

# HAMPSHIRE BRIGADE COMMITTEE

1st March 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 Ramsey (Chair/31), Moore (F&D/20), Carpenter (Asst. Membership Sec/31), Sams (Membership Sec/31), Bates (C Div/54), Wadmore (30) Hussey (17), Evans (H&S/54), Thurman (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), Sisters Barton (Women/Control), Burrows (G&L/Control), Ellis (09)

**2. Members Present.**

Were Brothers Jordan (Brigade Sec/31), McCullen (Vice Chair/24), Burrows (Comms/01), Robson (31), Eades (Officers), Chrisp (18), Williams (ULR region 12), Sister Eames (Assist.Sec/Control),

**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. Branches should return nomination forms by 13 March

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

National Officer Ballot is about to start, ballot papers will be distributed by the Brigade Secretary to Branches.

**4. Minutes of previous meeting.**

Accuracy  
None raised

**5. Matters Arising.**

Page 6 – Career breaks discussed.

31 - RTC involving Andover appliance, there seems to be some inconsistency on the part of the Service

in the treatment of drivers involved in accidents involving service vehicles.

## **6. Correspondence**

### **AIF**

1. Letter to member – confidential

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

1. recall conference – pension update
2. ODPM – recruitment DVD
3. e-bulletin #86! (85)
4. Public Sector Pensions Meeting 7/3/2006
5. e-bulletin #85
6. FBU HO – pension update

### **Conference**

1. FBU HO – record of decision of recall conference

### **Control**

1. FBU HO – ODPM select committee evidence
2. letter from John Bonney – regional management board response

### **Education**

1. TUC courses

### **FBU miscellaneous**

1. letter to HFRA – support for FPS
2. letter from East Sussex Fire Authority to ODPM – support for FPS
3. FBU HO – draft corporate manslaughter bill
4. FBU HO – firefighter selection tests DVD
5. FBU Nottinghamshire – update

### **Health and Safety**

1. Havant MRV – off the run due to HIAB problem
2. letter from Kevin Butcher – Stockbridge Landrover
3. email to Kevin Butcher – Stockbridge Landrover with letter 5/8/2005

### **HFRS Miscellaneous**

1. email from Kris Birkett – PDRS
2. email from Kris Birkett – PDRS
3. email – Brand and Marketing Questionnaire (value for money?)

### **IRMP**

1. letter to HFRA – against cuts to Eastleigh
2. RESPECT –leaflet to oppose closing Copnor

### **Minutes and Agendas HFRS**

1. HFRA minutes 15/2/2006
2. tactical training group – 23/1/2006
3. Popley – 9/1/2006
4. Budget meeting – 16/1/2006

### **Miscellaneous other**

1. Article from personneltoday.com – burning ambition (HR vs uniform!)
2. the impact of contracting out on employment relations in public services
3. Hazards magazine

### **Pensions**

1. FBU HO – speakers notes
2. FBU HO – lobby your MP
3. FBU Region 12 – newsletter
4. FBU Region 12 – newsletter Retained
5. FBU Region 12 – newsletter Control
6. Red Watch – strike for pensions
7. ODPM – pension
8. FBU HO – campaign news
9. FBU HO – proposed two tier ill health clarification
10. FBU HO – ODPM guidance notes OPT OUT
11. FBU HO – ODPM guidance notes OPT OUT

### **Rank to role**

1. letter to Dave Curry – request to reconsider retained appeals on wholetime stations
2. letter to Dave Curry – request to consider late appeals for some wholetime stations
3. email from Susan Templeton – retained contracts
4. letter to Dave Curry – request for acting up allowance crew manager to watch manager
5. letter to Bob Wythe from Andy Eades – Job Descriptions
6. letter from Dave Curry – request to reconsider retained appeals on wholetime stations and late appeals for some wholetime stations

### **7. Chairs Report**

There will be a showing of the BEMM DVD at 1830 hrs on 10/4/06 in the Canteen at Service HQ. All members are invited to attend.

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

**February / March 2006**

#### **Draft orders:**

Premises Information Boxes; no comments made

#### **Meetings:**

##### **UKIP public meeting 11/2/2006**

Attended this meeting to give a talk on downgrading of Eastleigh and regional control, the talk was well received with our petitions being signed and distributed.

##### **Establishment Group Retained Meeting 13/2/2006**

Attended this meeting held by Dave Curry, to consider levels of establishment with retained in HFRS.

