

# HAMPSHIRE BRIGADE COMMITTEE

7th December 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 Ramsey (Chair/31), Moore (F&D/20), Carpenter (Asst. Membership Sec/31), Evans (H&S/54), Eades (Officers), Pearsey (23), Robson (31), Thurman (Officers), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), Foster (01), Harris (24), Williams (ULR region 12) Sisters Eames (Assist.Sec/Control), Barton (Women/Control), Burrows (G&L/Control)

**2. Members Present.**

Were Brothers Jordan (Brigade Sec/32), McCullen (Vice Chair/24), Burrows (Comms/01), Burford (Membership Sec/53), Bates (C Div/54), Trew (54), Hawkes (32), Wadmore (30)

**3. Nominations / Elections**

Retained Executive Committee Member elected; Thomas Mitchell

Motion to region to reinstate National Officer election;  
Proposed Conrad Jordan, Seconded Eddie Burrows, carried unanimous

**4. Minutes of previous meeting.**

Accuracy  
None raised

**5. Matters Arising.**

Page 3 – London Consultative ballot result 98.5% voted to defend the current shift system; this was a vote against going to 12 hour shifts.

Other disputes around the country, Eddie Burrows to liaise with Dean Mills for details

Basingstoke SEU crash, ongoing, reports have been released to the FBU

Page 4 – Health Promotion Week; the FBU had a good response to this, mainly around issues of the AIF.

Page 6 – are there any more details of the Droxford trial?

Page 7 – facial hair issues

## **6. Correspondence**

### **AIF**

1. FBU HO – letter to Patricia Thresh

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

1. FBU HO – call for IA West Mids
2. FBU HO – bargaining to organise Labour Reserch
3. FBU HO – dates for IA West Mids
4. ODPM – potential additional sources of funding
5. ODPM – fire services act 2003 (c.36)
6. FBU – e-bulletin #77
7. FBU HO – nomination paper national officer
8. FBU HO – annual report 2005
9. FBU – e-bulletin #78
10. ODPM – incidents at sea
11. ODPM – helicopter load bags
12. ODPM – ff at sea
13. resignation of Membership Secretary Colin Burford
14. FBU – e-bulletin #79
15. Subscriptions increase
16. firefighter magazine
17. election of Retained EC Member – Thomas Mitchell
18. Pensions Special Nov 05
19. FBU Parliamentary Group
20. FBU HO – civil partnerships

### **Control**

1. Election of Paul Watts, Berkshire, Control Rep
2. press release – announcement of Select Committee
3. press release – new multi million £ radio system for fire services
4. email from Val Salmon – thank you for political pressure
5. letter to Mr Murphy (RMB) – from Peter Miller Region 12
6. letter to Mr Cartwright (RMB) – from Peter Miller Region 12
7. letter to Mr Bonney (RMB) – from Peter Miller Region 12
8. email to Peter Cowmeadow – business case for additional role in Control
9. email from Dean Mills – date and venue of Control meeting
10. letter from member of public- condemning region fire call centres
11. press letters - condemning region fire call centres

### **Education**

1. TUC courses

### **FBU miscellaneous**

1. press release Scotland – more injuries in fires
2. email from Gosport Branch
3. press release West Mids – 76.6% in favour of IA
4. email to Shella Smith – facilities agreement
5. email from L&B – death in service

6. email from and to Chris Stephens – make up drills
7. letter of thanks from Retford Fire Station
8. email from Rajinder Hayer – back pay of allowances paid
9. ODPM FRS online website
10. Labour Research – employment tribunals new procedures
11. FBU HO – stamping out Homophobia
12. FBU HO – justice for Columbia
13. Red Watch press release – solidarity with West Mids
14. press release – key workers
15. FBU HO – preventing trident replacement
16. FBU HO – justice for Columbia
17. letter to Kevin Butcher – dispute over day crewing meal break allowance (no response)
18. letter to Bruce Gordon – Bank Holiday leave disagreement
19. letter to John Bonney – consultation

