



HAMPSHIRE BRIGADE COMMITTEE

4th October 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), 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), Sister Burrows (G&L/Control)

2. Members Present.

Were Brothers Jordan (Sec/31), Sams (Membership Sec/31), Bates (C Div/54), Trew (F&D/54), Jackson (Officers), Hussey (17), Pook (Training/HQ), Miller (EC Member R12), Williams (ULF region 12), Sisters Eames (Control/Region Official), Barton (Women/Control/Region Sec), Ellis (Ret. Chair/09)

3. Nominations / Elections

CSNC EC Member Nomination;

Nominated Sharon Eames, proposed Peter Bates, seconded Gary Jackson, unanimous vote.

4. Minutes of previous meeting.

Accuracy

None raised

5. Matters Arising.

Page 1 Nomination papers, some branches say they are not receiving these, all branches are entitled to nominate, including sections, Conrad Jordan to ensure that all branches receive these in future. Any branches that are aware of nominations and not received their paper to contact the Brigade Secretary ASAP.

Hightown and Redbridge are increasing the activity on their branches.



Page 2 Update on Merseyside given by Peter Miller

Page 3 Investors in People progress; 'Count Me In' packs going out to all managers to disseminate down to lower roles.

Page 4 Pensions, clarification given at meeting, Conrad Jordan to follow up with an All Members letter to try and clarify latest positions.

Page 5 no back to ops trigger for Pandemic Flu (post meeting note, this has been raised at the HFRS H&S meeting)

Page 6 RMS sheet, recommend the Kingsclere model to HFRS

Leave year, this issue is ongoing, HFRS are stalling in complying with the Grey Book

Page 7 spoilt meals, Brigade Committee wish to challenge on a number of levels, particularly Retained

ULF, Harry Williams has met with Bob Ratcliffe, there is some progress on this issue now

Page 8 No response on females experiencing difficulties within HFRS, Conrad Jordan to resend letter to CFO and Fire Authority

6. Conference

Brigade committee to look at last years resolutions to conference to see if they are still relevant. Two out of the three resolutions were deemed to be no longer relevant or achievable. The remaining resolutions is;

'This Conference demands that elections for officials when due, should run in accordance with the FBU rule book. Cancelling and postponing elections should not happen.'

Branches are invited to amend this resolution and to submit other resolution for consideration by the Brigade Committee.

The Brigade Committee also agreed to consider other resolutions from within Region if we did not have 3 resolutions to submit to Conference.

7. Correspondence

All Members letters/circulars/e-bulletins

1. FBU HO – National Officers procedures
2. Merseyside Hardship Fund
3. DCLG – memo Mass Decontamination
4. DCLG – funding for new dimensions
5. DCLG – improvement planning for fire and rescue authorities
6. DCLG – Respiratory Protective Equipment project
7. TUC emergency resolution Merseyside Fire Authority
8. DCLG – Limited Consultation on extension of Charging Order
9. FBU HO – Merseyside Hardship Fund



Control

1. FBU HO – Election of CSNC EC Member
2. FBU HO – Select Committee report on regional controls

Education

1. TUC courses
2. UNIONLEARN launch DVD
3. FBU HO – National School dates

Health and Safety

1. H&S Law 2006 book
2. FBU HO – negotiations for welfare arrangements outside of brigade boundary
3. FBU HO – negotiating smoke free work places
4. FBU HO – RPD BS 8468: 2006

IRMP

1. letter from Dave Curry – response to article to press from FBU
2. letter from John Bonney – IOW merger
3. letter from John Bonney – Operational Assessment of Service Delivery

Minutes and Agendas HFRS

1. JTU 23/8/2006
2. HFA notice of meeting 13/9/2006
3. HFA notice of meeting 12/9/2006
4. H&S 20/7/2006
5. station work routines 5/9/2006
6. HFA notice of meeting 29/9/2006
7. HFA notice of meeting 4/10/2006

Miscellaneous other

1. Fire magazine
2. Labour Research Magazine

Rank to role

1. FBU ARA report to HFRS
2. letter to John Bonney – LSI/CPD extension
3. areas of discussion reward project HFRS
4. CPD – employers position
5. CPD – FBU position
6. FBU HO – guidance for officials CPD
7. letter from Dave Curry – LSI/CPD extension response
8. NJC circular NJC/7/06

Retained

1. FBU HO – RDS establishment figures

8. Guest Speaker

No Guest Speaker, however, Peter Miller was present to answer questions and to conduct the Education Seminar for Branch Officials. This seminar was well received and the folders and handouts will prove to be useful tools in



the future.

