

HAMPSHIRE BRIGADE COMMITTEE

8th February 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 Jordan (Brigade Sec/31), Moore (F&D/20), Carpenter (Asst. Membership Sec/31), Evans (H&S/54), Eades (Officers), Pearsey (23), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), Foster (01), Harris (24), Trew (54), Hawkes (32), Williams (ULR region 12), Sisters Barton (Women/Control), Burrows (G&L/Control), Eames (Assist.Sec/Control), Ellis (09)

2. Members Present.

Were Brothers Ramsey (Chair/31), McCullen (Vice Chair/24), Burrows (Comms/01), Sams (Membership Sec/31), Bates (C Div/54), Wadmore (30) Hussey (17), Robson (31), Thurman (Officers)

3. Nominations / Elections

The position of Brigade Chair is up for Election, members or officials who wish to be considered for this election should make themselves known. Lud Ramsey is standing in this election.

It is up to all branches to nominate their chosen candidate.

4. Minutes of previous meeting.

Accuracy
None raised

5. Matters Arising.

6. Correspondence

All Members letters/circulars/e-bulletins

1. posters All members meeting Aylesbury with Matt Wrack
2. Notice of Brigade Chair Election
3. Respect Meeting 1/2/2006

4. e bulletin #82
5. e bulletin #83
6. e bulletin #84
7. ODPM – position statement 17/1/2006
8. ODPM – investigation of fires / not accidental
9. ODPM – incident data / neighbourhood stats
10. co-responding update Nottinghamshire
11. ODPM – personal insurance for firefighters
12. Retained Meeting 23 February Winchester 19:30

Conference

1. FBU HO – arrangements for conference
2. FBU HO – recall conference Executive Council Resolution

Control

1. documents sent to Hampshire Constabulary for a prosecution under Local Government Act 1972
2. FBU HO – National Resilience
3. letters reference RMB
4. results of YouGov survey – over 94% against regional controls
5. 15 February 2006 lobby of HFA

Duty Systems

1. station based duty systems 24/1/2006

Education

1. TUC courses

FBU miscellaneous

1. letter to Dave Curry – grievance acting up
2. information from Berkshire FBU over Competent Pay issue
3. Press release Audit Commission miss point over 9 out of 10 persons rescued from fires
4. Press release – senior officers deserve pay rise (17% and 27%)
5. Legal action being taken for one of our members – confidential
6. FBU HO – membership details required
7. FBU HO – Officers Stress Survey
8. FBU HO – confidential stress helpline
9. FBU Nottinghamshire – co-responding
10. legal case dropped against driver at St Mary

Health and Safety

1. Email from Rod Hammerton – cfs lone working
2. Re-organisation of Occupational Health

HFRS Miscellaneous

1. peer support system welfare
2. feedback on contract changes retained
3. letter from Shella Smith – acting up grievance

IRMP

1. letter from Dave Curry – IRMP response for Day Crewers
2. letter from Dave Curry – IRMP 2006-2009

Minutes and Agendas HFRS

1. agenda F&D 23/1/2006
2. Popley minutes 12/12/2005

3. notice of meeting – finance and general purpose
4. urgent report for finance and general purpose meeting
5. LDG 4/1/2006
6. minutes IRMP meeting 17/1/2006
7. FBU notes of IRMP meeting 17/1/2006
8. H&S 17/1/2006

Miscellaneous other

1. Labour Research Magazine

Pensions

1. Pension update information
2. High court action to gain FPS for Retained firefighters
3. Press release – step closer for Industrial Action
4. Pension examples
5. FBU HO – Police pension scheme
6. FBU HO – pension campaign decision time
7. FBU – bulletin #1
8. broadsheet
9. FBU HO – recall of conference
10. cd's pension doc
11. the MP's pension scheme
12. ODPM – firefighters pension scheme

Rank to role

1. letter from Bob Ratcliffe – Sub officers appeal
2. draft Job Descriptions
3. email from Catherine Andrews – contract shells update
4. letter to Dave Curry – competent pay meeting
5. letter from Dave Curry – competent pay meeting

7. Chairs Report

Don't let your pension slip through your fingers

Recall conference to discuss industrial action over pensions being planned to take place in Southport Thursday 16 February. Attend your branch meeting & express your view! It is important that every member know what you will lose if the government gets this agenda through. W/T R/T and officers all will stand to lose money if these changes are accepted. A CD Rom has been produced by your officials please take the time to look at the contents. Any stations who like a visit please contact your reps

8. Secretary's Report

Report January / February 2006

Draft orders:

None this month

Meetings:

IPDS/PDP Focus Group with T-Three 5/1/2006

Working group to discuss the way forward with regard to carrying out meaningful PDP's with staff, run by an outside consultancy firm called T-Three

Popley Fire Station Meeting 9/1/2006

Usual monthly meeting to discuss the issues at Basingstoke and Popley; the trial is being continued.

