



HAMPSHIRE BRIGADE COMMITTEE
1st November 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), Evans (H&S/54), Bates (C Div/54), Eades (Officers), Hewitt (H&S/32), Pearsey (23), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), 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), McCullen (Vice Chair/24), Trew (F&D/54), Jackson (Officers), Hussey (17), Blight (56), Sister Ellis (Assist.Sec/Ret. Chair/09)

3. Nominations / Elections

CSNC EC Member Nomination; Sharon Eames has received a respectable 20 Nominations from a number of brigades, Val Salmon; the standing candidate has received 25 nominations.

Lud Ramsey is currently standing in the B&EMM EC Member election.

The Brigade Secretary election is due to run in December 2006, any member or official who is interested in standing for this election is encouraged to make their intentions known. This Brigade Committee fully supports the democratic process of the FBU.

4. Minutes of previous meeting.

Accuracy

Wrong date on minutes should read 4 October 2006



5. Matters Arising.

Page 2 Merseyside update; there has been a return to work with agreements signed between the Fire Authority and the FBU. CFO McGuirk made a concerted effort to defeat the FBU by instigated an alternate workforce, which consisted in some part of non Grey Book Personnel receiving a few days training, then riding appliances to incidents. This issue is being tackled under H&S.

A hardship has been established for the Merseyside firefighters and this has been generously supported across the country, both by the FBU and other trade unions. Merseyside firefighters have been on strike for 26 days, so more donations are still required. To this end, Merseyside strike T-Shirts can be obtained from Conrad Jordan for a cost of £10, any size you want as long as it is XL.

Previous hardship funds from Cleveland, Hertfordshire and the West Midlands have been added to this fund. Any money left over will be forwarded to the next brigade on strike. Bearing in mind we have had more local industrial action since the pay campaign than we did before it is important that as trade unionists that we support other members in their time in need.

Page 2 Spoilt meals is still an outstanding issue and this will be raised again.

Page 4 LSI/CPD update, members are submitting grievances on this issue and this will be subject to a collective grievance being heard by the service.

All those who submit a grievance should receive a response from the service.

Discussions on CPD/LSI still continue at a national level.

There is some confusion over RDS bounty payments; this is not the RDS version of LSI. The bounty payments were in lieu of not having a pension scheme. As from the 6/4/2006 RDS were entitled to be part of the NFPS and therefore the bounty payments stopped. However, those who were approaching a payment point will still get a pro rata payment when they hit the next anniversary date, this will then be their last bounty payment under the scheme.

Page 5 Branch dates and Officials update. This is to enable the Brigade Secretary to update the HFBU records, branches cooperation is appreciated. Up to date records makes it easier for your Brigade Officials to keep branches appraised of changes as they happen.

Page 5 leave year is still unresolved; watch your branch in trays for a further update on this issue.

6. Conference

Brigade committee offer these resolutions to conference. Any other resolutions will be considered at December's meeting.

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

'This conference demands that the FBU sets up a charity Hardship Fund for firefighters on industrial action. The charity to be supported by an opt out system of FBU members set at a rate of £1 per month per person. The charity status to enable tax relief on all donations.'

'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.'



'This Conference calls upon the FBU executive council to carry an equality impact assessment to include;

- FBU rule book
- All new policies, functions and procedures.

And report back no later than the 2008 Annual conference'

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

Delegates to conference, Hampshire can send three; currently we have Conrad Jordan, Paul Trew, Lud Ramsey, Kate Ellis for consideration. Final decision will be made next month.

Observers currently being considered are; Gary Sams, Ian Hussey, Pete Bates, Nigel McCullen.

Conference is being run from 8-11 May 2007.