9. **Chairs Report**

No Report, Lud Ramsey on Holiday

10. **Secretary's Report**

September / October 2006

Draft orders:

None this month

Meetings:

LSI/CPD officials meeting London 8/9/2006

Meeting held to discuss the progress nationally on the issue of phasing out LSI and introducing CPD. It was viewed that this is an outstanding item from the pay agreement of 2003. In that agreement it was stated CPD would be brought in to replace LSI as that was phased out. A failure to bring in CPD would be seen as a breach of the 2003 pay agreement.

Rank to Role Meeting with Kevin Butcher 11/9/2006

Meeting held to discuss how rank to role affects Control Staff and HFRS view on this issue. HFRS view that to put Control Staff through this process without a definitive date for regional controls will be detrimental to them.

TUC Conference Brighton 12-13/9/2006

Attended this Conference to assist with running the FBU stall; whilst there a collection was had on behalf of the Merseyside firefighters and £2,500 was raised to support their industrial action against the 120 firefighter job cuts, 15 Control job cuts, and 96 hour shift pattern.

Investors in People meeting with Bob Ratcliffe 14/9/2006

Ongoing work with this project with the aim to achieve the Investors in People Award; the 'Count Me In' package was discussed.

Merseyside Rally 15/9/2006

A well supported rally with firefighters across the whole of the UK attending, to support their industrial action against the 120 firefighter job cuts, 15 Control job cuts, and 96 hour shift pattern; standing up to a CFO who was not prepared to negotiate on these issues.

Operational Assurance of Service Delivery Meeting 20/9/2006

Meeting arranged to meet with DCLG to look at items not covered previously in the Audit Commission Report under CPA. Operational delivery was overlooked in the previous assessment.

Reward Project Meeting 21/9/2006

Meeting at Alersford Fire Station; FBU have submitted their views on what should constitute ARA's. The project is running slightly behind time, the FBU have agreed with HFRS to give them more time to deliver the project. The view from both sides is that we want a robust system that will stand up to scrutiny and which can be applied in the future if other items arise which could be considered for ARA.

Rank to Role Meeting 28/9/2006

Meeting held to look at re-evaluation of Hightown and Andover Watch Manager posts .



IOW merger Meeting 28/9/2006

Meeting held with John Bonney to discuss issue of potential merger with the IOW Fire Authority.

Rank to Role Meeting 3/10/2006

Meeting held to look at re-evaluation Waterlooville posts.

RDS Project Team Meeting 3/10/2006

Meeting with Shaun Rowlett, outlining the progress of this project and how the work streams will progress. The project is being conducted in a very open manner with participation from interested parties being actively encouraged.

Public Sector Pension Committee 3/10/2006

Meeting with other Public Sector Pension Unions to continue the joined up working already established.

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

New complete section 7

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 NJ

11. Membership Secretary's Report

New subscription rates are out which will come into effect from 1 November 2006

Membership Type	Retained			Wholtime				
Trade only			£7.06			£21.41		
Trade + Political only	£7.06	+ £0.65	£7.71	£21.41	+ £0.65	£22.06		
Trade + A.I.F. only	£7.06	+ £3.08	£10.14	£21.41	+ £3.08	£24.49		
FULL MEMBERSHIP	£7.06	+ £0.65	+ £3.08	£10.79	£21.41	+ £0.65	+ £3.08	£25.14

Still having problems with email system, could members contact by telephone if urgent.

All members need to check they are making the correct contributions as some members have made claims under A.I.F only to discover that they were not making the deductions.

12. Report from HFA

Nothing to report

13. Health & Safety

Concerns over passive smoking whilst attending HFSC, Conrad Jordan to write to HFRS.

Concerns over Female Firefighters being pregnant and no suitable risk assessment being in place. These risk assessments should be on an individual basis. Conrad Jordan to raise with HFRS.