Day Crewing Meeting SHQ with John Bonney 9/1/2006

A meeting to discuss the various options being considered for staff to make the change over from day

crewing to continuously as painless as possible

IRMP Public Meeting Copnor 9/1/2006

The first of 3 public meetings held by the service to explain their IRMP; the public were clearly not onside with the view of their fire service being presented by HFRS. A lot of questions were asked of HFRS and members of the public reported back to the FBU afterwards with a view that they felt their questions had been avoided.

At the end of the meeting the public asked for a vote to see if they accepted the proposals, but HFRS refused to indulge this request. The public to their credit had a vote anyway and rejected the proposals.

We have had a good response from the public with regard to our petition to save Copnor Fire Station and a number of the public took away forms to petition their streets. A number of these petition forms are now being returned to the FBU office.

IRMP Public Meeting Waterlooville 10/1/2006

The second of 3 public meetings held by the service to explain their IRMP; the public were clearly not onside here any more than they were at Copnor.

We have had a good response again from the public with regard to our petition to save Waterlooville Fire Station reduction and a number of the public took away forms to petition their streets. A number of these petition forms are now being returned to the FBU office.

FBU Recruits talk 11/1/2006

A talk was given to the recruits course by Lud Ramsey and Conrad Jordan

IRMP Public Meeting Eastleigh 11/1/2006

The last of 3 public meetings held by the service to explain their IRMP; the public were clearly not onside here any more than they were at Copnor or Waterlooville. It appeared the HFRS panel were more uncomfortable at this meeting than the last two.

We have had a good response from the public with regard to our petition to save Eastleigh Fire Station reduction and a number of the public took away forms to petition their streets. A number of these petition forms are now being returned to the FBU office.

Regional Meeting 12/1/2006

A meeting held at Aylesbury given by Matt Wrack, General Secretary, and Ruth Winters, President, on the issues of Regional Controls and Pensions, a good attendance from across the region of officials and members.

This meeting was followed up with a public meeting on the issue of Regional Controls.

Health and Safety Meeting HFRS 17/1/2006

Report under H&S

IRMP Response with Dave Curry SHQ 17/1/2006

A meeting was held to discuss the IRMP response from the FBU. It would appear from the discussions that HFRS have listened to the voice of its workforce and some of the ideas we have put forward are being used.

It is now up to us as responsible FBU members to make our proposals work. If not we will be faced with having the original proposals put on us.

The meeting was conducted in a positive manner and hopefully in the future we can have more meetings of the same. However, we did not leave the meeting with full agreement on a number of issues. These

will be addressed either through working groups or further meetings with HFRS.

Rank to Role Appeals 19/1/2006

The first of a number of appeals being heard by the service, crew managers

Executive Meeting 19/1/2006

A strategy planning day for current at up coming campaigns

Rank to Role Appeals 20/1/2006

Rank to Role appeals being heard by the service, watch managers

Rank to Role Appeals 25/1/2006

Rank to Role appeals being heard by the service this appeal was on behalf of our Retained Sub Officers in charge of a section/watch on a wholetime station

Rank to Role Appeals 26/1/2006

Rank to Role appeals being heard by the service, watch managers

Copnor Branch Meeting 26/1/2006

Attended this branch to talk about campaigns and pensions

Rank to Role Appeals 27/1/2006

Rank to Role appeals being heard by the service, watch managers

Eastleigh Branch Meeting 27/1/2006

Attended this branch to talk about campaigns and pensions

Hightown Branch Meeting 27/1/2006

Attended this branch to talk about campaigns and pensions

Competent Pay Meeting with Bob Ratcliffe 30/1/2006

Meeting attended with Dean Mills. Meeting to discuss the issue of Competent Pay and backdating of. The service has agreed to pay competent pay for pay purposes and back date this to Nov 2003. The cut off date is 5 January 2006.

