

# HAMPSHIRE BRIGADE COMMITTEE

2nd November 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 Moore (F&D/20), McCullen (Vice Chair/24), Pearsey (23), Robson (31), Thurman (Officers), Christopher (Welfare/HQ), Hawkes (32), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), and Sisters Eames (Assist.Sec/Control), Barton (Women/Control), Burrows (G&L/Control)

**2. Members Present.**

Were Brothers Jordan (Brigade Sec/32), Carpenter (Asst. Membership Sec/31), Burrows (Comms/01), Ramsey (Chair/31), Eades (Officers), Evans (H&S/54), Burford (Membership Sec/53), Bates (C Div/54), Williams (ULR region 12)

**3. Nominations / Elections**

National Officer election should be the next election; likely contenders are Geoff Ellis and Dean Mills. All branches are reminded to hold a branch meeting to nominate for this election.

**4. Minutes of previous meeting.**

Accuracy

Page 4 – paragraph under the heading **FBU recruitment** should have read;

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 non-existent.

**5. Matters Arising.**

None raised

**6. Correspondence**

AIF

1. payment to members widow

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

1. ODPM – new financial arrangements for firefighters pensions
2. e-bulletin #71
3. IRMP meeting Winchester 26/10/2005
4. branch reports
5. FBU diary 2006 order form
6. e-bulletin #72
7. e-bulletin #73
8. ODPM – FRSIP improvement deliverables
9. ODPM – national procurement
10. e-bulletin #74
11. worlds AIDS day 2005
12. e-bulletin #75
13. e-bulletin #76

#### **Conference**

1. Papers for conference

#### **Control**

1. email Sharon Eames – regional control location announcement
2. letter from Jim Parrott – regional management board consultation
3. press release – reaction to regional control
4. press release – Royal Berkshire reaction to regional control
5. email – delay to south west regional fire control, the first control to be rolled out
6. full debate from Houses of Parliament – regionalisation of emergency services
7. regional open meeting dates
8. email from Sean Starbuck Region 4 – Humberside oppose regional control room

#### **Duty Systems**

1. email – day crewing system
2. email from member – concerns over 12 hour shifts

#### **Education**

1. ULP – 8 steps to success
2. TUC courses

#### **FBU miscellaneous**

1. Suffolk Success
2. Members update – Dean Mills
3. FBU G&L – advancing equality for men and women; government proposals
4. email Dean Mills – co-ordinate accommodation list for firefighters
5. [www.campaignon.com](http://www.campaignon.com)
6. email from Dave Limer Region 6
7. conference for trade unionists and pensioners
8. email from Sean Starbuck Brigade Sec Humberside – report on issues in Humberside
9. Letter of support to Retford Fire Station, Nottinghamshire
10. letter to Kevin Butcher – spoilt meals day crewing dispute (no response)
11. email from member – Bank Holiday send homes
12. details from ODPM stats
13. FBU G&L – discrimination against gay men and lesbians
14. email from Ian Young Brigade Sec Nottinghamshire – Retford dispute
15. poster campaign leaflets
16. Retford Branch – letter of thanks

17. letter from Shella Smith – consultation and negotiation
18. letter to Shella Smith – consultation and negotiation

### **Health and Safety**

1. 12m ladder
2. letter to Kevin Butcher – commitment of BA team with less than 3 riders (no response)
3. attacks on Havant firefighters
4. operational bulletin – hairstyles, facial hair and jewellery SO 4/2/1/1

### **HFRS Miscellaneous**

1. investors in people
2. investors in people – Dorothy Shirvell

### **IRMP**

1. Proposals for Andover Fire Station

### **Minutes and Agendas HFRS**

1. F&D 20/10/2005
2. LDG 27/10/2005
3. RMB minutes 19/10/2005
4. LDG action plan
5. HFA notice of meeting – 21/10/2005
6. employee relations service order meeting

### **Miscellaneous other**

1. Labour Research magazine
2. Billy Bragg – new single in aid of The Rosetta Life charity and Trimer Hospice

### **Pensions**

1. email from FBU HO – strike over retirement age moves closer
2. email from Paul Woolstenhomles – pensions
3. UNISON united left – statement on pensions

### **Rank to role**

1. Email from member – competent rate of pay (still in dispute)
2. Letter from Dave Curry – corporate allowances
3. Press release – HFRS SMT award themselves massive pay allowances
4. letter to Lorraine Hearnden – acting up allowances Control
5. letter from Lorraine Hearnden – acting up allowances Control

### **Retained**

1. Email from Barry Richards – changes to RMS sheet
2. HFRS doc – ODPM 51 recommendations report

## **7. Chairs Report**

In these times of disputes up and down the country we need to show our support for these other brigades. BCM fully supports this position.

Letter to be sent to West Midlands Officials in support of their ballot for industrial action.

