



HAMPSHIRE BRIGADE COMMITTEE

3rd January 2007

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

HAPPY NEW YEAR

1. Apologies.

Were received from Brothers Ramsey (Chair/31), Sams (Membership Sec/31), Burrows (Comms/01), Evans (H&S/54), Eades (Officers), Trew (F&D/54), Pearsey (23), Hewitt (H&S/32), Christopher (Welfare/HQ), Boulton (Ret. Sec), Picknell (Ret.) Watton (H&S/54), Graham (30), Harris (24), Hawkes (32), Sisters Eames (EC Member Control), Barton (Women/Control/Region Sec), Burrows (G&L/Control), Ellis (Assist Sec/Ret. Chair/09)

2. Members Present.

Were Brothers Jordan (Sec/31), McCullen (Vice Chair/24), Bates (C Div/54), Jackson (Officers), Hussey (17), Miller (EC Member), Fletcher (IOW Membership Sec)

3. Nominations / Elections

Brigade Secretary Election is now being run and nomination forms should have arrived at branches, all branches are encouraged to nominate in this election. Conrad Jordan is the current holder, no other names are known at this time.

CSNC EC Member congratulations to Sharon Eames on being elected, the Brigade Committee wish her well in her new position.

President nominations are due to be sent out. More participation from the membership is required in the nomination process of these elections. All branches are encouraged to nominate. The potential candidates are Ruth Winters, current President; and Mick Shaw, London EC Member. Our Region is supporting Mick Shaw, but each branch is free to nominate whoever they want.



Regional Secretary election process will start in April. Conrad Jordan has declared an interest in standing in this election, no other candidates are known at this time.

Regional Officials position is now vacant; no decision has been made as to when this will be run.

Regional Fairness at Work is vacant; any member interested in filling this position please contact Julie Barton Acting Regional Secretary.

There are still a number of vacant positions in Hampshire that need to be filled, candidates willing to stand just need to notify a member of the Brigade Committee of their interest.

4. **Minutes of previous meeting.**

Accuracy
none

5. **Matters Arising.**

Page 2 leave year, covered in Secretary's report

Page 4 equal pay, this will be run from 8-19 January

Page 6 Gallet helmets, covered under H&S

6. **Conference**

Change to standing orders proposed;

9. Notwithstanding the provision of the above rule, the Executive Council or any Brigade Committee shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.

9. Notwithstanding the provision of the above rule, the Executive Council or any Brigade Committee **or any National Sectional Committee** shall, subject to the approval of the Standing Orders Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.

Delegates final list, Lud Ramsey, Conrad Jordan, Paul Trew

Observers will be decided at the March BCM, current list of those being considered are; Kate Ellis, Gary Sams, Ian Hussey, Pete Bates, Nigel McCullen.

Candidates to be chosen from active officials or members. Active members include those who regularly attend branch or sectional meetings.

Conference is being run from 8-11 May 2007.

7. **Correspondence**

AIF

Payout for member - confidential

All Members letters/circulars/e-bulletins

1. FBU HO – lobby of parliament speak up for Public Services
2. FBU HO – Phoenix Bulletin



3. FBU HO – death of Geoff Wicker and Brian Wembridge
4. FBU HO – election of Michael Nicholas B&EMM EC Member elected
5. FBU HO – Merseyside Hardship Fund
6. FBU R12 – election of Brigade Secretary
7. CPD/LSI proposals
8. Christmas Card from Employee Relations
9. e- bulletin #98
10. Death in Service
11. IOW Merger

Control

1. Institute of Public Finance Consultants report on Firecontrol Project
2. letter from John Bonney – transfers to regional control

IRMP

1. Letter to Paul Woolstenholmes – compulsory transfers
2. Letter to Dave Curry – restructure of SMT
3. HFBU IRMP response

Minutes and Agendas HFRS

1. establishment 23/11/2006
2. HFA notice of meeting 13/12/2006
3. HFA meeting 13/12/2006 papers
4. think tank 22/11/2006

Rank to role

1. FBU ARA response

Retained

1. letter from Shaun Rowlett – RDS issues
response from training School on retained training

8. Guest Speaker

Paul Fletcher IOW Membership Secretary

Public meetings on the IOW, the public are opposing the merger. IOW have had to set up additional public meetings because of the strength of feeling over this issue. Not enough details in the Scoping paper for the public to make a decision. IOW public 100% in favour of the status quo option. The IOW councillors have been overwhelmed by the public response and are unable to deal with the level of response and cannot answer the number of letters they are receiving.