Retained Working Group Meeting with Dave Lock 31/1/2006

Meeting to organise work load of the ODPM 51 recommendations

Job Descriptions Meeting with Bob Wythe and Helen Andrews 31/1/2006

Meeting to discuss new job descriptions following on from the rank to role process

Rank to Role Appeals 31/1/2006

Rank to Role appeals being heard by the service, retained watch managers on one pump stations

Public Meeting of RESPECT party 1/2/2006

Public meeting held in Fratton, Portsmouth to discuss the issue of trial closure of Copnor Fire Station. Good attendance and support for our campaign. Members of the party and audience will be taking our petition out to the streets of Portsmouth.

Rank to Role Appeals 2/2/2006

Rank to Role appeals being heard by the service, watch managers

Rank to Role Appeals 2/2/2006

Rank to Role appeals being heard by the service, retained watch managers on two pump stations

Rank to Role Appeals 3/2/2006

Rank to Role appeals being heard by the service, watch managers

Gosport Branch Meeting 3/2/2006

Meeting at the branch to discuss pension issue, shift systems, current campaigns

Southsea Branch Meeting 3/2/2006

Meeting at the branch to discuss pension issue, shift systems, current campaigns

Other issues

All Branches are to ensure that the Brigade Secretary has up to date information on the contact details (telephone and email) for all of your officials, this includes your Branch Secretary, Chair, H&S rep, delegates to BCM.

All Members Information

All members are encouraged to register their email address with the Hampshire FBU website; 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

Three

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 (in the appeal stage, but USAR, Control and ICU still to be done)
- FDS duty system officers (trial of FBU system for 12 months)
- 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

I am new to the position, but I am visiting branches introducing myself and we are seeing an increase in membership. So far visited Kingslere, other branches are scheduled.

10. **Guest Speaker**

John Woods, request to follow up the investigation into his medical

11. **Conference**

Conference will be a recall conference 16 February 2006, all branches are to discuss the issue of pensions and pass their opinions to the Brigade Secretary

Emergency resolution to conference;

This conference demands with immediate effect the union should accept the principle of ring fencing the Fireman's Pension Scheme and the Local Government Pension Scheme for Firefighters (Control), allowing the Executive Council to immediately and actively seek negotiations with the ODPM with a view on brokering a ring fencing deal to end the pension's dispute.

3 for, 3 against, 1 abstention.

Also the EC resolution was debated and voted on

6 for, 0 against, 1 abstention.

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 15TH 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.

ON THE 15TH OF FEB WE ARE GIVING OUR DEPUTATIONS TO THE FA AGAINST SOME OF THE PROPOSALS IN IRMP 3.

EDDIE BURROWS AND CRAIG HAWKS WILL PRESENT THE DEPUTATIONS AND ASK FOR A COUPLE OF HOURS OF YOUR TIME TO SUPPORT THEM AT THE MEETING.

9.30AM CIVIC OFFICES, OPPOSITE HQ EASTLEIGH

13. **Health & Safety**

Health and Safety report 17/1/2006 HFRS meeting

Matters dealt with;
Occupational Health update
Appointment of Occupational Health Advisor
Appointment of Occupational Health Nurse
Appointment of Occupational Health uniformed position

H&S working group update
Extinguishers in station vans and officer cars
H&S reps on stations, those without could be supported with reps from other stations
Lightweight tunics

Issues of beards and BA masks; raised by Dave Curry

Welfare update
Stress risk assessments
Critical Incident Support
Benefits of PPC
Peer support on F&D issues

H&S stats
Accident reporting through IT
Accident investigations, different levels (low medium and high)

Premises update
Contractors working at SHQ have good H&S practices, however, there was one accident with a sub contractor worker

AOB
Occupational Health referrals, there is a cost to the service when appointments are not kept, this is being looked at.

Health and Safety issue Rushmoor fire

Suspected carbon monoxide poisoning of two firefighters through BA sets.

Two firefighters were hospitalised, but was later confirmed as heat exhaustion

HFRS responded well to this H&S incident and took precautionary action in removing BA cylinders that could be contaminated and closing down BA compressors that may have been at fault.

The FBU thank HFRS in their proactive response to ensure the safety of other firefighters.

