



HAMPSHIRE BRIGADE COMMITTEE

5th July 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 Carpenter (Asst. Membership Sec/31), Burrows (Comms/01), Evans (H&S/54), Pearsey (23), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), Harris (24), Hawkes (32), Williams (ULF region 12), Sisters Eames (Control/Region Official), Ellis (Ret. Chair/09), Burrows (G&L).

2. Members Present.

Were Brothers Ramsey (Chair/31), Jordan (Sec/31), McCullen (Vice Chair/24), Sams (Membership Sec/31), Bates (C Div/54), Trew (F&D/54), Eades (Officers), Jackson (Officers), Hewitt (H&S/32), Sister Barton (Women/Control/Region Sec).

3. Nominations / Elections

EC Member Region 12, Peter Miller elected unopposed.

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.

National Officer Election being run for the position held by John McGhee, being challenged by Bob Blackburn.

Other vacancies to be filled in Hampshire, Assistant Brigade Secretary, Education, A Div Rep, B Div Rep; nominations are invited from any branch; any member is eligible to stand for these positions.

CSNC EC Member has been announced to be run, nomination papers are not out at moment so will be

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discussed next meeting

Regional Secretary position is currently filled on an Acting Capacity by Julie Barton. This election is not likely to be run until December 2006, branches are asked to start considering who they want for this position.

4. Minutes of previous meeting.

Accuracy

Page 1 Brother McCullen was present at this meeting

Page 13 Assistant Secretary is a vacant position

5. Matters Arising.

None raised

6. Conference

This is now Dean Mills remit as National Officer, he will be organising the next conference and the sectional AGM's

7. Correspondence

AIF

1. successful claim for member paid – confidential

All Members letters/circulars/e-bulletins

1. FBU HO – Hertfordshire Dispute
2. DCLG – mutual assistance arrangements
3. resignation of HFBU Assistant Secretary
4. DCLG – notable practice guidance case studies
5. DCLG – fighting fires in high rise buildings
6. FBU HO – CPD payments and LSI
7. FBU HO – election of national officer
8. details of candidates standing in national officer election
9. FBU HO – death of Dan Riddell (retired national officer)
10. FBU HO – death of Dave Smith (Staffordshire)
11. FBU HO – stage 5 pay settlement
12. FBU HO – fire service pay increase
13. FBU HO – NRC condemn Hertfordshire CFO & FA
14. FBU HO – Public Service NOT Private Profit Campaign
15. FBU Region 12 – thank you EC Member
16. FBU HO – CPD
17. FBU HO – election of Region 12 EC Member

Control

1. Letter to Dave Curry – insufficiently trained staff
2. letter from Peter Cowmeadow – response to insufficiently trained staff

Day Crewing

1. letter to FBU HO – legal support for day crewing allowance package

Education



1. TUC courses

FBU miscellaneous

1. FBU HO – working against racism
2. FBU HO – LGBT equality in the workplace
3. FACT service
4. FBU HO press release – Public Inquiry 7/7
5. payments to CFOA from DCLG – totalling £2,057,159
6. FBU HO – national assembly of women
7. FBU HO – women and equality unit
8. FBU HO – IPDS survey
9. FBU HO – Citroen Ryton Plant
10. FBU HO – rising vote of BNP
11. FBU HO – Employment Law update
12. FBU HO – Unite Against Fascism
13. letter to John Bonney from Julie Barton Acting Regional Secretary

Health and Safety

1. FBU HO – HSC consultation on improving worker involvement
2. FBU HO – Buncefield Incident Dec 2005
3. FBU HO – European week of H&S

Minutes and Agendas HFRS

1. HFA presentation of the Workforce Plan
2. HFA Notice of Meeting 16/6/2006
3. minutes LDG 9/5/2006
4. Minutes from JTU 30/5/2006
5. HFA Notice of Meeting 22/6/2006
6. RDS working group 26/5/2006
7. rewards project group 6/6/2006
8. HFA Notice of Meeting 29/6/2006

Miscellaneous other

1. Fire magazine

Pensions

1. FBU HO – tax rules on commutation

Rank to role

1. notes from rewards project/equal pay meetings
2. HFRS action points for overpayments
3. HFRS letter to those affected by overpayments
4. reward projects questionnaires
5. letter to Bob Wythe – ARA's Control
6. notice of Control Branch meeting to discuss ARA's
7. email from Susan Templeton – back pay meeting
8. email from Susan Templeton – back pay meeting



8. Guest Speaker

None

9. Chairs Report

CPD Payments, the next main thing the FBU is facing. LSI being paid until October. HFRS have a different view to CPD compared to what is being discussed nationally. Potentially if we cannot agree nationally we could end up in another pay dispute.

LSI imbalance on A and B roles being sent to Head Office to see if they will challenge the inequality on pay.

10. Secretary's Report

June / July 2006

Draft orders: Freedom of Information Act 2000; corrections to policy

Health Safety and Welfare Policy; corrections and suggestions have been made

Lone Working; corrections and disputed item on CFS HFSC lone working

Meetings:

Overpayments Meeting 8/6/2006, 26/6/2006

Meeting held with Susan Templeton, Dave Curry, and Lorraine Hearnden over the issue of overpayments on rank to role. The service is still working to rectify this problem. Personnel affected by the issue of overpayment will need to return forms for repayment schedule. If the forms are overly delayed the pay rise may be delayed in everyone's pay packet. Having said this no one affected by overpayment issues should feel rushed to complete their form.