##### **Recall Conference 15-16/2/2006**

Report under conference

##### **Eastleigh Branch Meeting 20/2/2006**

Attended this meeting to discuss the result of the recall conference

##### **Public Sector Pension Alliance 21/2/2006**

Attended this meeting with the other Public Sector Unions that are facing attacks on their pensions; this group allows us to join up our actions to defend all our pensions

##### **PDRS meeting with Kris Birkett 22/2/2006**

A meeting to discuss the implementation of the Personal development Review System, which will replace PDP's

##### **Retained Section Meeting Winchester 23/2/2006**

Report under branches/sections

**Flexi Working Hours System SHQ with Tom Carr and Susan Templeton 27/2/2006**

A meeting to discuss the proposals for change of shift system, held with personnel working the current 9 day fortnight system. A lot of issues and concerns were raised.

**Meeting with Mark Rayner and Rod Hammerton CFS lone working 27/2/2006**

Discussion on HFRS supplying a risk assessment as to the viability of lone working on Grey Book Lone Working on HFSC. The FBU presented their objections to the proposal, but await the finished risk assessment before making any final comment.

**Rushmoor Branch Meeting 27/2/2006**

Discussed issues over proposals on pension scheme

**JTU meeting with Dave Curry 28/2/2006**

- Acting up and other allowances to be looked at.
- Flu Pandemic discussed
- Terms of Reference for JTU meeting agreed
- Issue of development/competent rates of pay, still one difference of opinion
- Landrover response from Stockbridge, the FBU opposed the risk assessment
- Additional Responsibility Payments were discussed, nothing agreed at this stage
- Retained Review with Dave Lock
- South East HR Partnership
- Review of outstanding issues, HFRS will decide what constitutes an outstanding issue
- Marketing and Communications
- Retained Bounty payments, FBU to submit their proposals

**Southsea Branch Meeting 28/2/2006**

Discussed issues over proposals on pension scheme

**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](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**

none

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 one area still in dispute
  - 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**

A reminder to all branches and new members, membership applications require both the membership form and the subscription form. These, when completed need to be sent to Gary Sams at Andover who will process the application.

Current members are asked to check their payslips to make sure deductions are being made and to contact the membership secretary if they are not.

**10. Guest Speaker**

None this month

**11. Conference**

There was a debate on Emergency Resolution 8 which was brought forward at the last Recall conference. Following the debate a vote was taken the results as follows:-

For 6

Against 0

Abstentions 0

Carried unanimously in agreement of accepting Emergency Resolution 8

An emergency resolution from Southsea branch was brought forward for the next Recall Conference on 22/3/06, and voted on in principal the results as follows:-

'This conference demands that negotiations continue on the matters of ill health and injury retirements contained within the Fireman's Pension Scheme. With the rapid and substantial decline in the number of ill health and injury retirements, due to much better occupational health arrangements and increased emphasis on personal health and safety, this conference believes that the money saved can be used to continue the existing ill health and injury retirement benefits.'

For 6

Against 0

Abstentions 0

Carried unanimously.

An emergency resolution from this Brigade Committee was put forward for the next Recall Conference on the subject of Control Members Pensions and the LGPS. Following the debate a vote was taken the

results as follows:-

**‘STRIKE BALLOT OF EMERGENCY FIRE CONTROL MEMBERS**

This Conference recognises that the ODPM has no principled objection to allowing Emergency Fire Control Staff access to the New Firefighters Pension Scheme (NFPS) but we also recognise that no formal proposals to affect such access have been agreed as yet.

In the meantime, FBU Members remain subject to provisions in the Local Government Pension Scheme (LGPS) and even if the right of access to the NFPS is eventually secured, FBU Members working in Emergency Fire Control Rooms may choose to remain members of the LGPS.

This being the case, this Conference calls on the Executive Council to organize a lawful strike ballot of all FBU Members working in Emergency Fire Control Rooms in pursuit of the right of access to the existing FPS and NFPS and to facilitate us taking part in the anticipated joint union strike action being organised in defence of our existing LGPS provisions.’

For 6  
Against 0  
Abstentions 0  
Carried unanimously.

**12. Report from HFA**

**FIRE AUTHORITY MEETING**  
**15<sup>TH</sup> FEBRUARY 2006**

First I would like to express my thanks to Oliver North for standing in and giving one of our deputations on IRMP 3

Also I would like to thank those FBU members who made the effort to come along and support their union, it is much appreciated.

Deputations given by Eddie Burrows and Oliver North were delivered but fell on deaf ears. Not one of our concerns was raised or discussed.

Cllr. Baker expressed concerns over the trial at Copnor and said “trials are the thin end of the wedge”.

Their will be another consultation period after the trial.

**13. Health & Safety**

Issue of risk assessment of Stockbridge responding with 2 on the landrover to all incidents

CFS, lone working on HFSC, risk assessment being produced by HFRS

**14. Fairness and Dignity**

Nothing to report

**Post meeting note**, Steve Moore has stood down from his FBU official positions, leaving F&D, B Div Rep and Regional F&D Rep vacant. Anyone interested in filling any of these positions please contact any member of the Brigade Executive.