Concerns over the Basingstoke SEU crash. Contact with brigade to gain access to information.

Branch Meetings, dates need to be supplied to the Hampshire Executive so we can program in visits to all branches.

**8. Secretary's Report  
October / November 2005**

**Draft orders:**

None this month

**Meetings:**

**Control Open Meeting 5/10/2005**

This was held at the Guildhall Portsmouth, which was very well received, full report under Control.

**Regional Meeting 6/10/2005**

Regional business conducted at Newbury, main items under discussion were; Education for representatives and members, IRMP's, Regional Control, Pensions.

**Occupational Health Promotion Week 11-13/10/2005**

The FBU had a display at this event for the three days. It gave the opportunity for the FBU to talk to its members about the benefits of the FBU outside of issues of just representation on disciplines and grievances. Members and non members were surprised at the number and variety of additional benefits available to them. A thank you to Paul Christopher for his assistance.

**Meeting to discuss Health and Safety issues of the Droxford trial 17/10/2005**

Attended this meeting with Richard Hewitt; risk assessment of taking a van from Bishops Waltham to an incident was discussed; areas the FBU disagreed with were highlighted. The FBU does not support the trial as laid out by HFRS as it fails to conform to our minimum riders (of 4 on an appliance) and even falls below the services minimum of 3 on an appliance. The FBU does not consider the trial to be a safe scheme of working.

**Retained Section Meeting 18/10/2005**

Meeting with retained section to discuss the ODPM 51 recommendations for the retained duty system

**Regional Management Board Meeting Surrey 19/10/2005**

Rally to oppose the plans of implementing a regional control. Sharon Eames gave a great speech opposing the plans to regionalise our control rooms across the south east. It was better received than the information given by the ODPM representative. Copies of the speech have been sent out to members, with the main point of the speech, 'A bad idea is still a bad idea.'

**Investors in People Meeting 20/10/2005**

Hampshire Fire and Rescue Service are aiming to achieve the award of Investors in People, from the discussion around the table; they are a long way from achieving this award. There were huge areas of disgruntlement that will take some time to resolve, if ever.

**Retained Working Group meeting with Barry Richards 21/10/2005**

Meeting to discuss the ODPM 51 recommendations for the retained duty system

**FBU IRMP meeting at Winchester 26/10/2005**

A consultation meeting with our membership to discuss our formal response to HFRS over their IRMP 3 (2005); ideas have been pooled together and the response is being finalised and should be delivered to HFRS by the end of the month, a thank you to all who have contributed to this work and document.

**Rank to Role / Job Evaluation 27/10/2005**

This is one in a series of meetings going on that the FBU are involved in. The officers section has taken on a large proportion of this work as well, a big thank you for their involvement in this process.

**Rank to Role / Job Evaluation 28/10/2005**

## **Rank to Role / Job Evaluation 1/11/2005**

### **Other issues**

#### **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.

**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
- 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**

Deductions from FBU members were taken this month and paid as per our "Death in Service" benefit scheme. The figure could have been better if all our members had opted in to the scheme. A thank you to all members who have opted in and a request to others to consider opting in for the future.

Our scheme is not limited to FBU members only and we donate for firefighters in other brigades as well.

#### **10. Guest Speaker**

None this month

Next month will have John Woods

Also attending will be Pete Gallagher from West Midlands

## **11. Conference**

Resolutions for conference

1. This conference proposes that a National Team is established to carry out investigations to both internal union discipline and fire service discipline cases. This National Team will operate with the co-operation of Regions and Brigades. This National Team will be an addition to Brigade and Regional resources.

The National Team is to be funded and trained from Head Office resources to alleviate the financial burden on regional expenses. As a National Team these officials would be in a better position to dedicate time and resources to giving the best service to our members.

The Executive Council will be responsible for the implementation and recruitment of this National Team.

2. This conference proposes that a National Team is established to carry out representation for both internal union discipline and fire service discipline cases. This National Team will operate with the co-operation of Regions and Brigades. This National Team will be an addition to Brigade and Regional resources.

The National Team is to be funded and trained from Head Office resources to alleviate the financial burden on regional expenses. As a National Team these officials would be in a better position to dedicate time and resources to giving the best service to our members.

The Executive Council will be responsible for the implementation and recruitment of this National Team.

Delegates to conference; Conrad Jordan, Lud Ramsey, Julie Barton. Sharon Eames will be going as a delegate for region.

Observers to conference; Colin Burford, Paul Watton, Ian Wadmore.  
Reserves; Ian Carpenter, Kevin Robson, Nigel McCullen.

## **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 2nd November

There will be deputations to the next HFA meetings

## **13. Health & Safety**

“Man in a Van” Droxford pilot scheme

Following a meeting called by ADO Watson, Richard Hewitt and Conrad Jordan attended at Winchester Fire Station.