USAR

We have had one of the USAR team members injured in a training exercise. HFRS are investigating this incident. The FBU is pleased with the way HFRS is handling this case

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	Nothing to report
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	<p>* IRMP revisions saw the management accept the FBU proposed FDS system which has saved 6 rota days per year. However, this is a 12 month trial to see if the service gets the benefits they require. Current status is that we have written to DCO Curry to ask what these benefits are and how they will be measured. A meeting will be held with HR soon to determine this.</p> <p>* The proposal still stands to introduce flexible working for officers currently on the 9 day fortnight system. Officers section is represented on a working party discussing this.</p> <p>* Consultation meeting has taken place regarding Grey Book Job descriptions. Concerns have been raised that certain tasks such as Fire Investigation, Hazmat and DIM have been included when they are not detailed on the Role Maps and should therefore attract ARA's, further discussions to take place.</p>
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	There is a Retained Section meeting 23 Febraury at Winchester at 19:30
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Nothing to report
St Marys	<p>Branch member facing Dangerous Driving prosecution</p> <p>His legal team, commissioned via FBU solicitors Thompson's, have successfully fought to get the charge thrown-out.</p> <p>The motive behind the police decision to prosecute was shown to be highly questionable and the Crown Court case was judged an 'Abuse of Process'.</p> <p>To date, the member awaits the outcome of the Service discipline investigation.</p>
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	We feel that as a branch that now that our watch manager is receiving "watch manager

B" this is the time to do something about the "acting up on a daily basis" of the Crew manager when Watch manager is on leave/sick/course etc. He/She will clearly be doing the watch managers job and therefore should be paid accordingly, an "Additional Responsibility Allowance" maybe? (A bit like senior management have awarded themselves).

Also this should be back paid to the 2003 agreement as is the watch managers pay.

Women	Nothing to report
ULF	Nothing to report

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

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

Brigade Committee meeting

Wednesday 1st March 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
For further information on your union

Diary of Events

January

4th Hampshire BCM.

March

1st Hampshire BCM.

May

3rd Hampshire BCM.

9-13th Annual Conference Southport

July

5th Hampshire BCM

September

6th Hampshire BCM

6th Submission of Resolutions for Conference 2006.

November

1st Hampshire AGM

1st Hampshire BCM

February

8th Hampshire BCM.

April

5th Hampshire BCM.

June

7th Hampshire BCM.

August

2nd Hampshire BCM

2nd Branches Resolutions for Conference 2006

October

AGM of Branches.

4th Hampshire BCM

4th Nominations for Conference 2006

December

6th Hampshire BCM

6th Delegates to Conference 2006

6th 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>
<u>Brigade EC</u>				
Lud Ramsey	Chair chair@hantsfbu.org.uk	31 Day	07917 065877	01264 339000
Conrad Jordan	Secretary secretary@hantsfbu.org.uk	32 W/W	07917 065876	023 80613151
Gary Sams	Membership Secretary mem.sec@hantsfbu.org.uk	31 Part-time	07917 065878	01264 339000
Nigel McCullen	Vice Chair vice.chair@hantsfbu.org.uk	24 W/W	07719 534535	02392 871303
Sharon Eames	Assistant Secretary assist.sec@hantsfbu.org.uk	Control B/W	07917 065865	023 80644000
Ian Carpenter	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	31 Day	07932 658980	01264 339000
Eddie Burrows	Communications Co-ordinator comms@hantsfbu.org.uk	32 G/W	07005 335188	023 80613151
<u>Sections</u>				
Steve Evans	Health & Safety Co-ordinator hsw.chair@hantsfbu.org.uk	54 R/W	07973 845111	023 80333254
Steve Moore	Fairness & Dignity fairness@hantsfbu.org.uk	20 W/W	07917 065886	023 92662926
Andy Eades	Officers officer.chair@hantsfbu.org.uk	20	07810 378244	02392 662926
Sharon Eames	Control control.chair@hantsfbu.org.uk	Control B/W	07917 065865	023 80644000
Julie Barton	Women women.chair@hantsfbu.org.uk	Control B/W	07917 065862	023 80644000
Ali Burrows	G+L gl@hantsfbu.org.uk	Control B/W		023 80644000
Lud Ramsey	B&EMM baemm@hantsfbu.org.uk	31 Day	07917 065877	01264 339000
VACANT				
	Education education@hantsfbu.org.uk			
Martin Merrit	Retained (Part Time) retained.chair@hantsfbu.org.uk	30 Part-time		01962 620564
Paul Christopher	Welfare Coordinator welfare@hantsfbu.org.uk	HQ		023 80644000
<u>Divisional Reps</u>				
VACANT				
	A Division adiv.rep@hantsfbu.org.uk			
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Hampshire FBU Website

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