



HAMPSHIRE BRIGADE COMMITTEE

7th June 2006

WINCHESTER RUGBY CLUB

Agenda

1. Apologies
2. Members Present
3. Nominations/Elections
4. Minutes of Previous Meeting
5. Matters arising
6. Conference
7. Correspondence
8. Guest Speaker
9. Chairs Report
10. Secretaries Report
11. Membership Secretaries Report
12. Reports from HFA
13. Health & Safety
14. Fairness & Dignity
15. Education
16. Branch / Section Reports
17. A.O.U.B.
18. Date and Venue Next Meeting

1. Apologies.

Were received from Brothers McCullen (Vice Chair/24), Eades (Officers), Evans (H&S/54), Pearsey (23), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), Harris (24), Hawkes (32), and Sister Eames (Control/Asst. Sec), Barton (Women/Control), Burrows (G&L).

2. Members Present.

Were Brothers Ramsey (Chair/31), Jordan (Sec/31), Carpenter (Asst. Membership Sec/31), Sams (Membership Sec/31), Burrows (Comms/01), Bates (C Div/54), Jackson (Officers), Trew (54), Jacobs (18), Williams (ULF region 12), Sister Ellis (Ret. Chair/09).

3. Nominations / Elections

EC Member Region 12, in nomination stage only 2 declared candidates Peter Miller and Conrad Jordan, branches are encouraged to nominate.

Vice Chair Retained Hampshire, Geoff Baker is the only declared candidate so far, nominations needed by the 6 July 2006 in time for the retained section meeting at Totton.

F&D representative Hampshire, Paul Trew, proposed Conrad Jordan, seconded Eddie Burrows, unanimous vote.

Other vacancies to be filled in Hampshire, Education, A Div Rep, B Div Rep. Any member is eligible to stand for these positions.

4. Minutes of previous meeting.



There were two lots of minutes to be gone through due to the unavailability of April's minutes previously.

Accuracy none in either

5. Matters Arising.

None for April

Page 3 PT, covered in chairs report

Women's facilities, this is being raised with HFRS and a proposal has been submitted by the FBU

What progress has been made on IIP, meetings are on going with HFRS and the working group

Page 4 Overpayments, covered in Secretary's report

Page 5 Outstanding issues, Region is going to address these matters, there has been a delay with Dean Mills moving up to National Office

Page 6 Scrap cars issues with people falling from climbing on fencing

Page 7 Stockbridge Landrover, trial going ahead, the FBU still oppose the proposal and still have grave concerns over H&S

Officers Stress, this issue being raised at JTU

Page 8 retained issues; acting up from CM to WM, Conrad Jordan to get clarification from the service; payments for fetes under CFS.

6. Conference

Nothing to report

7. Correspondence

AIF

1. successful claim for member paid – confidential
2. successful claim for member paid – confidential

All Members letters/circulars/e-bulletins

1. FBU HO – election of EC Member Region 12
2. FBU HO – annual conference cancellation
3. ODPM – recruitment of firefighters
4. DCLC – replacement for the ODPM
5. Relaxed weekend night routines
6. DCLC – Capital Asset survey of the fire and rescue service
7. DCLC – revised deadlines – annual efficiency statements
8. DCLC – integrated clothing project
9. an inside view of the Fire Service Consultation Association (FSCA)
10. e bulletin #90
11. FBU HO – election of EC Member Region 12 nomination form
12. FBU HO – election of EC Member Region 3 – Alan McLean
13. FBU LGBT – dates of Pride marches
14. account details for Hertfordshire Hardship Fund
15. FBU HO – Hertfordshire dispute
16. FBU HO – dates of Pride marches
17. FBU HO – Hertfordshire dispute
18. the Phoenix bulletin



Control

1. Request from National Federation of Women's Institute for Control Petition forms and Petition form to stop the loss of Eastleigh's 2nd full time appliance

Day Crewing

1. Letter to Tom Carr – consultation on replacement of day crewing
2. Email from Tom Carr – response to consultation on replacement of day crewing

Education

1. email from ULR – recognition of reps

FBU miscellaneous

1. martyrs of Tolpuddle festival 14-16/7/2006
2. stress at work book
3. FBU HO – change of National officer remits
4. FBU HO – Israel Palestinian Conflict
5. letter to Dave Curry – mistakes on website service order 7/3/5 leave
6. FBU HO – letter from John McGhee Education
7. Letter from HFBU to Hertfordshire Branches – support for their industrial action
8. thank you email from Hertfordshire for the donation
9. letter to Shella Smith – request for meeting to move leave year back to minimum standard of Grey Book

