



HAMPSHIRE BRIGADE COMMITTEE

2nd August 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 Ramsey (Chair/31), McCullen (Vice Chair/24), Carpenter (Asst. Membership Sec/31), Bates (C Div/54), Trew (F&D/54), Evans (H&S/54), Jackson (Officers), Hewitt (H&S/32), 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), Barton (Women/Control/Region Sec), Burrows (G&L/Control)

2. Members Present.

Were Brothers Jordan (Sec/31), Sams (Membership Sec/31), Burrows (Comms/01), Eades (Officers), Sister Ellis (Ret. Chair/09)

3. Nominations / Elections

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

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.

4. Minutes of previous meeting.

Accuracy

Change the term part time to on call or Retained

Phone numbers have changed for some officials



5. Matters Arising.

Page 4 LSI / CPD query as to where are we now. This matter is still being discussed and negotiated at national level.

Make up drills. This is covered in Secretary's report

Page 5 NJC items. Awaiting meeting with EC Member Peter Miller, this has been delayed due to summer holidays.

Page 6 Driving in fireboots. This is covered in Secretary's report

6. Conference

Nothing to report

7. Correspondence

AIF

1. successful claim by member – confidential
2. successful claim by member – confidential
3. unsuccessful claim by member – not paying AIF contributions

All Members letters/circulars/e-bulletins

1. FBU HO – election of CSNC EC Member
2. FBU HO – result of Cleveland ballot
3. FBU HO – accounts year ending 31 December 2005
4. E bulletin #91

Control

1. FBU HO – press release call for meeting with ministers following Select Committee report

Education

1. TUC courses

FBU miscellaneous

1. FBU HO – press release FRS stretched because of changing weather patterns
2. FBU Region 12 – letter to TU Certification officer ref against BNP forming a union
3. FBU HO – rule 30(2)(a)
4. FBU HO – the current situation in Gaza
5. FBU HO – Access to Legal Services; new arrangements for personal injury cases
6. Body Mass Index – a report showing the need for more PT in HFRS
7. Letter to Bruce Gordon – childcare vouchers
8. Email thanks from Hertfordshire for all the support they got nationally

Health and Safety

1. FBU HO – Scania fuel overheat problem
2. email Dave Curry – officers workload
3. FBU HO – EFAD driving policies
4. FBU HO – Power Respiratory Protective Suits
5. FBU HO – New Dimensions Incidents Welfare Provisions
6. FBU HO – Water Rescue Policies
7. FBU HO – research of temp workers H&S
8. Letter to Dave Curry – H&S request Buncefield
9. Letter to Dave Curry – H&S request Southampton University



IRMP

1. Copnor Trial Proposals
2. Letter to Andy Eades – FBU response to Copnor Trial Proposals
3. HFRS press release – Cosham Fire Station new site
4. Letter from John Bonney to HFA – acquisition Cosham Fire Station new site
5. report to Portsmouth Executive – acquisition Cosham Fire Station new site

Minutes and Agendas HFRS

1. HFA notice of meeting 27 July 2006
2. minutes of working routine meeting 4/7/2006

Miscellaneous other

1. Fire magazine
2. Labour Research Magazine

Rank to role

1. Thompsons – Rank to Role Assimilation
2. Letter to Dave Curry – breakdown of costs of recovering overpayments
3. Letter to Dave Curry – 100 temporary promotions
4. contract of employment – clarification as of 14/7/2006
5. email to Susan Templeton – reference above
6. email from Bob Wythe – job descriptions
7. letter from Dave Curry – breakdown of costs of recovering overpayments
8. email from Susan Templeton – overpayment issues

Women

9. FBU HO – press release women to leave fire service if their shift pattern changes

8. Guest Speaker

None

9. Chairs Report

Away at present, no report

10. Secretary's Report

July / August 2006

Draft orders: none

Meetings:

Work Routines Working Group Meeting 6/7/2006

Meeting held with managers across the service, chaired by Tom Carr. This meeting saw a free exchange of views, not all in support of the work routines. Main criticisms was that there is little flexibility within the system and managers fell like they are being treated like children and have little input as managers.

PT is a major issue on stations and is a key to driving the morale of the workforce down. The removal of two PT sessions and the fact PT is not seen as training is having a negative impact on the service and service delivery.



Retained Section Meeting 6/7/2006

This meeting was held at Totton, thanks to Watch Manger Steve Evans in allowing the meeting to be held there and the facilities laid on. Geoff Baker was nominated and voted into the position of Vice Chair Retained.

Discussion of whether there would be a compensation package for retained staff missing out on experience and calls when the Day Crewing stations go to shift. It was explained that on shift stations a fire appliance is normally left for the retained section to crew and that in fact they will more likely get more opportunities to ride and crew appliances when the shift patterns change at these stations. This will need to be confirmed with HFRS when the stations change over.