14. Fairness and Dignity

Nothing to report

15. Education

National School Dates

26-30 November 2006 at Wortley Hall, application forms available from Conrad Jordan

ULF report; Met with Hampshire management X 3. Discussion on arrangement for LNA and promotion within Service. Attended Hampshire BCM's. Discussion with Brig Sec on promotion in Hants. Met with LSC and Train to Gain, discussed arrangements for Fire Service involvement (attending an event in October to update union workers on changes to Train to Gain). Trying to arrange new ULR courses and learner support training for ULR's

Other meetings and other work

Attended LSC/unionlearn working in partnership meeting with local union project workers

Attended a seminar on Adult Learner Support run by local ESSU

Met with TUC film unit who were filming at POA centre and then Newport Fire Station for use at national



conference

Met with Hants ULR's

Rewrite presentations to include latest figures, liP agreement with Unionlearn, National L&D

Attend joint Unionlearn/SEEDA event on LAW day

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	Nothing to report
Fleet	Nothing to report
Gosport	Nothing to report
Hamble	Nothing to report
Hardley	Nothing to report
Havant	Nothing to report
Headquartes	Nothing to report
Hightown	Nothing to report
Kingsclere	Nothing to report
New Milton	Nothing to report
Odiham	Nothing to report
Officers	Nothing to report
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	Nothing to report
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Nothing to report
St Marys	Amended contracts still not received
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.

LSI/CPD; this is an ongoing issue, NJC with the employers and the FBU are meeting to try and reach an agreed position. The FBU are arguing for LSI to continue until such time as its replacement is in place. Small working



group being set up to come up with recommendations by 16/10/2006. it is felt an agreement can be reached. Post meeting note, Head Office have issued model grievance letters for all members affected to submit to management, copies are requested to go to Brigade Secretaries.

LSI inequality on issue of members who have lost this due to promotion and pay differentials. It is felt that if this was a female or ethnic issue more would be done about it.

18. Date / Venue of next meeting.

Brigade Committee meeting
Wednesday 1st November 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

November

1st Hampshire AGM
1st Hampshire BCM
Nominations for Conference 2006

January

3rd Hampshire BCM.

March

7th Hampshire BCM.

May

2nd Hampshire BCM.
Annual Conference Southport

July

4th Hampshire BCM

September

5th Hampshire BCM
5th Submission of Resolutions for Conference 2008.

November

7th Hampshire AGM
7th Hampshire BCM

December

6th Hampshire BCM
6th Delegates to Conference 2006
6th Voting on Resolutions for Conference 2006.

2007

February

7th Hampshire BCM.

April

4th Hampshire BCM.

June

6th Hampshire BCM.

August

1st Hampshire BCM
1st Branches Resolutions for Conference 2008

October

AGM of Branches.
3rd Hampshire BCM
3rd Nominations for Conference 2008

December

5th Hampshire BCM
5th Delegates to Conference 2006
5th Voting on Resolutions for Conference 2006.

Please note that all the meetings will be on the first Wednesday of every month.

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
Conrad Jordan	Secretary secretary@hantsfbu.org.uk	31 Day	07917065876	023 80613151
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
Kate Ellis	Assistant Secretary assist.sec@hantsfbu.org.uk	09 Retained		
VACANT				
Eddie Burrows	Assistant Membership Secretary assist.mem@hantsfbu.org.uk			
	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	07918888003	023 92662926
Sharon Eames	Control control.chair@hantsfbu.org.uk	Control B/W	07917065865	023 80644000
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
Lud Ramsey	B&EMM baemm@hantsfbu.org.uk	31 Day	07917065877	01264 339000
VACANT				
Kate Ellis	Education education@hantsfbu.org.uk			
	Retained (On Call) retained.chair@hantsfbu.org.uk	09 Retained		
Paul Christopher	Welfare Coordinator welfare@hantsfbu.org.uk	HQ		023 80644000
<u>Divisional Reps</u>				
VACANT				
	A Division adiv.rep@hantsfbu.org.uk			
VACANT				
	B Division bdiv.rep@hantsfbu.org.uk			
Pete Bates	C Division cdiv.rep@hantsfbu.org.uk	54 R/W	07929 361918	023 80333254