Health and Safety

1. minutes from 20/4/2006
2. letter to Rod Hammerton - CFS concerns working with children and youths
3. email from Rod Hammerton – response to CFS concerns working with children and youths
4. Hazards magazine
5. FBU HO – monitoring of Buncefield major incident
6. FBU HO – fires and incidents of special interest

HFRS Miscellaneous

1. Letter from Bob Russell – incorrect web site leave order

Minutes and Agendas HFRS

1. HFA notice of meeting – performance review committee 15/5/2006
2. LDG minutes 15/3/2006
3. HFA notice of meeting – 31/5/2006
4. establishment minutes 22/5/2006
5. HFA notice of meeting – 31/5/2006 additional information
6. JTU minutes 28/2/2006

Miscellaneous other

1. fire magazine
2. labour research magazine

Pensions

1. FBU HO transfer from retained to wholetime duties – pension rights
2. FBU HO recall conference pension update



Rank to role

1. letter from Dave Curry – response to Grey Book job descriptions (officers section)
2. letter from Dave Curry – response to back pay overpayments
3. FBU HO – legal assistance approved on the improper process of rank to role
4. letter from Dave Curry to affected personnel- back pay overpayments
5. amendments to contract – WMA WMB
6. extensive correspondence between the FBU and HFRS on back pay overpayments
7. letter to Thompsons – legal advice on back pay overpayments
8. letter from Dave Curry – acting up CM to WM
9. letter to Dave Curry – acting up CM to WM
10. HFRS legal response – on back pay overpayments
11. letter from Thompsons – legal advice on back pay overpayments
12. All members letter - legal advice on back pay overpayments
13. email from Dave Curry – response to All Members letter

Retained

1. letter to Dave Curry – drill nights on Bank Holidays (normal working days)
2. email from Tom Carr - drill nights on Bank Holidays (normal working days)
3. letter to Chris Stephens – make up drills
4. letter to Dave Curry – FBU information not being received on stations
5. letter to Dave Lock – payments for CFS
6. retained section meeting 6 July 2006 at Toton Fire Station at 19:30
7. email from Dave Lock – payments for CFS

Women

HFBU – proposals for Provision of Facilities for Women on HFRS Premises

8. Guest Speaker

None

9. Chairs Report

PT New work routines

Nigel McCullen and I met Dave Butterworth and will be producing a response from the FBU. About the effects the new PT work routines has had on the workforce. Any members wishing to contribute to this document please contact myself or Nigel ASAP

EC elections Region 12

Dean Mills EC member region 12 has now been elected to the position of National Officer. The election process is well underway please can braches put forward nominations ASAP.

Visit to Stations

Please any stations who would like a station visit to inform members of what the Please contact me

10. Secretary's Report

May / June 2006

Draft orders: Retained Duty System Support Officers (RDS.SO), two comments made one over promotion issue and using the ADC's the other on Conditions of Service not being applicable

Meetings:



Investors in People meeting 11/5/2006

Meeting held to discuss the service improvement plan for Investors in People award. Discussions were held on the issue of shadowing jobs and how best to achieve this; Andy Kettle to go away and revise the document and bring it back next time in a ready state to progress it forward into a service order.

Manager's Charter was discussed and progression is being made.

Discussion over staff engagement and communications; issues of what is working well and that there is not a one size fits all and that usually it is a combination of communication techniques that work.

The document supplied by the communication department did not appear to put a high value on communications with the Representative Bodies. It was felt from the Unions that if the service want 'buy in' to the idea of investors in people they need to be able to engage the representative bodies who are an important link with the members in Hampshire.

Overpayments Meeting 11/5/2006

Meeting held with Susan Templeton, Bob Wythe, and Lorraine Hearnden over the issue of overpayments on rank to role. The service is working hard to rectify this problem, doing their best to make sure they do not compound an already difficult position for those affected. The FBU is being fully consulted with and being kept up to date on events.

Retained Section Meeting Winchester 11/5/2006

Report under sections

All Different All Equal Regional Meeting 15/5/2006

This meeting was to discuss whether a Hampshire member had an arguable defence against an accusation of harassment, Region made the decision that an arguable defence was given and representation given to the member.

Overpayments Meeting 16/5/2006

A further meeting held with Susan Templeton, Bob Wythe, and Dave Curry over the issue of overpayments on rank to role. The service is putting together a breakdown of how the money was paid and what the difference is and what is expected to be repaid. The service will not issue any letters until all calculations are made for all those affected/ The FBU is being fully consulted with and being kept up to date on events.