This pilot is to try and see how moving 2 FF's from Bishops Waltham to the incident in Droxfords station ground by van, on an emergency response, to back up their crewing from 2 to 4. ( During the hours of 9-5) At this time Bishops Waltham are able to respond, because of their cover. (Although since the beginning of the year they could only have done this 7 times due to their crewing.)

This meeting was to go through the Risk Assessment for the crews traveling from Bishops Waltham to the incident by van on an emergency response.

A few points were brought up on the Risk Assessment. Recommendations were made.

The point of mobilizing a pump with less than a crew of four was discussed. It was pointed out that the FBU's response to this is that a pump should not be mobilized with less than a crew of FOUR.

Alternative suggestions were pointed out; these were noted by ADO Watson. Those being the moving of Droxford's pump to Bishops Waltham from 9-5 until Droxford were able to crew it! The use of the van doing Home Fire Safety Checks in the Droxford area while Droxford were unable to crew.

The meeting was adjourned until ADO Watson has drafted his report.

#### H&S Section report Nov 2005-10-01

- Flash hood- new one identified awaiting release of monies to fund replacement program.
- Facial hair- new operational bulletin to be issued along with new service order.
- CCTV in cabs- two trial systems are currently in operation for evaluation. New agreement has been drafted by HFRS. (similar to that already agreed by FBU in other regions)
- New Water rescue Strategy group established to look into this form of incident and make recommendations / proposals on how HFRS should develop its policy.
- Demonstration attended- of two new fire-fighting systems for possible use on first response vehicles. (CAFS & Fire Express)
- Possible changes to the Road Traffic Act may have implications for officer members utilising their own vehicles for blue light emergency response, the full extent of these implications will only be known when the act is published.

· **REMINDER TO ALL MEMBERS- PLEASE ASSIST IN THE FOLLOWING**

Lightweight 'wildland' fire-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, carrying out ICS or during training etc)

–Please send ALL details to ADO Mick Gass @ SHQ.

#### **14. Fairness and Dignity**

My apologies for not attending the meeting today, however I am visiting Patricia Thresh.

During the last couple of months I have been busy dealing with a very sad event, the unexpected death of a member Ian Thresh, I have visited his widow Patricia on several occasions to offer her support and assistance, I have been instrumental in obtaining the monies due to Patricia and her children from the Accident and Injury Fund and so far she has received an interim payment of £5,000, there is also further substantial payments to be paid in the near future, Patricia is also pregnant and once the baby is born she will receive another substantial payment.

Also I enlisted the help of my wife who due to her work experience was able to help Patricia secure a lump sum payment with further weekly payments from the DWP in the form of Bereavement Benefit, a benefit payable based on Ian's National Insurance Contributions, Patricia is also due to receive Child Tax Credits and a reduction in her Council Tax.

During my visits to Patricia I have been accompanied by Geraldine Malley who is looking after her welfare in her time of bereavement.

I have also been in touch with the members of Ian's watch to offer support and to offer assistance in obtaining welfare services should they require it. I have also been told that the members of his watch are due to visit Patricia today to finish some DIY jobs that Ian had not completed.

Another member Tony McGeorge continues to recover from his accident, I offered help to his family whilst he was in hospital and since he has been well enough to Tony himself and can report that from January he will be in receipt of £119 per week from the Accident and Injury Fund.

There have also been some issues regarding Fairness & Dignity within the service which I have brought to the attention of the Secretary however investigations within the service are still ongoing and once the outcome is known we are prepared to help our members with whatever action is necessary.

**15. Branch / Section Reports.**

Andover                      Queries on IRMP changes

B&EMM                      No Report

Basingstoke                No Report

Bishops Waltham        No Report

Control                      Regional Section Meeting will take place on 4 November; I will be standing down as Regional Control Representative as I am now the Regional 4<sup>th</sup> Official.

Since the location announcement has now been made for the South East RCC this takes our campaign to the next level.

We should now be focussing on spreading the word about the new site being opposite a school, alongside the M27 and under the flight path to Southampton Airport. We believe the ODPM will be submitting planning applications this month.

Other brigades across the region will of course be focussing on the distance and lack of local knowledge, the worse service and delays this will lead to. Also this week in the news we hear that the average council tax bill may rise by as much as £100 next year! All the things we have been saying up to now still hold true and we will keep telling anyone who will listen of our very real concerns about this project.

This brings me on to the public meeting held in Portsmouth on 5th October. The meeting, whilst not packed, was well attended, particularly by local neighbourhood forum groups, other unions and of course the press. Thanks go to Matt Wrack and Dean Mills for taking part along with Councillor Heath of the Hampshire Fire Authority. As a result of the meeting I have been invited to give other presentations at neighbourhood forum groups in the area. It is definitely the way to go to get the word around to the public.

