

# HAMPSHIRE BRIGADE COMMITTEE

4th January 2006

## 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), Moore (F&D/20), Carpenter (Asst. Membership Sec/31), Evans (H&S/54), Eades (Officers), Pearsey (23), Thurman (Officers), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), Foster (01), Harris (24), Trew (54), Hawkes (32), Wadmore (30) Sisters Barton (Women/Control), Burrows (G&L/Control)

**2. Members Present.**

Were Brothers Mills (EC Member), Ramsey (Chair/31), Jordan (Brigade Sec/32), Burrows (Comms/01), Sams (Membership Sec/31), Bates (C Div/54), Robson (31), Ash (54), Williams (ULR region 12) Sisters Eames (Assist.Sec/Control), Ellis (09)

**3. Nominations / Elections**

ULF Representative Hampshire Brigade Committee. There was only one nomination for Bro. Shaun Lacey of Southsea. Proposed by Bro. Williams, Seconded by Bro. Robson. Therefore Bro. Lacey elected unopposed.

The National Officer's election has been reinstated as of 6/1/06. Currently Bro. Geoff Ellis is the post holder and is eligible for re-election. However, Bro. Dean Mills has indicated he is willing to stand. New nomination forms being sent out on 6<sup>th</sup>.

**4. Minutes of previous meeting.**

Accuracy  
None raised

**5. Matters Arising.**

Page 1 – SEU Accident – no news as yet  
Page 5 – Station based duty system meetings, will be discussed in Secretary's report  
Page 7 – 11.3 Resolution to Conference discussed

**6. Correspondence**

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

1. ODPM response, consultation on incident data
2. FBU pensions fact sheet
3. IRMP public meeting dates
4. ODPM – Fire and Resilience Directorate
5. ODPM – end of year message
6. ODPM – next steps IPDS
7. ODPM – consultation on leadership & development in FRS
8. FBU Matt Wrack – good wishes to all
9. dates for 2006
10. national officer election

**Conference**

1. Postponement of conference
2. Postponement of conference

**Control**

1. press release Cornwall – backing from Liberal Democrats
2. press release – call centre chaos

**Duty Systems**

1. email from member – views on 9 day fortnight changes
2. station based duty systems HFRS presentation
3. station based duty systems HFRS decision log December 2005

**Education**

1. TUC courses

**FBU miscellaneous**

1. reorganisation of officers section Hampshire
2. grievance competent rate of pay
3. draft précis of fire and rescue national framework 2006/08
4. press release – Buncefield disaster raises Hertfordshire Safety Plan Failings
5. emails to and from Jim Parrot – discipline and grievance procedures
6. letter to Dave Curry – standby crews for day crewed staff to attend meeting on 9/1/2006
7. press release – Buncefield, no justification for Hertfordshire cuts
8. letter to Dave Curry – asking for review of Esso Fawley emergency plans and impact on IRMP
9. letter from Andy Eades to Kevin Butcher – FDS system
10. letter from Andy Eades to Dave Curry – additional responsibility payments
11. grievance competent rate of pay – resubmitted after letter from Shella Smith

**HFRS Miscellaneous**

1. email from Shella Smith – TOR JTU
2. leave service order guidance
3. email from Bruce Gordon – guidance bank holidays
4. draft document from ODPM – Popley station trial
5. Xmas card from employee relations
6. letter from Dave Curry – consultation
7. minutes from 6/12/2005 duty systems and IRMP
8. Wholtime forecast
9. email from Susan Templeton – contract shells

10. email from Susan Templeton – contract shells Control
11. letter from Shella Smith - grievance competent rate of pay
12. letter from Shella Smith - grievance competent rate of pay
13. HFA – budget
14. letter from Dave Curry - grievance competent rate of pay

#### **IRMP**

1. Letter from John Bonney – public meeting dates
2. Letter from Dave Curry – IRMP 2006 consultation
3. FBU IRMP response
4. press release – oppose cuts to Waterlooville
5. press release – oppose cuts to Eastleigh
6. press release – oppose cuts to Copnor

#### **Minutes and Agendas HFRS**

1. Popley Station agenda 12/12/2005
2. LDG agenda and paperwork 4/1/2006
3. Notice of Meeting 6/1/2006

#### **Miscellaneous other**

1. labour research dept – Safety Reps in Action
2. Labour research magazine

#### **Rank to role**

1. email from Helen Andrews – rank to role letters
2. email from Helen Andrews – rank to role appeals
3. letter from Dave Curry – incident command job evaluation
4. email from Helen Andrews – Basingstoke review to downgrade positions
5. email from Helen Andrews – Basingstoke review to downgrade positions

#### **7. Chairs Report**

It is the intention of Conrad Jordan and I to go around branches and to explain the current campaigns on defending the cuts to Eastleigh, Copnor and Waterlooville. It is the duty of all branches to defend against these cuts and support the members affected. It may not be you now but it could be in the future. An attack on one is an attack on all.