Talk to Recruits 17/5/2006

A talk was given to the latest course going through SHQ

Establishment Meeting Retained 22/5/2006

Issues of establishment levels in the service with regard to Retained levels; it has been shown there is a decrease in the number of unfilled units. Discussions were had on promotional material to gain the public's interest in becoming RDS personnel, and that the emphasis should move away from part time firefighters to 'on call' firefighters; the rationale behind this that there is a move to develop the potential for part time working within other duty systems. The development of an 'Expression of Interest Form', a way of encouraging people to apply to the service to undertake RDS

What constituted risk critical stations; crewing levels, service needs, station logistics.



HFRS to contact potential retirees to discuss their continued service

Overpayments Meeting 22/5/2006

A further meeting held with Susan Templeton and Dave Curry over the issue of overpayments on rank to role.

Discipline Meeting 22/5/2006

A discussion was had on how the new discipline procedure was working and constructive talks were held on how the service and the FBU can improve on current matters.

RDS meeting with Dave lock 26/5/2006

A number of issues were raised at this meeting including RDS support officers and the disproportionate splitting of the workload, also master list cannot be found on website without specific hyperlink; Matters of make up drills for full time firefighters working the RDS; Payment for fetes as part of CFS; ADC issues considering that on the recent wholetime ITOP only 10 out of 66 passed; Occupational Health concerns that RDS personnel are not turning up for appointments even when they are scheduled to suit the individual. There is an out of office facility, Thursday evenings and Saturday Mornings. A mobile option is being discussed which could prove to be more cost effective. Long term sickness is low, but short term is more of a problem; problems with part B sickness forms, being sent but SHQ not receiving or actioning them!

RDS awareness team to work with the Outreach team, better joined up working, sharing of information.

Application forms being lost having to ask applicants to re-apply, not very professional of the service.

National firefighters selection test awaiting national tool kit

Training; trialling 5 RDS staff on NVQ's, based on a paperless web based work. RDS are being given an additional hour per week. Should take two years but will be regularly reviewed. TAPS audit and issue of training hours for RDS.

JTU meeting 30/5/2006

Issues raised on matter of moving leave year back to minimum standard as laid out in Grey Book. Dave Curry concerned that the FBU was not representing its member's views. FBU response is that Branches have spoken about this and a vote has been taken at Brigade Committee. The issue is not so much about the leave year, but the service failing to recognise a local agreement and removing it. The service has stated it makes no difference to them when the leave year is. The FBU will ask for it to be moved to comply with the Grey Book. The service intends to consult with the rest of their workforce for their opinion, concerned that unrepresented personnel have had no say.

Stockbridge Landrover trial about to begin, the FBU still oppose this

Workloads of FDS officers are too high, Dave Curry talked about the need for officers to learn how to prioritise and if work falls off the table, so be it. Line managers need to help others prioritise. The FBU view is that if work is falling off the table that the work load is too high and not enough personnel are being employed to cover the work. There will be those managers who will try to do everything and just end up making themselves ill in the process. This will have a knock on effect for the rest of the service.

Day Crewing Meeting SHQ 31/5/2006



Service has set the housing policy which is considerably worse than previous. Those who turned up for the meeting were clearly not happy. Talk was centred on the allowances to pay to those in their own houses and the service view is that is the only thing up for discussion.

The FBU have put forward an alternate set of proposals for HFRS to consider and have asked for a meeting to discuss them.

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

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.

Officials in Hampshire are also assisting a number of members on matters of discipline.

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, leave year to be changed
- 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 wholtime 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
- Wholtime 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

11. **Membership Secretary's Report**

A number of membership applications and subscription forms are coming through without the proper number of signatures on them. There must be a proposer, seconder, witness and the new member must sign in three places. Please can officials and members check the forms before submitting them.

Our membership continues to rise, if you have non members at your branch encourage them to join as there are a lot of benefits in membership, which include legal help, Accident and Injury Fund, representation as an individual and collectively. Your union in Hampshire continues to strive to improve your Conditions of Service. This carries more weight the more members we represent. Our strength is in numbers and the unity we show.

12. **Report from HFA**

Fire Authority Meeting 31st May 2006

Cllr Cartwright re-elected as chair

HFRS 4th in country for HFSV, with a target of 20,000 this year.

Concerns raised by Cllr's over completing HFSV in all homes in Hampshire could take years, HFRS said 90% of homes already have smoke detectors and they are targeting the 5% that do not have them.

Workshops have been saved and will be kept in house.

Outreach team gave a presentation which was warmly welcomed, the work they are doing is having a great affect, they are organising a 'have a go day' in July at SHQ.