The Regional Control Campaign DVD is taking shape. I have seen the material which Lud Ramsey has collected so far in the 'uncut' version and it should not be long now before the finished product is available. If you have any events coming up, meetings with MPs or such like which we could film please let me know.

Ruth Winters, President, is planning to come and speak to the region on the Control Campaign in the near future, date to be notified.

There is a meeting planned for CSNC and Control Campaign Co-ordinators at Wortley for Monday 7th November and I will give a verbal report on this at the meeting.

Copnor                      No Report

Cosham                      No Report

Droxford                    No Report

Eastleigh                    Eddie Burrows is transferring to Basingstoke; Criag Hawkes is taking over as Branch

Chair. Eddie would like to thank the branch for their support and active participation.

Together we stand divided we fall

Education First ULF course finished in Hampshire, next course 18/19 January. Congratulations to Martin Merrit on becoming a qualified Union Learning Representative.

Shaun Lacey is the Southsea ULR and is proposed as the Hampshire ULR

Meeting to be held with the Hampshire Executive to formalise the ULR's in Hampshire.

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 Officers section is heavily involved in the rank to role process

Portchester	No Report
Redbridge	No Report

Retained Further meeting took place to discuss the ODPM 51 recommendations

Romsey	No Report
Rushmoor	No Report
Southsea	No Report

St Marys Update on driver being charged by the police, the case has had a preliminary hearing at Magistrates Court. Our member has pleaded not guilty to the charge of dangerous driving of a fire appliance. The case will now go before a judge and jury at Crown Court in early 2006. Legal assistance continues to be provided by the FBU and Thompsons.

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

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

AGM moved to December, agreed by BCM, all branches should send a delegate to Brigade Committee for this meeting.

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

**Brigade Committee meeting**  
**Wednesday 7<sup>th</sup> December 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>
<b><u>Brigade EC</u></b>				
Lud Ramsey	<b>Chair</b> chair@hantsfbu.org.uk	31 Day	07917 065877	01264 339000
Conrad Jordan	<b>Secretary</b> secretary@hantsfbu.org.uk	32 W/W	07917 065876	023 80613151
Colin Burford	<b>Membership Secretary</b> mem.sec@hantsfbu.org.uk	53 R/W	07917 065878	023 80776391
Nigel McCullen	<b>Vice Chair</b> vice.chair@hantsfbu.org.uk	24 W/W	07719 534535	02392 871303
Sharon Eames	<b>Assistant Secretary</b> assist.sec@hantsfbu.org.uk	Control B/W	07917 065865	023 80644000
Ian Carpenter	<b>Assistant Membership Secretary</b> assist.mem@hantsfbu.org.uk	31 Day	07932 658980	01264 339000
Eddie Burrows	<b>Communications Co-ordinator</b> comms@hantsfbu.org.uk	32 G/W	07005 335188	023 80613151
<b><u>Sections</u></b>				
Steve Evans	<b>Health &amp; Safety Co-ordinator</b> hsw.chair@hantsfbu.org.uk	54 R/W	07973 845111	023 80333254
Steve Moore	<b>Fairness &amp; Dignity</b> fairness@hantsfbu.org.uk	20 W/W	07917 065886	023 92662926
Andy Eades	<b>Officers</b> officer.chair@hantsfbu.org.uk	20	07810 378244	02392 662926
Sharon Eames	<b>Control</b> control.chair@hantsfbu.org.uk	Control B/W	07917 065865	023 80644000
Julie Barton	<b>Women</b> women.chair@hantsfbu.org.uk	Control B/W	07917 065862	023 80644000
Ali Burrows	<b>G+L</b> gl@hantsfbu.org.uk	Control B/W		023 80644000
Lud Ramsey	<b>B&amp;EMM</b> baemm@hantsfbu.org.uk	31 Day	07917 065877	01264 339000
<b>VACANT</b>				
	<b>Education</b> education@hantsfbu.org.uk			
Martin Merrit	<b>Retained (Part Time)</b> retained.chair@hantsfbu.org.uk	30 Part-time		01962 620564
Paul Christopher	<b>Welfare Coordinator</b> welfare@hantsfbu.org.uk	HQ		023 80644000
<b><u>Divisional Reps</u></b>				
<b>VACANT</b>				
	<b>A Division</b> adiv.rep@hantsfbu.org.uk			
Steve Moore	<b>B Division</b> bdiv.rep@hantsfbu.org.uk	20 W/W	07917 065886	023 92662926
Pete Bates	<b>C Division</b> cdiv.rep@hantsfbu.org.uk	54 R/W	07929 361918	023 80333254

### Hampshire FBU Website

www.hantsfbu.org.uk  
email: webmaster@hantsfbu.org.uk