Driving in Fireboots is still an issue, but we are awaiting an answer from the service.

PT testing and training; there is still no time set aside for retained staff to have PT training on duty.

Retained do not seem to see the result of any of the trials they are involved in. It was felt it would be useful to be included in the results and it would make staff feel more inclusive within the service.

Next meeting at New Milton 24 August @ 19:30

Establishment Meeting 10/7/2006

Items discussed at this meeting included establishment levels and forecasting future needs. Peripatetic firefighters, but no decisions made on this yet. Future applications for wholetime to be downloadable from the internet, this could result in savings for the service. Career break service order is in a draft form and about to be circulated for consultation. The FBU have already submitted some views towards this draft.

USAR Rank to Role Job Evaluations 11/7/2006

The rank to role process continues, USAR were put on hold as it was felt at the time of all the other job evaluations these roles were still in a development stage and it would have been unfair to evaluate them in such a transient stage.

Day Crewing Consultation Meeting 13/7/2006

The consultation process was extended by the service to include this meeting; the FBU thanked the service for that. I attended this meeting with Lud Ramsey.

The service was not happy with the tone of the letter received from the FBU and objected to the statement that the FBU made that they were not investing in their people. HFRS pointed out that Investors in People is more than just £ s d. once we got past this issue Dave Curry commented that the proposals put forward from the FBU were well thought out and presented. These proposals will be taken forward as part of the consultation, but no decisions had been made at this time.

Recruits talk Control Members 18/7/2006

Talk to new recruits in Control

Training school branch meeting 19/7/2006

Invited to attend training school branch meeting, a number of issues were discussed, it also gave the branch the opportunity to get direct feedback from the brigade secretary.



All members of the executive in Hampshire welcome invites from any branch

Investors in People Meeting 20/7/2006

Held at Botley fire station chaired by Bob Ratcliffe; internal and external marketing and communication plan presented in draft form; staff engagement is an issue; induction, valuing people, different levels of inductions, try to achieve a more corporate induction with consistency across the service; mentoring, there is a difference between mentoring and coaching, coaching is short term specific tasks, mentoring is long term development of people.

The issue of the service joining up with the union to promote the Union Learning Fund was raised. Bob Ratcliffe said he was waiting for the FBU to come back to him.

Overpayments Meeting 20/7/2006

Meeting with Dave Curry attended with Gary Jackson. Overpayment letters have been sent out with the amounts each individual owes. Follow up letters will be sent to those who do not respond to the payment methods.

Leave Year Meeting 25/7/2006

Meeting with Shella Smith and Bob Russell; this meeting discussed the reason behind the FBU wanting to revert back to the minimum standard as laid down in the Grey Book. It was emphasised to HFRS that the reason our members wanted this change to the leave year was because the service had gone back on a local agreement. Whether HFRS recognise this agreement is neither here nor there, our members recognised we had an agreement and they kept their side of the agreement.

There was a lack of understanding by HFRS as to what benefit it was to our members to move the leave year; it was pointed out that our members live their lives by the calendar year and not a fiscal year.

It was also pointed out to HFRS that if the service did not want to honour the agreement on leave year and working routines at weekends, perhaps they might want to consider what else they would exchange for the concession of our members to move the leave year to the fiscal year.

HFRS have also stated that they intend to revert back to block leave if our members insist on asking for what is their right to have the minimum standard laid down in the Grey Book. The FBU have pointed out to HFRS that they would need to plan the block leave for each station and as the leave is laid out in the Grey Book they could find they don't actually employ enough firefighters on station to run the leave system that way and in fact may need an increase in establishment to achieve block leave.

It does seem that for a matter that they say makes no difference to HFRS that they want to put in as many barriers as possible to avoid carrying it out!

No decision has been made on this issue yet and it will be referred to the JTU meeting in September. As no decision is made yet the resolution on the table for action against the breaking of the local agreement is still held in check.

RDS working group 31/7/2006

Attended with Gary Sams; retained crew and watch manager vacancies filled by temporary promotion at the moment; RDS to go through ADC process, likely to be October.



Make up drills; trial system to be run in the North and New Forest Groups. GTI's to organise training. it may be possible for other RDS staff to use these sessions, but they must organise it through their Oi/c's. This is covered in the retained experience service order.

A request was made for a training bulletin to explain these trails.

Mentoring; RDSA to assist in firefighters wanting applications to join and participating in the firefighting selection tests; this team will need to be trained.