FBU finances are tight at the moment, but this is a reflection of coming out of a bitter dispute over pay. This did hit the FBU in the pocket, but it is our political fund that pays for our campaigns and that is why we encourage all our members to join and sign up to the political deductions.

#### **8. Secretary's Report**

##### **December / January 2006**

##### **Draft orders:**

Substance misuse, comments made and returned

##### **Meetings:**

##### **Rank to Role / Job Evaluation 8/12/2005**

This meeting was to discuss the outcomes of job evaluation outcomes after moderation and prior to all personnel involved being informed of the results.

##### **Popley Fire Station Meeting 12/12/2005**

Usual monthly meeting to discuss the issues at Basingstoke and Popley; disappointedly there was a report from the ODPM that accused the FBU of actively working against the Popley project. 'The FBU undertook a campaign to undermine the project' No such campaign exists. The FBU actually agreed with management that a trial should take place prior to HFRS spending £3M plus, on building a Fire Station

that could potentially be in the wrong place.

This appears to be a distorted view given to the ODPM by senior management and not the views of the managers we have dealt with at the local level. It has been recognised at the local level that the FBU have fully participated in the trial and continue to do so. Indeed with regard to the local managers, the FBU has stated 'we feel there has been good communication and consultation on this project and is a good example of partnership working.' This is credit to the hard work these managers have put in to the project and their enthusiasm.

There was in addition disparaging remarks about the personnel at Basingstoke which were unfounded. Remarks that call our members 'antagonistic' and 'disruptive;' 'the biggest barrier to the project has been the attitude of our staff.' do not bode well for managements understanding of the problems at Popley. Rather our members are frustrated at the lack of training facilities at Popley and those involved in development programs are being severely disadvantaged. You have members who wish to progress their career prospects who are being slated for voicing their frustrations.

The IT services at Popley have been woefully inadequate since Popley's inception. This has been a recurrent theme at all of the meetings held at Popley.

An interesting point made in the report is that it is felt a 'regional control could hamper the viability of such a local initiative.'

#### **Public Sector Pension Committee 13/12/2005**

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

#### **Regional Meeting 15/12/2005**

Regional business conducted at Maidenhead, main items under discussion was; AGM, election of officials; Regional Vice Chair, Conrad Jordan, Regional Official to Finals Appeals Committee, Danny Whitelock, Auditors, Lud Ramsey and Yannick Dubois, Firefighter Representative Steve Moore, SERTUC, Dave Dymond and Dean Mills. Regional Education, Fairness at Work, Health and Safety are two year elections and are due next year. B&EMM, Women, Control, Retained, G&L, Officers representatives are elected by their sectional committees. Changes agreed to standing orders.

Regional meeting concentrated on Education under Union Learning Fund, IRMP's, Regional Control, Pensions, postponement of conference due to possible recall conference on issue of pensions.

#### **Rank to Role / Job Evaluation results for Retained Sub Officers 15/12/2005**

This meeting was held at Rushmoor to give details of appeals process to aid appeals against rank to role allocations. It was a heated meeting and a clear message was given to SMT that the retained in Hampshire feel undervalued by the process.

#### **Rank to Role / Job Evaluation results for Full Time Sub Officers 16/12/2005**

This meeting was held at SHQ to give details of appeals process to aid appeals against rank to role allocations.

#### **Working Group Shift Changes Meeting 20/12/2005**

Meeting to discuss HFRS proposals to change shift patterns; the FBU maintains its stance that we have yet to have negotiation on these changes. There are a lot of aspects to these proposals which will have an adverse affect on the moral and working conditions of our members, we will oppose these changes that are not to the betterment of our members.