7. **Correspondence**

All Members letters/circulars/e-bulletins

1. e bulletin #97
2. FBU HO – CPD update
3. FBU HO – CPD update
4. FBU HO – Staffordshire trade dispute settlement

Conference

1. FBU HO – preliminary notice

Control

1. FBU HO – receipt of CSNC Nomination Hampshire
2. FBU Region 11 – communication between the FBU and RMB

Duty Systems

1. Letter to Dave Curry – day crewing transitional allowance

Education

1. FBU HO – National School Application forms
2. FBU HO – National Shop Stewards Conference
3. FBU HO – officials training days
4. TUC courses

FBU Miscellaneous

1. FBU HO – Merseyside dispute
2. FBU HO – Merseyside dispute
3. FBU HO – changes to Thompsons clinical negligence service
4. FBU HO – establishment figures
5. FBU HO – diaries
6. FBU HO – National Officer Election, John McGhee elected
7. letter to Susan Templeton – response to Code of Conduct service order (draft)
8. FBU HO – Co-responding legal case, not part of contract ruling
9. email from Susan Templeton – response to Code of Conduct service order comments



10. letter from Thompsons – out of court settlement for Hampshire member personal injury

Health and Safety

1. FBU HO – European H&S week
2. FBU HO – Hazards 2007 sponsorship appeal
3. letter to Dave Curry – passive smoking
4. email from Dave Curry – passive smoking

IRMP

1. letter to Dave Curry – IRMP consultation

Minutes and Agendas HFRS

1. Tactical Training Group 25/7/2006
2. agenda Investors in People 31/10/2006
3. HFA notice of meeting 26/10/2006
4. pay and rewards 17/10/2006
5. establishment 9/10/2006
6. RDS supplement Basingstoke group

Miscellaneous other

1. Fire magazine
2. Labour Research Magazine

Pensions

1. Letter to Dave Curry – RDS joining the FPS
2. Email from Bob Russell – RDS Group Personal Pension Scheme
3. Letter to Bob Russell – RDS Group Personal Pension Scheme

Rank to role

1. FBU HO – CPD payments LSI reductions
2. FBU HO – CPD payments LSI reductions
3. Legal Position – long service pay
4. FBU HO – LSI grievance letters
5. email from Lorraine Hearnden – final back pay position
6. FBU HO – CPD payments LSI reductions
7. FBU HO – LSI grievances
8. FBU HO – LSI grievances
9. FBU HO – LSI grievance letters
10. brief summary from pay and rewards meeting with Susan Templeton

Retained

1. FBU HO – RDS membership stats
2. FBU HO – RDS membership stats

8. Guest Speaker

No Guest Speaker

9. Chairs Report

No Report



10. Secretary's Report October / November 2006

Draft orders:

Shadowing; Disability Equality Scheme

Meetings:

Regional meeting 5/10/2006

Regional matters discussed comparisons across brigades on all matters.

Retained Section Meeting at Eastleigh 18/10/2006

As usual the Retained Section meeting was scheduled at a different location to try and encourage Retained members to attend. If any Retained have a particular station they want us to attend to hold this meeting please contact the Brigade Secretary or any official of the Retained Section.

Items discussed listed under branch reports

H&S meeting HFRS 19/10/2006

Report under H&S

Equal Pay meeting with Susan Templeton 23/10/2006

Process for evaluation to be able to compare jobs across Hampshire on a like for like basis, Green to Grey, Grey to Green, Grey to Grey or Green to Green; a panel will be set up consisting of 4, Grey Book manager, Green Book Manager, 2 TU representatives. All members of the panels will be trained.

Attendance management meeting with Keely Stafford and Molly Jennings 25/10/2006

A meeting to discuss how the service tackles issues surrounding attendance levels across the service due to sickness levels. It was felt Attendance Management had a more positive feel than Sickness Absence. It was also felt that we should be finding ways to encourage better attendance and the service has a need to discover if there is an underlying reason for lack of attendance.

The meeting was conducted in a very positive atmosphere and it is hoped a very positive service order will result from the discussions.

LSI Grievances meeting with Keely Stafford 25/10/2006

Meeting arranged to discuss how best to proceed with the high number of grievances the service is receiving with regard to LSI loss.

It has been agreed that one grievance will be heard to cover the areas contained within all the grievances. It will be mutually agreed who the test case will be.

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

www.hantsfbu.org.uk



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
- 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

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

Membership Type	Retained			Wholetime								
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

Email system back on line now, thank you to every one for their patience.