### **Health and Safety**

1. letter to Robin Furniss – Basingstoke SEU accident
2. letter from Kevin Butcher – 3 rider policy
3. letter to Kevin Butcher – 3 rider policy
4. letter to Dave Curry – ear defenders
5. reports from Basingstoke SEU accident

### **HFRS Miscellaneous**

1. email from Molly Jennings – WTD
2. email from Keely Stafford – leave order forms
3. email from Paul Hewitt – exchange magazine
4. guidance for crewing on Bank Holidays

### **Minutes and Agendas HFRS**

1. station based duty systems
2. minutes of LDG 27/10/2005
3. minutes Popley – 17/10/2005
4. HFA notice of meeting 29/11/2005
5. agenda JTV 30/11/2005
6. minutes of training operations group 3/10/2005
7. minutes of tactical group 24/10/2005
8. minutes of station based duty system 11/2005
9. minutes of H&S 19/10/2005
10. HFA notice of meeting 7/12/2005
11. HFA minutes 29/11/2005
12. HFA notice of meeting 9/12/2005

### **Miscellaneous other**

1. better protection for lesbians and gay men in the provision of goods and service
2. Labour Research

### **Pensions**

1. minutes from Public Sector Alliance
2. NASUWT – final statement of principles

### **Rank to role**

1. letter from Dave Curry – thanks for participation in rank to role
2. letter from Helen Andrews – invite to meeting for results of project
3. letter to Bob Wythe – job evaluation of ICU personnel

7. **Chairs Report**

Apologies for not being here today, currently attending Penrith to rehabilitate the injury to my Achilles tendon.

The FBU in Hampshire is still facing tough times with the cuts the service is proposing under IRMP 3. We will need to stick together and fight each campaign to defend against these cuts.

It has been a difficult time since the pay dispute and we are a long way from it being over. Rank to Role is in process and there will be members disappointed with the results, we will support any appeal that is lodged.

8. **Secretary's Report**

**November / December 2005**

**Draft orders:**

None this month

**Meetings:**

**Rank to Role / Job Evaluation 3/11/2005**

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.

**Regional Sub Committee Meeting 6/10/2005**

Re-organisation of the FBU, a number of ideas were talked about and a paper to be prepared for head office with recommendations from Region 12.

**Rank to Role / Job Evaluation 7/11/2005**

**Rank to Role / Job Evaluation 8/11/2005**

**Public Sector Pension Committee 8/11/2005**

A meeting to discuss the various options being offered to Public Sector workers

**Rank to Role / Job Evaluation 9/11/2005**

**Regional Meeting 10/11/2005**

Regional business conducted at Maidenhead, main items under discussion was; All Equal All Different investigation for representation, Education under Union Learning Fund, IRMP's, Regional Control, Pensions.

Matt Wrack and Ruth Winters are to conduct a number of meetings across the country to further publicise our regional control campaign.

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

**Rank to Role / Job Evaluation 15/11/2005**

**Rank to Role / Job Evaluation 16/11/2005**

**Rank to Role / Job Evaluation 17/11/2005**

**Rank to Role / Job Evaluation 18/11/2005**

**Rank to Role / Job Evaluation 21/11/2005**

### **Popley Fire Station Meeting 21/10/2005**

Ongoing meetings during the trial of station 15 Popley

### **Rank to Role / Job Evaluation 23/11/2005**

Rank to Role Moderation day. Following on from the days spent in Rank to Role Job Evaluation a moderation panel was formed to assess whether the right decisions had been made by those panels.

A number of jobs were moderated, in the most part downwards. The FBU disagreed with a number of those and advises its members to look closely at the letters they will be receiving on or after the 9 December 2005, if you disagree with the outcome of the job evaluation, either contact the officers representatives or myself for further advice on lodging an appeal.

### **Bank Holiday Leave Meeting 25/11/2005**

The service has agreed a position that Bank Holiday send homes will only happen on complete shifts on Bank Holidays. The night shift proceeding and ending on a Bank holiday will be crewed as per a normal working day. The service will be publishing their guidance on this issue.

