



## HAMPSHIRE BRIGADE COMMITTEE

6th September 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 Burrows (Comms/01), Evans (H&S/54), Eades (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), Burrows (G&L/Control)

**2. Members Present.**

Were Brothers Ramsey (Chair/31), Jordan (Sec/31), Sams (Membership Sec/31), McCullen (Vice Chair/24), Bates (C Div/54), Trew (F&D/54), Jackson (Officers), Hussey (17), Pook (Training/HQ), Miller (EC Member R12), Sisters Barton (Women/Control/Region Sec), Ellis (Ret. Chair/09)

**3. Nominations / Elections**

National Officer Election being run for the position held by John McGhee, being challenged by Bob Blackburn, the ballot papers are being distributed. This is an important election, use your vote, you decide who you have as officials to run this union.

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

Hampshire has 204 FBU positions, ranging from watch representative through to brigade officials. Not all these positions are filled. It is your chance as a member to get involved and help shape your union. Some of the positions will be held by officials in conjunction with other positions they hold. (E.G. A watch representative could also be a branch chair or secretary). By filling all these positions we can spread the workload the FBU carries in Hampshire. Sometimes as a membership there is heavy reliance on one or



two officials doing all the work. This is not a good position to be in. The FBU in Hampshire has an Executive of eleven to try and spread the workload. The workload can be further spread by more active participation of branch level representatives. In the past we have had this reliance on a small number of officials to carry the majority of the work, it doesn't work and we have seen the 'burn out' of officials struggling to cope with a job workload, home life and FBU workload.

If we all do a little to help this union, things will be easier for all. Please get involved, ask what you can do to support and be active in your union. Don't assume someone else will do it. If our branches don't get involved it is difficult for your brigade officials to hold a complete picture of your views. We are sometimes left with an assumption if you are not saying anything that you are happy with your lot and the way your officials are representing you. This may not always be the case. As your officials, you should be challenging us to deliver what you want. But as your officials we also require your help to deliver your demands and requirements.

Assistant Brigade Secretary Election;  
Nominated Kate Ellis, proposed Julie Barton, seconded Nigel McCullen, unanimous vote.

#### 4. **Minutes of previous meeting.**

Accuracy  
None raised

#### 5. **Matters Arising.**

Page 3 temporary promotion, clarification from service on over 100 temporary promotions. Post meeting note, letter received from Bob Ratcliffe on this issue, being addressed.

Breakdown of costs on rank to role overpayments; a vote was taken on whether to pursue this further; for 4, against 4, abstentions 2, casting vote by Chair against, vote lost.

PT and Dave Butterworth, Lud Ramsey and Nigel McCullen preparing report. Officers section pointed out that they still have no PT facilities within their system.

Page 5 request for Brigade Secretary to give an All Members update

#### 6. **Conference**

Brigade committee to look at last years resolutions to conference to see if they are still relevant.

#### 7. **Correspondence**

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

1. e bulletin #92
2. background document Merseyside dispute
3. FBU HO – end of Hertfordshire dispute
4. FBU Hertfordshire – thanks for support letter
5. FBU HO – result of Merseyside Ballot
6. FBU HO – immediate changes to AIF benefits
7. e bulletin #95
8. e bulletin #96

##### **Control**

1. email to Gleena Greenslade – undervalued Control Members
2. letter to John Bonney – rank to role for Control
3. re-run of nomination and election of EC Member for Control



## Duty Systems

1. Letter to Paul Woolstenholmes
2. Thompsons response
3. Letter from Tom Carr – transitional allowance day crewing
4. Letter from Dave Curry – transitional allowance day crewing

## Education

1. TUC courses

## FBU miscellaneous

1. LRD fact sheet
2. FBU HO – e mail circulation lists
3. FBU HO – Justice for Columbia
4. FBU HO – Burston School Rally
5. FBU R12 – letter to Les Skarrats support for Industrial Action
6. letter to Merseyside – support for Industrial Action
7. FBU HO – press release comments from CFOA

## IRMP

1. Copnor Trial Proposals

## Minutes and Agendas HFRS

1. pay and rewards 23/8/2006
2. consultation on day crewing payments 13/7/2006
3. HFRA change of meeting date
4. LDG 11/7/2006
5. WTD 34/7/2006
6. HFRA cancellation of meeting
7. Investors in People 20/7/2006
8. establishment 21/8/2006
9. WTD draft formula retained hours
10. RDS working group 31/8/2006
11. WTD outstanding issues
12. workforce strategy 2006/09
13. worklife balance survey – initial results Susan Templeton
14. HFRA notice of meeting 8/9/2006