#### **Rank to Role / Job Evaluation results for Retained Sub Officers 20/12/2005**

This meeting was held at Redbridge to give details of appeals process to aid appeals against rank to role allocations. It was a heated meeting and again a clear message was given to SMT that the retained in Hampshire feel undervalued by the process.

## **Rank to Role / Job Evaluation results for Full Time Sub Officers 22/12/2005**

### **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**

Four

There are a number of member's grievances being dealt with at the moment and members are receiving representation in a number of other cases.

#### **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
- 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**

Nothing to report, new Membership Secretary is in the process of taking over from Colin Burford.

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

Simon Green was invited to attend this meeting so that the BCM could wish him well in his new career and thank him for his contribution as a hard working FBU official.

Dean Mills and Lud Ramsey both spoke of Simon's huge contribution to the FBU and Hampshire and Simon gave a speech on how his was treated by HFRS and his sacking under capability.

#### **EC Member's report**

Bro. Mills updated the meeting on what was happening with Conference and the possibility of a recall

conference on pensions. There are also two meetings for all those in the Region, one on Pensions at **1400 hrs on Thursday 12<sup>th</sup> January** at Aylesbury Rugby Football Club and one at **1900 hrs on the same day** which is a Public Meeting on the Control Campaign being held at the Aylesbury Civic Centre. If you require details on transport, lift shares etc contact Brigade Secretary. Bro. Mills has also been working on a New Members Information pack which should be coming out soon.

**11. Conference**

Conference is postponed at the moment due to the possibility of a recall conference to discuss the issue of pensions

**12. Report from HFA**

Nothing to report since the last BCM. Eddie Burrows to distribute a list of this year's HFA meeting dates.  
DATES

FULL HFRA-----15 FEB, 31 MAY, 13 SEPT,13 DEC.

FINANCE

& GP-----20 JAN, 27 APRIL, 29 JUNE, 27 JULY, 26 OCT.

HUMAN

RESOURCES----3 FEB, 21 APRIL, 16 JUNE, 8 SEPT, 1 DEC.

PERFORMANCE

REVIEW ----- 6 JAN, 8 MARCH, 16 JUNE, 8 SEPT, 1 DEC.

STANDARDS -----17 MARCH, 23 JUNE, 15 SEPT, 15 DEC.

GOVERNANCE-----9 MARCH, 22 JUNE, 20 JULY, 9 NOV.

YOUR FUTURE IS BEING DECIDED ON THE 15<sup>TH</sup> OF FEBUARY WE ARE CALLING ALL PERSONNEL TO COME TO THIS MEETING TO SHOW YOUR CONCERN AT THESE DETRIMENTAL CHANGES TO YOUR WORK PATTERN AND LIFE. **IT IS NOT A DONE DEAL.**

**10 am CIVIC OFFICES LEIGH ROAD, EASTLEIGH, OPPOSITE HFRS HQ.**

**13. Health & Safety**

Nothing to report

**14. Fairness and Dignity**

Nothing to report

**15. Branch / Section Reports.**

Andover Nothing to report

B&EMM Nothing to report

Basingstoke Wholtime/Retained firefighter, Allison Knight has applied via the branch to rejoin the FBU. Her application was unanimously accepted by Basingstoke Branch. The Brigade committee also accept the application to rejoin unanimously.

Bishops Waltham Nothing to report

Control An issue has arisen in Control. The Service is refusing to pay acting-up per shift allowance where the JO came back on duty during the course of that shift. This is being disputed with the PFCO at present. It would appear the service is treating Control differently from the wholtime/day crewed fire fighters who do the same.

|                 |   |
|-----------------|---|
| Copnor          | Nothing to report   |
| Cosham          | Nothing to report   |
| Droxford        | Nothing to report   |
| Eastleigh       | Nothing to report   |
| 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   |
| Headquartes     | Nothing to report   |
| Hightown        | Nothing to report   |
| Kingsclere      | Nothing to report   |
| New Milton      | Nothing to report   |
| Odiham          | Nothing to report   |
| Officers        | Nothing to report   |
| Portchester     | Nothing to report   |
| Redbridge       | Nothing to report   |
| Retained        | A reminder to all members that the FBU policy has changed with regard to wholetime/retained being members of the FBU and applications are now welcomed and encouraged.  |
| Romsey          | Nothing to report   |
| Rushmoor        | Nothing to report   |
| Southsea        | Nothing to report   |
| St Marys        | Update on driver being charged by the police, the case being transferred to Crown Court 6th 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   |
| ULF             | Harry Williams reported that Cllr. Phil Heath of HFA has been very supportive of the Union Learning Fund initiative. He has a meeting with Portsmouth College to negotiate a reduction in course fees. He has also given presentations at Basingstoke and Fareham on the ULF. |

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

Conrad Jordan reminded those present of the series of public meetings on Hampshire's IRMP which are 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> January and urged as many as possible to attend.