The FBU still holds the position that there should be no send homes at all during a Bank Holiday.

### **Establishment Working Group Meeting 28/10/2005**

Working group meeting discussing current and expected future establishment in Hampshire

### **Copnor Neighbourhood Forum Public Meeting 29/10/2005**

A meeting with the neighbourhood forum from Copnor to discuss the opposition to regional control call centres and the closing of Copnor Fire Station. The neighbourhood forum gave support to both campaigns.

### **Stamshaw Neighbourhood Forum Public Meeting 30/10/2005**

As above, this meeting was attended by Julie Barton and Sharon Eames.

### **Station Based Duty Systems Meeting with Dave Curry 6/12/2005**

Meeting to discuss duty systems on stations; day crewed, continuously crewed, 9 day fortnight and FDS.

The FBU have asked for meetings on day crewed and 9 day fortnight. The officers section is still dealing with the FDS system. Continuously crewed is being dealt with in our response document to HFRS to be delivered 16 December 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.**

#### **Service Order amendments received this month**

Anti theft fraud and corruption policy; control training assessment plans; first aid and trauma care training; defibrillators; NVQ's

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 personnel should have received their back pay by now
- 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
- 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

1. I have recently been receiving Subscription forms from Payroll that have been sent to them directly. Please can all new Applications and Payroll queries go through the Membership Secretary. This enables an up to date list of membership. Not following this procedure could mean you don't get representation.
2. New Subscriptions in line with the Rule Book have been circulated. These come into effect on 1<sup>st</sup> January 2006.

Job Title	Current Monthly Contribution (£)	Revised (£) (As from 01/01/06)
Wholetime	20.15	20.84
	20.76	21.45
	23.05	23.83
	23.66	24.44
Retained	6.67	6.89
	7.28	7.50
	9.57	9.88
	10.18	10.49

	Wholetime		Retained	
	Weekly (£)	Monthly (£)	Weekly (£)	Monthly (£)
Trade	4.81	20.84	1.59	6.89
Political	0.14	0.61	0.14	0.61
AIF	0.69	2.99	0.69	2.99
<b>Total</b>	<b>5.64</b>	<b>24.44</b>	<b>2.42</b>	<b>10.49</b>

3. HFRS will be running two recruit's courses in 2006. The first being from 9<sup>th</sup> Jan – 5<sup>th</sup> May and the second from 15<sup>th</sup> May - 8<sup>th</sup> Sept. New Membership Secretary to carryout FBU induction talks.

4. Lastly, I would like to thank all those FBU members and also HFRS Management that have helped and guided me in the past years as Membership Secretary. It has opened my eyes to the policies and procedures of the FBU and HFRS and how they work.

I would strongly encourage members that have not encountered Managerial, Discipline, Service Order meetings and Conferences, to name a few, to get involved.

Finally, don't go complaining if things don't work out for our officials. Get involved and make your views heard. The Union can only be as strong as the members who express themselves and more importantly participate.

**10. Guest Speaker**

Apologies from both our guest speakers

**11. Conference**

Resolutions for conference

Third resolution for conference

3. This conference demands that elections for officials when due, should be run in accordance with the FBU rule book. Cancelling and postponing elections should not happen.

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, Paul Trew.

\*may be replaced by Gary Sams as the new Membership Secretary

**12. Report from HFA**

**29<sup>TH</sup> NOV 2005**

WORK FORCE PLAN AND PEOPLE STRATAGY

3 YR PLAN

FIRE AUTHORITY MEMBERS TO BE MORE INVOLVED IN DECISIONS

ACTION PLANS TO BE PLACED ON STATIONS

JOB EVALUATION GREY BOOK

CONCERNS RAISED OVER MORALE, IF TOO MUCH CHANGE IN THE JOB.

MR CURRY ACCEPTS MORALE IS LOW AMONG STAFF, AND OFFICERS MUST ADDRESS THIS TO KEEP STAFF.