New recruits are arriving on station still not signed up to the FBU, can the Branch Representative or any member check with the new recruits as to whether or not they wish to sign up as members. The FBU is concerned that there



are firefighters employed in HFRS who have no trade union representation. It is in their best interests to belong to one union or another. Obviously the FBU believe we are the best union to join.

If membership forms and subscription forms are needed they are available from the Brigade Secretary or Membership Secretary. They are also available from our website.

12. Report from HFA

Nothing to report, Eddie Burrows is likely to move on from his position as Communication Coordinator; in that role he has attended the HFA meetings. If anyone is interested in taking on this responsibility can they please contact either Eddie Burrows or Conrad Jordan.

13. Health & Safety

Concerns over passive smoking whilst attending HFSC, concerns that our members are now being threatened with discipline if they do enter this premises which could be a hazard to their H&S.

It is suggested that original leaflets that explain the benefits of HFSC, should have a paragraph or some information on the issue of passive smoking and the effect on our members H&S.

It is also felt that complaints to the service should show they are supportive of their firefighters refusing to work in hazardous conditions.

Welfare at new dimension incidents was raised at the H&S meeting; HFRS will get back to the FBU with an answer.

BA facemasks, there is no plan to reissue individual facemasks in light of the threat of pandemic flu.

The lack of a trigger point was raised in the event of a pandemic flu problem with regard to non operational staff returning to the front line.

Risk assessments for pregnant women (Grey Book staff), there is currently a process of line managers completing the risk assessment with advice from OCH dept. There is also the service order on pregnancy for guidance.

Stations are reporting that they have broken dishwashers. These should be replaced by the service.

Issues of washing machines. Where two machines are present, industrial and domestic, the intention is that fire kit, etc, is not washed in the domestic machine.

Concerns that rope pack karabiners are being etched with identification marks as the labels originally attached have long gone. Concerns that the integrity of the karabiners could be compromised. The FBU recommend that this is listed as a fault and the equipment taken of the run for inspection and testing. POST MEETING NOTE. HFRS have confirmed this is an approved method of marking and is backed up by Zurich who tests the equipment; this will be confirmed in writing. The FBU recommendation is rescinded.

Fareham rope pack of the run for 4 days without a replacement system for safe work at height.

14. Fairness and Dignity

The FBU have concerns over how people are talking and dealing with each other. With new legislation coming in we could be faced with defending a number of members on disciplines.



Individuals could be personally liable for compensation and legal costs, also facing dismissal from HFRS.

Minor infringements could have major consequences for our members.

HFRS have an obligation to better train and inform their employees.

15. Education

National School Dates

26-30 November 2006 at Stoke Rochford, Lincolnshire, application forms available from Conrad Jordan

16. Branch / Section Reports.

Andover	Nothing to Report
B&EMM	Nothing to Report
Basingstoke	Require grievance forms to be sent again
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	Female lockers in toilet, not acceptable
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	Incident with 3 riders, felt forced to go against H&S and FBU policy. Leave refused to undertake HFSC in station van. FBU view is that this is not keeping with the service order on leave, either in the way it is written or the spirit of the service order. Advice to members, if this happens again to lodge form grievances
Kingsclere	Nothing to report
New Milton	Nothing to report
Odiham	Nothing to report
Officers	Consultation briefing IRMP focus group Redbridge pump loss, St Mary's RDS pump IOW potential merger, IOW officers members could need our support SMT reorganisation potentially 4 new AM posts, reorganisation of capacity level management could have an impact of generating more work for Middle Management



underneath, concerns that an already overworked area of the service becomes more overloaded.

Considering GM shift pattern

Survey out to members, 55% stressed other 45% might have been too stressed respond!

Portchester
Redbridge

Nothing to report
Nothing to report

Retained

Letter sent to Dave Curry requesting clarification on the position of RDS personnel joining the whole time pension scheme with back dated contributions paid if wished years.