13. **Health & Safety**

Email received from Dave Curry reference officers workloads

Driving in fire boots, Conrad Jordan to get clarification from the service

14. **Fairness and Dignity**

There is a huge potential for more Sexual Harassment cases to be brought in HFRS. It is an area of legislation so easy to fall foul of. Members are reminded to be careful how they talk and behave to each other.

Training on this issue needs to be addressed through diversity training

Training for wholtime members on the Race Relations Act is now going out to RDS stations and there are 14 active trainers.

From an official's point of view, dealing with these cases, defending members, is an extremely stressful time. It is asked that members try to appreciate what their officials are doing for them and other members affected in these cases. Defending members is a very time consuming issue and officials are giving up



their free time as well as taking time on duty to prepare these cases. If officials are not supported, members could find themselves in a position where there are no officials prepared to do this work.

Please support your officials who are working for you the membership and if there is any members out there who want to take on branch positions or others within Hampshire please let yourself be known to any members of the Brigade Committee.

15. Education

Awareness day was 23/5/2006 not well attended due to managers away day

There is a strategic ULF meeting, letter to go out to brigades

Question on who is eligible for TUC courses; FBU members who wish to progress on to official positions as the courses are designed for active representatives. The FBU pick up the bill for the courses and so require the students to give something back for the education they receive.

Anyone who is interested in attending a course should speak to their branch rep in the first instant.

16. Branch / Section Reports.

Andover	Nothing to Report
B&EMM	Nothing to Report
Basingstoke	Concern over CPD not being in place before LSI is withdrawn; under the 2003 agreement, CPD should be in place as the LSI is reduced and eventually withdrawn.
Bishops Waltham	Nothing to report
Control	New Kent CFO condemns regional controls, saying it will be a loss of local knowledge.
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	Pay Rise, do we have any figures (post meeting note the pay rise is 2.7%)
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>WM at Basingstoke who were previously rider SM are they still classed as being in the Officers Section. For the interim period they are still classed as members of the officers section.</p> <p>Members had concerns on pensions and the overpayments the service have made under Rank to Role, also concerns on the overpayments themselves.</p> <p>Issue of FDS in effect paying to go to fire calls because of mileage rates</p> <p>Request of Brigade Officials to attend their Branch meeting. The Chair reminded all branches that the Brigade Officials don't normally just turn up at Branch Meetings, but are happy to accept any invite by any Branch</p>
Portchester Redbridge	<p>Nothing to report Nothing to report</p>
Retained	<p>Discrepancies across the service on how the RMS sheet is being filled out, some stations have introduced localisms, causing confusion and resentment.</p> <p>There appears to be a culture in Hampshire that some Retained fire stations are still be run autonomously by the watch managers</p> <p>Issue of rota systems. Secretary confirmed that the agreement with the service was that these systems are in place for non emergency calls only and are an aid to increase experience levels for Retained staff.</p>
Romsey Rushmoor Southsea St Marys Stockbridge Sutton Scotney Tadley Totton Training Centre Waterlooville Whitchurch Winchester Women ULF	<p>Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report Nothing to report</p>

17. A.O.U.B.

ARA's; there is a Pay, Rewards, Equal Pay working group been set up to deal with these issues. Total on 10% allowances adds up to £163,000 p.a. There is slippage on Equal Pay, may not achieve ARA till 2008, with a view that ARA's will not be back paid.

Secondary contracts maybe moved into a reward system.

Some jobs maybe up for re-evaluation, this will not effect ARA's



Questionnaires to go out as to what could be an ARA and there are communications in the IRMP extra

18. Date / Venue of next meeting.

Brigade Committee meeting
Wednesday 5th July 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.

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.





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	07917065877	01264 339000
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Gary Sams	Membership Secretary mem.sec@hantsfbu.org.uk	Retained 31	07917065878	
Nigel McCullen	Vice Chair vice.chair@hantsfbu.org.uk	24 W/W	07719534535	023 92871303
Sharon Eames	Assistant Secretary assist.sec@hantsfbu.org.uk	Control B/W	07917065865	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	01 B/W	07875 498027	
<u>Sections</u>				
Steve Evans	Health & Safety Co-ordinator hsw.chair@hantsfbu.org.uk	54 R/W	07973 845111	023 80333254
Paul Trew	Fairness & Dignity fairness@hantsfbu.org.uk	54 R/W		023 80333254
Andy Eades	Officers officer.chair@hantsfbu.org.uk	20	07810378244	023 92662926
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Julie Barton	Women women.chair@hantsfbu.org.uk	Control B/W	07917065862	023 80644000
Ali Burrows	G+L gl@hantsfbu.org.uk	Control B/W		023 80644000
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VACANT				
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<u>Divisional Reps</u>				
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