FIREFIGHTER RECRUITMENT

3 FIRE SERVICES ARE PILOTING THE NEW SYSTEM INCLUDING HAMPSHIRE, F.A. ASKED TO SEE APPLICATION FORMS AND TO ALSO TRY OR SEE THE PHYSICAL TESTS.

THE PERSONNEL INFO IS REMOVED FROM THE FORMS WHEN RECEIVED, SO EVERYONE IS TREATED FAIRLY

There will be deputations to the next HFA meetings

**13. Health & Safety**

Eastleigh have an issue with the new Wrl in that the nearside front locker, top tray, can come down quickly because of the weight inside it and there is a risk of catching fingers underneath with a possibility of losing fingers. Other stations are asked to check if they have a similar problem.

**14. Fairness and Dignity**

Nothing to report

**15. Branch / Section Reports.**

Andover Nothing to report  
 B&EMM Nothing to report  
 Basingstoke Nothing to report  
 Bishops Waltham Nothing to report

Control Control has put forward a business case for an additional rank/role in Control. This is the position of crew manager (Control). This has been rejected by the service at this moment.

The FBU will continue to push for this position as there is an identifiable development need within Control.

The Control Campaign is still going strong and we have a new Region 12 Control Rep, Paul Watts from Berkshire

Copnor Nothing to report  
 Cosham Nothing to report  
 Droxford Nothing to report

Eastleigh Branch meeting not until after this BCM

Education Nothing to report  
 Fareham Nothing to report  
 Fleet Nothing to report  
 Gosport Nothing to report  
 Hamble Nothing to report  
 Hardley Nothing to report  
 Havant Nothing to report  
 Headquarters Nothing to report  
 Hightown Nothing to report  
 Kingsclere Nothing to report  
 New Milton Nothing to report  
 Odiham Nothing to report

Officers The officers section has carried out their AGM, their officials remain the same, but the work has been reallocated.

Officers section is opposed to the FDS option 4, they will support option 3. There are concerns over the consultation process, in light that shift systems are a matter of negotiation.

There are two new members who have joined, Colin Millar and Tony Evans, ratified by the BCM.

Portchester Nothing to report  
 Redbridge Nothing to report  
 Retained Nothing to report

Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Has the criteria been set for CPD. No that is being negotiated nationally
St Marys	Update on driver being charged by the police, the case being transferred to Crown Court early January.
Stockbridge	Nothing to report
Sutton Scotney	Nothing to report
Tadley	Nothing to report
Training Centre	Nothing to report
Waterlooville	Nothing to report
Whitchurch	Nothing to report
Winchester	Nothing to report
Women	Nothing to report

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

SEU at Winchester waiting for retained to crew before mobilising

Meeting for day crew staff at HQ 9/1/2006; can a request be made for standby crews to attend the day crewed stations so all personnel can attend the meeting.

Thank you to Paul Vickery for all his hard work as an official at Winchester, happy retirement.

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

**Brigade Committee meeting**

**Wednesday 4<sup>th</sup> January 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**

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

## **March**

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

## **May**

3<sup>rd</sup> Hampshire BCM.

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

## **July**

5<sup>th</sup> Hampshire BCM

## **September**

6<sup>th</sup> Hampshire BCM

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

## **November**

1<sup>st</sup> Hampshire AGM

1<sup>st</sup> Hampshire BCM

## **February**

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

## **April**

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

## **June**

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

## **August**

2<sup>nd</sup> Hampshire BCM

2<sup>nd</sup> Branches Resolutions for Conference 2006

## **October**

AGM of Branches.

4<sup>th</sup> Hampshire BCM

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

## **December**

6<sup>th</sup> Hampshire BCM

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

6<sup>th</sup> Voting on Resolutions for Conference 2006.

**Please note that all the meetings will be on the first Wednesday of every month. With the exception of February which will be on the second Wednesday, 8/2/2006.**

**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
Gary Sams	<b>Membership Secretary</b> mem.sec@hantsfbu.org.uk	31 Part-time	07917 065878	01264 339000
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
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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>				
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### Hampshire FBU Website

www.hantsfbu.org.uk  
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