they are on course and how this affects their availability on the RMS sheet.

Stockbridge attended a serious fire with a crew of 3 as did the second appliance from Sutton Scotney. Andover sent the third appliance with 4. Andover arrived second to witness that the crew from Stockbridge were donned in BA and appeared to be about to commit the team without a BAECO. This reiterates the FBU policy of a minimum crew of four riders for safety. Because once again the commitment of our firefighters is that they cannot just stand back and watch a fire develop without taking action.

An open meeting will take place at Winchester Rugby Club on 26 October 2005 at 10:00am. This meeting is only open to FBU members to give their input into the IRMP proposals of HFRS. If any non FBU members wish to have an input, application forms are available from our branch representatives and our website. The FBU will even consider signing members up on the day.

Next months meeting is our AGM

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

**Brigade Committee meeting**  
**Wednesday 2<sup>nd</sup> November 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.

All Branch and Section reports should be sent to the Secretary and Assistant Secretary before the meeting to assist the smooth running of the meeting.

**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](http://www.hantsfbu.org.uk)  
For further information on your union

# Diary of Events

## January

5<sup>th</sup> Hampshire BCM.

## March

9<sup>th</sup> Hampshire BCM.

## May

4<sup>th</sup> Hampshire BCM.

9-13<sup>th</sup> Annual Conference Southport

## July

6<sup>th</sup> Hampshire BCM

## September

7<sup>th</sup> Hampshire BCM

7<sup>th</sup> Submission of Resolutions for Conference 2006.

## November

2<sup>nd</sup> Hampshire AGM

2<sup>nd</sup> Hampshire BCM

## February

9<sup>th</sup> Hampshire BCM.

## April

6<sup>th</sup> Hampshire BCM.

## June

1<sup>st</sup> Hampshire BCM.

## August

3<sup>rd</sup> Hampshire BCM

3<sup>rd</sup> Branches Resolutions for Conference 2006

## October

AGM of Branches.

5<sup>th</sup> Hampshire BCM

5<sup>th</sup> Nominations for Conference 2006

## December

7<sup>th</sup> Hampshire BCM

7<sup>th</sup> Delegates to Conference 2006

7<sup>th</sup> 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>
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### Hampshire FBU Website

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