Human Resources; firefighting selection tests available this week! September start for the tests

RDS support officers; some of the positions used for support officers are being filled by temporary promotions and these are not on the FDS and so are not eligible to be support officers, this causes a knock on effect for others already overworked.

PPE under fire kit; ops bulletin to be released; the wearing of shorts under PPE is not permitted. It was pointed out that RDS have only one pair of working rig trousers there is also an issue of lack of t-shirts. HFRS rightly have a concern of the different types and standard of message that maybe contained on personal t-shirts; a general guide being if you wouldn't walk around headquarters wearing a particular t-shirt that the t-shirt is probably inappropriate.

Shoes for driving; concerns over the different styles of footwear, concerns over driving in boots.

A reminder that there has been an ops bulletin on make up drills and that all personnel should perform make up drills, with some minor exceptions for HFRS wt/rt. Even they can be required to attend make up drills.

WT/RT taps records, any chance of merging the two systems to gain competence across both.

Change to the term part time firefighter to on call firefighter

Issues to be clarified; cut off time for signing for an attendance fee and time to remain on station when making an attendance only; the second issue is contained in the station admin manual under completion of FGA1's.

Other issues

There are new forms from the FBU now for Personal Injury Cases

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
- 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

All members are reminded of the importance of Rule 30 (2) (a) regarding payment of death benefit to a nominee. Any changes in member's circumstances should be notified to Head Office as soon as possible. If a member is in doubt about who their nominee is, they can resubmit the appropriate form.

List of missing dates of births of members have been sent to branch representatives, if these can be returned ASAP, head office is waiting for this information. There may be an impact on pensions.

Members are reminded to check their payslips to confirm they are making deductions to the FBU, also to check they are being made at the appropriate rate to cover AIF and political if you have opted in for these.

Members have lost out on AIF because they are not paying that portion of membership, this could cost you £thousands.

12. Report from HFA

A workforce strategy document was presented to the HFA, they didn't like the layout or construction of

www.hantsfbu.org.uk



the document.

There is a reported rise in fire deaths in Hampshire, HFRS have asked the HFA to look at this over a three year period to consider the trend, as one year could just be a blip. There have been further fire deaths since this meeting.

There has been a rise in primary fires

Charlie House praised the representative bodies over the issue of back pay overpayments.

Pay and rewards review the HFA asked if the job description could be revised so as not to have to pay these extra allowances. HFRS said no to this.

Principal officers are asking for a pay rise.

13. **Health & Safety**

The FBU is compiling a list of names of personnel who went to the following incidents;
Buncefield Oil Refinery Fire Hertfordshire
Southampton University Fire

The reason for this list is if there is an issue over health at a later date that can be attributed to either of these incidents, it will be useful to have a list of personnel who attended these.

Any members who attended these incidents can forward their names and details to the Brigade Secretary. Any information supplied will be kept in confidence.

Discussion on Body Mass Index report done by Dave Butterworth HFRS fitness advisor; recommendations that HFRS accept obesity as an increasing problem; work harder at improving health and fitness standards.

Recommendations can be achieved by; offering free fitness classes for HFRS employees to attend; re-evaluate PT time within HFRS. Operational firefighters need PT for morale, 2 hours a tour is not enough, make PT time more disciplined.

Discussion Officers Workloads and the knock on effect to other officers when those most affected go sick with stress or other illnesses stress related. This knock on effect is not limited to officers, this workload will and does find itself being pushed downwards and so our watch and crew managers could find themselves victims of this fallout of excessive workloads and demands.

14. **Fairness and Dignity**

Nothing to report

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.



ULF; meeting to be arranged between HFRS and the brigade and regional representatives.

16. Branch / Section Reports.

Andover	Nothing to Report
B&EMM	Nothing to Report
Basingstoke	Nothing to Report
Bishops Waltham	Nothing to report
Control	Discussion on the result of the Select Committee looking into regional control call centres. The general opinion is that the Select Committee is not convinced on regional controls and they are not convinced there is a business case to go ahead with them.
Copnor	Nothing to report
Cosham	Nothing to report
Droxford	Nothing to report
Eastleigh	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	Issue of inequality of pay with the differences in A and B job sizes and LSI being withdrawn for people who have more than 15 years service in losing LSI and those now achieving 15 years receiving LSI.
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	Covered in Secretary's report
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Nothing to report
St Marys	Nothing to report
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 Nothing to report

17. **A.O.U.B.**
None raised

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

Brigade Committee meeting

Wednesday 6th September 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
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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Gary Sams	Membership Secretary mem.sec@hantsfbu.org.uk	31 Retained	07917065878	
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			
	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>				
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Andy Eades	Officers officer.chair@hantsfbu.org.uk	20	07918888003	023 92662926
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<u>Divisional Reps</u>				
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