Make Up Drills meeting with Chris Stephens 13/6/2006

Attended this meeting with Gary Sams; A useful meeting to discuss the issue of make up drills for full time firefighters working a RDS contract. The difficulties for the service to facilitate accepting competency proof from other services were gone into at great length.

The service is exploring changes to the RDS system and make up drills and drill nights will most likely form part of those discussions.

Regional Meeting 22/6/2006

Regional Meeting to discuss the issues across our region

Promotion and the DDA Meeting with Bruce Gordon 27/6/2006

This meeting was to discuss issues of promotion and temporary promotion for personnel who find themselves either temporary or permanently disabled under the terms of the Disability Discrimination Act 2004. It has been questioned that potentially the service maybe discriminating against a group of workers who find themselves on restricted duties and not being offered promotion.

The service has been very positive about this issue and they will consider all candidates when an issue of promotion is raised, irrespective of their disablement. The DDA requires the employer to make reasonable adjustments to the workplace and if these are achievable, the service will consider the promotion on an individual basis, each case being judged on its merits.



Control Branch Meeting 3/7/2006

A full report will be given by Control

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)
- 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

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? This continues to be a problem.

Lists of members who have not given their dates of birth have been circulated to branches to be returned to me ASAP.

12. Report from HFA

Nothing to report

13. Health & Safety

Concerns over the fire at Southampton University and the level and content of the chemicals associated with this incident and the impact on the firefighters attending. Conrad Jordan to write to HFRS.

Issue of driving in fire boots, awaiting definitive answer from HFRS

14. Fairness and Dignity

Region has submitted their review and suggestions for the revised ADAE policy.

Request a pool of nominated officials to undertake ADAE investigations.

15. Education

Region has held its sub committee meeting and each brigade in our region will hold a branch officials seminar. Hampshire will be held on 4 October 2006 and will be held at the end of business of the BCM of the same date.

Any branch official or member who is interested in becoming a branch official is welcome to attend. Can all those interested give them names to the Brigade Secretary ASAP.

Question was raised on would there be a seminar on the new pension scheme. No plans at the moment, however, there will be once we have details on the new scheme and how it will be run.

16. Branch / Section Reports.

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

Control As previously mentioned we have an outstanding Grievance with management over their interpretation of payments for acting up per shift in control. They refuse to pay Control Operators for acting up for part of a shift or to allow them to act up for the whole shift and receive the agreed payment.

More disturbing perhaps is the way in which Watches in Control have been approached to ask for their feelings on whether or not they 'want to' go through the Rank to Role



process. It has been pointed out that if we do some ranks may loose out but that if we do not we will not be eligible for the Pay & Rewards Scheme (ARA's)! Watch Managers were approached and asked to find out what their watches thought. We have had a branch meeting this week and also invited the Unison Rep and Unison members so we could have a full discussion on this point. The Brigades refusal to use the proper channels of Representation and collective bargaining which they say they subscribe to is a disgrace. (Julie please give verbal update on this etc).

This week due to the very hot weather and the dilapidated state of the Air Conditioning Units in Fire Control it has been necessary to bring in some free standing air cooling units. Temperatures have exceeded 90 degrees in the Control room and you will be aware that this exceeds the HSE's recommended operating conditions. We believe Management are doing their best to relieve the situation in the short term but have concerns that they will not address this issue now with the threat of Regional Control Centres hanging over us.

Copnor	Nothing to report
Cosham	Nothing to report
Droxford	Nothing to report
Eastleigh	Crew Managers acting up to Watch Managers. The service has made a decision not to pay this. Any periods over four weeks will be filled with temporary or transfer.
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	Additional concerns over mileage allowances; this is costing members to attend incidents.
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	Retained section meeting taking place 6 July at Totton
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Covered elsewhere



St Marys Covered elsewhere

Stockbridge Nothing to report
Sutton Scotney Nothing to report
Tadley Nothing to report
Totton Nothing to report
Training Centre Nothing to report
Waterlooville Nothing to report
Whitchurch Nothing to report
Winchester Nothing to Report

Women Continuing 'All Different, All Equal' Investigation in Berkshire with Oxfordshire Brigade Sec.

Following the presentation of the document – 'Hampshire FBU Proposals for Provision of Facilities for Women on HFRS Premises' at the Local Diversity Group in May, I attended a meeting with Andy Kettle, Graham Stark, Shanti Waas and Sally Owen (Andover). We agreed, as a group, to work on compiling a strategic improvement plan by December 2006. Also agreed was that any women affected by the proposed changes would be consulted and a male fire fighter would be brought in to contribute towards the group. Once the audit / strategic action plan be completed it would be taken forward via the HFRA committee cycle.

17. A.O.U.B.

Heated discussion on PT as part of training.

Issue of leave year. Any agreement in the future should be put in writing to avoid this situation of SMT not admitting to an agreement being in place.

Issue of work routines, are they working, what are the thoughts at grassroot level.

Issue of LSI payments being phased out and being replaced by CPD

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.**

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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
Branch Officials course

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>				
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Nigel McCullen	Vice Chair vice.chair@hantsfbu.org.uk	24 W/W	07719534535	023 92871303
VACANT				
Ian Carpenter	Assistant Secretary assist.sec@hantsfbu.org.uk			
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<u>Sections</u>				
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<u>Divisional Reps</u>				
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