## Miscellaneous other

1. Fire magazine
2. Labour Research Magazine
3. Hazards Magazine
4. GMB Stress Survey

## Pensions

1. FBU HO – Pension abatement
2. FBU HO – firefighter's compensation scheme
3. FBU HO – ill health awards

## Rank to role



1. letter from Dave Curry – response to Officers LSI request
2. email from Peter Miller – LSI/CPD
3. letter to John Bonney – LSI request
4. email from Catherine Andrews – overpayments
5. letter from Bob Wythe – rewards project
6. letter from Dave Curry – response to LSI request
7. email from Peter Miller – LSI/CPD

## 8. Guest Speaker

Peter Miller EC Member Region 12; gave an update on LSI/CPD situation. This is being negotiated nationally; there is some agreement but no finished package. It is unlikely to be agreed by 1 October 2006. It is also unlikely that the NJC will want to extend the LSI until CPD is finalised and in place. This will disadvantage our members.

The FBU are doing all within their power to reach a negotiated settlement in the time scale. Once negotiated it is felt that CPD will cover RDS personnel as well as wholetime.

Post Meeting note; It is felt by the FBU that the LSI/CPD is part of the 2003 pay agreement and that removal of LSI before CPD is present is a breach of that agreement. As such the FBU will be canvassing for a ballot for industrial action for the employers to honour their side of the agreement.

Merseyside industrial action; 120 frontline firefighter jobs to go, 15 Control Staff jobs to go, 96 hour shift systems being introduced. The industrial action is not about pay but is about protecting the service for the future. CFO McQuirk is at present refusing to negotiate with the FBU, locally or nationally to end this dispute. It appears the CFO is on a union busting campaign and the safety of Merseyside residents is secondary to his personal political agenda.

The CFO also has non trained personnel riding fire appliances and making claims that Merseyside is safer with its frontline firefighters on strike.

Merseyside have established a Hardship Fund, members are asked to contribute to this. Don't let the CFO starve these firefighters and Control Members back to work.

Merseyside Hardship Fund

HSBC Bank

Sort code: 40-29-28

Account number: 91320165

Regional Controls; the Select Committee is attacking the ODPM and its plans and is not convinced that the business case has been given or proved.

Pensions; changes to the pension scheme in definition of firefighters and medical retirements. Also the issue of pension abatement, being able to retire, take your commutation and continue to work for the fire service.

Changes to how we conduct our union business, does the way we hold branch meetings accurately reflect our memberships views? We need to make more effort at grassroots level to involve our membership.

## 9. Chairs Report



## 10. Secretary's Report August / September 2006

### **Draft orders:**

A number received, most returned without comment; career breaks, a couple of comments made, most comments were made prior to release for consultation.

### **Meetings:**

#### **Rewards Project Working Group Meeting 4/8/2006**

Meeting held to determine where the project is going; using Hay system to determine allowances balance between Green and Grey Book. Questionnaires sent to Function Heads to determine current rewards and future rewards. Project working day organised.

#### **Working Time Directive Meeting 8/8/2006**

Meeting held to pick up this project again and decide direction. Terms of reference agreed; sounding board discussed; link between long hours and sickness; HFRS worklife balance survey 2006 by Susan Templeton; issues of multiple contracts; priorities of group?; FBU supplied draft policy on wholetime/retained for consideration.

#### **Establishment Meeting 21/8/2006**

Items discussed at this meeting included establishment levels and forecasting future needs; Retained establishment position; Retained recruitment strategy action plan; Risk Critical Stations (Alton, Odiham, Sutton Scotney, Petersfield); firefighter selection tests and ADC; WTD effect on establishment. Next meeting clashes with BCM so I will be unable to attend.

#### **ARA project board meeting 23/8/2006**

Pay and Rewards can be divided into three main groups, allowances, additional responsibility allowances, honaria. The last heading will account for personnel who take on and deliver a one off project outside of their role or as an addition to their workload. Allowances will be for working practices that contain a level of commitment which is greater than a straight forward contract and requires more flexible working. An example of this is the RDS, although it should be noted the RDS system allowance is not up for review as it is a national condition of service. ARA's in general terms are for work that falls outside of an individuals current role map.

Discussions were held on how we valued ARA's, that there should be a scoring method to decide the level of payments for any ARA.