**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	At Cosham we voted unanimously in favour of accepting the new Pension Proposal.
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	<ul style="list-style-type: none"> <li>• Retained Section meeting 23 February at Winchester, discussion on duty systems, pensions and ODPM 51 recommendations.</li> <li>• Stockbridge crewing a landrover to all incidents was discussed and was not supported.</li> <li>• Suggestion of RATS team to get involved with cold calling businesses to generate recruitment of retained firefighters.</li> <li>• Bishops Waltham/Droxford trial discussed</li> <li>• Make Up Drill issues discussed</li> <li>• Retained Bounty Scheme discussed and a proposal to be put forward to HFRS</li> <li>• Non emergency board discussed, comment made that it always appears to be Winchester and Andover carrying out trials of new systems of work.</li> <li>• Date of next meeting 11 May 2006 at Winchester</li> </ul>
Romsey	Nothing to report
Rushmoor	Support for the Pension resolution 8
Southsea	Nothing to report
St Marys	<p><u>PENSIONS</u></p> <p>After some debate and discussion over the revised proposals from ODPM branch members raised the following.</p> <p>Concerns still exist over the introduction of a new pension scheme which could be used divisively in the future. There is still some dissatisfaction over a two-tier ill-health provision. There is also concern that no guarantees have been offered that pensions will not be altered again in the future. However the majority felt that little or no further progress would / could be achieved through strike action and there were concerns as to how well any strike might be supported.</p> <p><b>After a vote - the clear majority decision was NOT to support a call for strike action ballot.</b></p>

FORMER MEMBER

I have received a membership application from ALAN GULLIVER (FF B/W 54)

wishing to re-join the FBU.  
The branch has unanimously accepted his application.

He was previously a long standing branch member and a loyal supporter of the pay dispute industrial action. He resigned in order to carry out WT/ Ret. duties during the 'grey area' time when the 2003 agreement appeared to say it was OK but head office were still saying no it was still against the rules.

BCM unanimously supported this application

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 Debated involvement of NWFS in Select Committee and their involvement in representing a female member in Region 9.

ULF Nothing to report

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

Basingstoke – Discussed situation with a Retained member who subsequently joined Wholetime, what was the situation on backdated payments. This issue is now in the hands of Thompsons.

Rider Station Officers have under the rank to role process got pay protection for 3 years, after this they will be Watch Manager B, unless they have managed to secure a transfer to a Station Manger Role. Watch Managers (Sub Officers) who have been assessed as Crew Managers, also have pay protection for 3 years. They will either need to move to a Watch Manager position, or when the Rider Station Officers move on take on the position of Watch Managers at Basingstoke.

Gosport – Rank to Role Watch Managers 2 tier system. Watch Managers doing the same jobs not getting the same pay. Pursuing appeals with 5 stations if not allowed may be a case for grievance or some other route. Discussion followed. The Brigade Sec suggested Gosport asks for a copy of the decision log from the appeal. Conrad Jordan offered to visit Gosport Sub Officers.

Gosport – Part time work. It is possible that some of our members undertaking part time work could, following an allegation of miss conduct, be suspended from their part time work. If this should happen in part time work will the suspension also be carried over to HFRS work? For example if you work with Young Fire Setters etc. What is HFRS stance? Conrad Jordan to write to Dave Curry.

Officers – What is the sit rep on the Middle Manager’s review submitted to the NJC? Conrad Jordan to check with Region at the Regional Committee meeting tomorrow.

ULF – Bro. Williams informed those present that there will be a series of Learning at Work days and adult learners week 22 – 26<sup>th</sup> May.

Southsea – Physical Fitness Training – Have heard rumours that this is to be ceased on day shifts? Discussion followed. It would appear that the Service in effect plan to halve the number of hours currently used for PT in effect this will be 2 hours every 8 days. Sean Chrisp has a meeting with Dave Butterworth and will ask where his evidence for this proposal has come from. Discussed doing own studies and evidence gathering to dispute HFRS view of number of hours required to maintain fitness. Great concern that we will witness a decline in fitness standards within the brigade.

Andover – Driving policy inconsistencies discussed. Driver had an accident at Andover, which caused substantial damage to HFRS vehicle, but was not suspended from driving or required to undertake a driver evaluation by driving school.

17. Date / Venue of next meeting.

**Brigade Committee meeting**

**Wednesday 5<sup>th</sup> April 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
<b>VACANT</b>				
Andy Eades	<b>Fairness &amp; Dignity Officers</b> fairness@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>				
Martin Merrit	<b>Education</b> education@hantsfbu.org.uk			
	<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			
<b>VACANT</b>				
	<b>B Division</b> bdiv.rep@hantsfbu.org.uk			
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