1. PPE foot wear worn to station when responding to fire calls clarification being sought.
2. Flu pandemic, personal will face masks be issued again question to be asked
3. Letter resent regarding middle management lacking equality training on RC stations, copies to Fire Authority -. Awaiting reply
4. RMS availability record still under review by the service. electronic version to be put to service
5. Extra drill for make-ups. Clarification sought on who can attend and terms and conditions effecting pay for attendance of these sessions, as mixed messages currently being given by Group Managers.
6. RDS Personnel moved to whole time RDS pumps when both pumps off the run due to lack of crewing. Benefits service crewing, and RDS from non-Whole time static gaining valuable experience training with whole time for the day. Feasibility to be raised with management.
7. RMS (availability) Fire fighters covered for insurance purposes when going on station to update changes in RMS. Clarification previously sought and confirmed insurance cover is provided.
8. Problems and concerns were raised about the style of management when dealing with initial training.
Old style aggressive approach is a problem. Insistence from Watch Managers on formal titles (sir) not in line with current management rank to role strategies, or current service custom and practice.
Health and Safety issues with no proper warm up and cool downs before and after exercise have, and continue to cause injury.

Romsey
Rushmoor

Nothing to report
Nothing to report



Southsea

The Copnor trial has thrown up a few problems that the union and its members should be aware about.

Although before the trial Southsea's crews were told that it would not adversely affect the crewing, it has. When the TL is away (service etc.) normally watches are allowed to reduce the minimum crewing to 8 to enable personnel to get leave in etc. This is no longer the case as we have been told to keep the minimum at 10 so we can maintain Copnor's pump if they require it. This has, and will, put a big strain on being able to get leave in, especially in the summer months.

Since the trial began training on the TL has dropped dramatically with expected results. When the TL was primary crewed training took place on a daily basis, but now it is virtually impossible to maintain adequate competency and crews are becoming less confident in using it. Off station training is invaluable with the TL on obvious reasons, this has become virtually impossible because the Wrt has to accompany it wherever it goes. What happens when the Wrt gets a shout? Do we just leave the TL where it is?

It is our belief that the trial is flawed in its concept. Copnor's crews return to their own station at 2100 hours each evening and resume normal business. Statistically most fire deaths occur in the early hours of the morning so if the fire station was close at night the trial would not reflect this. This was borne out recently when Copnor had a person's reported call at 0325, they responded as normal from the station and arrived at 0328, Southsea's crews did not arrive until another 3 minutes further on. It was only because of the fact that the victim was able to climb through a skylight that they survived. The address was also close to the border with Southsea; if it was further into Copnor's ground the time difference would have been much more.

Another call came in recently that required the TL and the Wrt. The Wrt was just around the corner from the scene of the fire but had to drive AWAY from the address to drop the TL crew back at the station to pick up the TL! Surely this cannot be justified, especially if it is a person's reported!?

During the trial the TL is supposed to be secondary crewed (double jumped). In the beginning control were a little confused and was booking it completely OFF the radio. We thought that this was initially just a few teething troubles but after a brief chat with them recently it appears that some watches are still doing it. This will alter the trial results as it will not reflect the true use of the TL.

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.

Members are reminded that their membership fees give them a voice in HFRS. The FBU in Hampshire is here to

www.hantsfbu.org.uk



represent their views, your views come through your watch and branch representatives. Attending regular meetings gives all members a chance to receive updates on where we are with the various campaigns and problems the FBU are dealing with locally and nationally. The FBU is working for you.

For most people on an individual basis they will not require the help of the FBU, that's a good thing, however, for those who do need the FBU there are representatives out there ready willing and able to represent you. When you need representation it soon becomes apparent that your £25 a month is money well spent. The FBU in Hampshire have represented a number of members on matters of grievance and disciplines, for the most part we cannot report the outcomes of these matters because of the confidential nature of these issues. We have had a number of successful outcomes for our members. Including an out of court settlement list in correspondence this month.

So the next time you ask 'what is the FBU doing for me?' Look at the meetings being attended on your behalf, look at the members being represented. The work is being done, for the most quietly in the background.

The service has just recently released a pre-draft service order, code of conduct. The initial draft had a paragraph on revealing secret organisation employees belonged to, such as the Masons. This paragraph has been withdrawn. The FBU would liked to have seen this list as it does not believe in secret organisations working within the Fire Service and believes there is no place in a modern fire service for the Masons or any other such organisation.

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

Brigade Committee AGM 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 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 AGM
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