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

**Brigade Committee meeting**  
**Wednesday 8<sup>th</sup> February 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><br>chair@hantsfbu.org.uk                                | 31<br>Day       | 07917 065877         | 01264 339000         |
| Conrad Jordan                 | <b>Secretary</b><br>secretary@hantsfbu.org.uk                        | 32<br>W/W       | 07917 065876         | 023 80613151         |
| Gary Sams                     | <b>Membership Secretary</b><br>mem.sec@hantsfbu.org.uk               | 31<br>Part-time | 07917 065878         | 01264 339000         |
| Nigel McCullen                | <b>Vice Chair</b><br>vice.chair@hantsfbu.org.uk                      | 24<br>W/W       | 07719 534535         | 02392 871303         |
| Sharon Eames                  | <b>Assistant Secretary</b><br>assist.sec@hantsfbu.org.uk             | Control<br>B/W  | 07917 065865         | 023 80644000         |
| Ian Carpenter                 | <b>Assistant Membership Secretary</b><br>assist.mem@hantsfbu.org.uk  | 31<br>Day       | 07932 658980         | 01264 339000         |
| Eddie Burrows                 | <b>Communications Co-ordinator</b><br>comms@hantsfbu.org.uk          | 32<br>G/W       | 07005 335188         | 023 80613151         |
| <b><u>Sections</u></b>        |  |                 |                      |                      |
| Steve Evans                   | <b>Health &amp; Safety Co-ordinator</b><br>hsw.chair@hantsfbu.org.uk | 54<br>R/W       | 07973 845111         | 023 80333254         |
| Steve Moore                   | <b>Fairness &amp; Dignity</b><br>fairness@hantsfbu.org.uk            | 20<br>W/W       | 07917 065886         | 023 92662926         |
| Andy Eades                    | <b>Officers</b><br>officer.chair@hantsfbu.org.uk                     | 20              | 07810 378244         | 02392 662926         |
| Sharon Eames                  | <b>Control</b><br>control.chair@hantsfbu.org.uk                      | Control<br>B/W  | 07917 065865         | 023 80644000         |
| Julie Barton                  | <b>Women</b><br>women.chair@hantsfbu.org.uk                          | Control<br>B/W  | 07917 065862         | 023 80644000         |
| Ali Burrows                   | <b>G+L</b><br>gl@hantsfbu.org.uk                                     | Control<br>B/W  |                      | 023 80644000         |
| Lud Ramsey                    | <b>B&amp;EMM</b><br>baemm@hantsfbu.org.uk                            | 31<br>Day       | 07917 065877         | 01264 339000         |
| <b>VACANT</b>                 |  |                 |                      |                      |
|                               | <b>Education</b><br>education@hantsfbu.org.uk                        |                 |                      |                      |
| Martin Merrit                 | <b>Retained (Part Time)</b><br>retained.chair@hantsfbu.org.uk        | 30<br>Part-time |                      | 01962 620564         |
| Paul Christopher              | <b>Welfare Coordinator</b><br>welfare@hantsfbu.org.uk                | HQ              |                      | 023 80644000         |
| <b><u>Divisional Reps</u></b> |  |                 |                      |                      |
| <b>VACANT</b>                 |  |                 |                      |                      |
|                               | <b>A Division</b><br>adiv.rep@hantsfbu.org.uk                        |                 |                      |                      |
| Steve Moore                   | <b>B Division</b><br>bdiv.rep@hantsfbu.org.uk                        | 20<br>W/W       | 07917 065886         | 023 92662926         |
| Pete Bates                    | <b>C Division</b><br>cdiv.rep@hantsfbu.org.uk                        | 54<br>R/W       | 07929 361918         | 023 80333254         |

### Hampshire FBU Website

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