Rep Bodies to return their lists of ARA's by 10/9/2006

#### **JTU Meeting 23/8/2006**

Acting up, HFRS to look at extended leave/end of course leave; over/under payments to be looked at; draft employee service order should be out end of September; leave year issue; welfare arrangements outside of Hampshire (New Dimensions etc) HFRS to get back to FBU; day crewing changes at Andover outside of agreed duty system, letter sent to Kevin Evenett 14/8/2006; Bird Flu Pandemic.

Post meeting note, FBU have found documented evidence linking leave year with weekend relaxed working routine, paperwork to be forwarded to Dave Curry.

#### **Operational Assurance of Service Delivery Meeting in Wales 24/8/2006**

[www.hantsfbu.org.uk](http://www.hantsfbu.org.uk)



National organised meeting to discuss the up and coming meeting to be held in fire services with the Audit Commissioners in all brigades

### **Retained Section Meeting 24/8/2006**

Meeting at New Milton, report under sections

### **All Different All Equal Meeting 1/9/2006**

Meeting held at Maidenhead to discuss whether two members from Berkshire had an arguable defence to receive FBU representation.

### **Working Routines Meeting 5/9/2006**

Meeting held with Tom Carr, who will be preparing an objective report for SMT. There appears to be a lack of recording of time spent on CFS, this is due to the fact that the forms for recording this information only really allows recording of HFSC and talks, all other activity has no space on the form. This lack of recording will have an adverse effect on being able to prove that stations are achieving targets under HFRS IRMP.

### **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**

Seven amended service orders received, branches are reminded to read through these, in case they spot something that may need to be challenged.

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
- 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

Apologies if members are trying to get through to me as my email system is down, I will get back to people as soon as possible, in the meantime I can be contacted at Andover fire station.

## 12. Report from HFA

Eddie Burrows has been involved in an accident and gives his apologies

## 13. Health & Safety

Nothing to report

## 14. Fairness and Dignity

Female changing conditions still remain a problem.

Lack of drying facilities for trainees at training school due to the refurbishments at HQ, needs to be addressed through H&S.

## 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         | Nothing to report |
| Copnor          | Nothing to report |
| Cosham          | Nothing to report |



|                 |  |
|-----------------|--|
| Droxford        | Nothing to report  |
| Eastleigh       | Nothing to report  |
| Fareham         | Issues of detachments out to other groups of spare junior officers, who are not actually spare as there is an impact on development programmes of watch managers, crew managers, firefighters.   |
| 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        | Concerns over workloads and stress levels of members from this section, temporary promotion adds to this problem. Issues on LSI, those who had lost it and those becoming eligible for it, inequality due to the pay agreement of 2003. Items of ARA's passed to brigade secretary. Lack of structure support network for middle management.   |
| Portchester     | Nothing to report  |
| Redbridge       | Nothing to report  |
| Retained        | Retained Section Meeting 24 August at New Milton. Areas discussed sun protection; Pensions, what is the position on Retained joining and back paying into the FPS; PPE, protective footwear on stations; Pandemic Flu, will there be personal face masks issued for BA to stop infection?; PT and negative impact on female firefighters; concerns over rising number of female personnel experiencing difficulties with colleagues and middle management on retained stations; issue of welfare at protracted USAR and new dimensions incidents; clarification on time to sign for an attendance, 10 minutes of call out is in station handbook; concerns on new work and pay conditions for RDS. Date of next meeting not set. |
| Romsey          | Nothing to report  |
| Rushmoor        | Nothing to report  |
| Southsea        | Email report   |
| St Marys        | require clarification of new AIF rules   |
| Stockbridge     | Nothing to report  |
| Sutton Scotney  | Nothing to report  |
| Tadley          | Nothing to report  |
| Totton          | Nothing to report  |
| Training Centre | Willingness to be involved in allowance review. Moving from high role to low role pay  |



protection. Development programmes need clarification.

|               |                   |
|---------------|-------------------|
| 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 4<sup>th</sup> October 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

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  
Branch Officials Course

### 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><br><a href="mailto:chair@hantsfbu.org.uk">chair@hantsfbu.org.uk</a>                                    | 31<br>Day      | 07917065877          | 01264 339000         |
| Conrad Jordan                 | <b>Secretary</b><br><a href="mailto:secretary@hantsfbu.org.uk">secretary@hantsfbu.org.uk</a>                        | 31<br>Day      | 07917065876          | 023 80613151         |
| Gary Sams                     | <b>Membership Secretary</b><br><a href="mailto:mem.sec@hantsfbu.org.uk">mem.sec@hantsfbu.org.uk</a>                 | 31<br>Retained | 07917065878          |                      |
| Nigel McCullen                | <b>Vice Chair</b><br><a href="mailto:vice.chair@hantsfbu.org.uk">vice.chair@hantsfbu.org.uk</a>                     | 24<br>W/W      | 07719534535          | 023 92871303         |
| Kate Ellis                    | <b>Assistant Secretary</b><br><a href="mailto:assist.sec@hantsfbu.org.uk">assist.sec@hantsfbu.org.uk</a>            | 09<br>Retained |                      |                      |
| <b>VACANT</b>                 |   |                |                      |                      |
| Eddie Burrows                 | <b>Assistant Membership Secretary</b><br><a href="mailto:assist.mem@hantsfbu.org.uk">assist.mem@hantsfbu.org.uk</a> |                |                      |                      |
|                               | <b>Communications Co-ordinator</b><br><a href="mailto:comms@hantsfbu.org.uk">comms@hantsfbu.org.uk</a>              | 01<br>B/W      | 07875 498027         |                      |
| <b><u>Sections</u></b>        |   |                |                      |                      |
| Steve Evans                   | <b>Health &amp; Safety Co-ordinator</b><br><a href="mailto:hsw.chair@hantsfbu.org.uk">hsw.chair@hantsfbu.org.uk</a> | 54<br>R/W      | 07973 845111         | 023 80333254         |
| Paul Trew                     | <b>Fairness &amp; Dignity</b><br><a href="mailto:fairness@hantsfbu.org.uk">fairness@hantsfbu.org.uk</a>             | 54<br>R/W      |                      | 023 80333254         |
| Andy Eades                    | <b>Officers</b><br><a href="mailto:officer.chair@hantsfbu.org.uk">officer.chair@hantsfbu.org.uk</a>                 | 20             | 07918888003          | 023 92662926         |
| Sharon Eames                  | <b>Control</b><br><a href="mailto:control.chair@hantsfbu.org.uk">control.chair@hantsfbu.org.uk</a>                  | Control<br>B/W | 07917065865          | 023 80644000         |
| Julie Barton                  | <b>Women</b><br><a href="mailto:women.chair@hantsfbu.org.uk">women.chair@hantsfbu.org.uk</a>                        | Control<br>B/W | 07917065862          | 023 80644000         |
| Ali Burrows                   | <b>G+L</b><br><a href="mailto:gl@hantsfbu.org.uk">gl@hantsfbu.org.uk</a>  | Control<br>B/W |                      | 023 80644000         |
| Lud Ramsey                    | <b>B&amp;EMM</b><br><a href="mailto:baemm@hantsfbu.org.uk">baemm@hantsfbu.org.uk</a>                                | 31<br>Day      | 07917065877          | 01264 339000         |
| <b>VACANT</b>                 |   |                |                      |                      |
| Kate Ellis                    | <b>Education</b><br><a href="mailto:education@hantsfbu.org.uk">education@hantsfbu.org.uk</a>                        |                |                      |                      |
|                               | <b>Retained (On Call)</b><br><a href="mailto:retained.chair@hantsfbu.org.uk">retained.chair@hantsfbu.org.uk</a>     | 09<br>Retained |                      |                      |
| Paul Christopher              | <b>Welfare Coordinator</b><br><a href="mailto:welfare@hantsfbu.org.uk">welfare@hantsfbu.org.uk</a>                  | HQ             |                      | 023 80644000         |
| <b><u>Divisional Reps</u></b> |   |                |                      |                      |
| <b>VACANT</b>                 |   |                |                      |                      |
|                               | <b>A Division</b><br><a href="mailto:adiv.rep@hantsfbu.org.uk">adiv.rep@hantsfbu.org.uk</a>                         |                |                      |                      |
| <b>VACANT</b>                 |   |                |                      |                      |
|                               | <b>B Division</b><br><a href="mailto:bdiv.rep@hantsfbu.org.uk">bdiv.rep@hantsfbu.org.uk</a>                         |                |                      |                      |
| Pete Bates                    | <b>C Division</b><br><a href="mailto:cdiv.rep@hantsfbu.org.uk">cdiv.rep@hantsfbu.org.uk</a>                         | 54<br>R/W      | 07929 361918         | 023 80333254         |