HFBU have sent out model letters for members and the public to submit to the Hampshire Fire Authority.

False claims of savings for closing IOW Control. Redundancy payments will outweigh savings.

There is an informal gathering outside the County Hall in Newport at 12:30 on 12 January; any members of Hampshire are welcome to attend.

The IOW county press is receiving week after week letters against the merger.



You are two and a half times more likely to die in a fire in Hampshire compared to the Isle of Wight.

Police merger for the IOW didn't work, public experience of the police merger does not bode well for the public on the IOW.

Improvements on the IOW have been shown by the new CFO; savings of £600,000. Poor CPA score was under the old management; this has been turned around with the new management. The DCLG need to give more time for the new management to show how much more they can achieve. The improvements happening now are not being given the time to show their true value.

We want the best for the IOW and Hampshire, but why is the only option a merger. It is possible to provide good service separately.

9. Chairs Report

Equality Impact Assessment training has been set up at St Mary's fire station for the 2 February 2007 @ 13:00. The training will last approx 3 hours; names to Lud Ramsey.

There will be a B&EMM meeting prior to this at 10:00

The transitional arrangements for crewing at the day crewing stations is failing and there is an air of oppressive management to force firefighters remaining on the system to work longer and longer hours against the agreed service order. There are also reports being put out by management that the FBU have agreed to these longer worker hour arrangements. This is not true. The FBU disagree with HFRS new interpretation of their service order.

The retained sections at the affected stations are supporting their wholetime comrades and will not be used as a divisive tool for management.

Conrad Jordan to write to Dave Curry to discuss ways of combating the shortfalls in current crewing levels during the transitional period.

10. Secretary's Report

December 2006/ January 2007

Draft orders:

Employee relations, response sent to Shella Smith

Meetings:

Retained Section meeting 6/12/2006

Report under Branches

USAR Rank to Role Appeals 8/12/2006

This was the final stage of the Rank to Role process from USAR, the appeals were successful.

Educational meeting 12/12/2006

Meeting attended with Peter Miller at Nottingham with Trevor Cave TUC tutor, to discuss the future of Education within our Region.

Regional Meeting 14/12/2006

Regional meeting, papers available at BCM. IOW is a main subject of discussion and how the Region will support



the IOW FBU in their opposition to the merger.

This meeting was also the AGM for the Region, officials were voted in to various positions. Still vacant though is the Regional Fairness at Work Officer, interested members or officials are invited to put their name forward through the Brigade Committee.

PDRS update meeting 15/12/2006

Meeting held with Kris Birkett, update on the training being carried out for all line managers to be able to implement this new system in April 2007. FAQ sheet to be put out. Recognised that RDS have less time to deal with and implement this system, HFRS are looking at a number of ways to tackle this.

JTU meeting 18/12/2006

Items discussed included; new pension scheme. There are some issues with this, not least that the scheme is not written yet. Once it comes in it will not be open to station manager above on direct entry. There is an option paper coming out to all personnel in January for them to decide if they wish to transfer from the FPS to the NFPS. There will be for a short time preferential rate of transfer; no figures have been put on this at the moment. HFRS cannot release their policy on retirement until some of the details are finalised. However, HFRS have agreed to re-employment of Grey Book staff under pension abatement rules. This must be treated with caution as there will be pension implications and members are advised to make sure they take advice before making their decision.

Retained leave; discussion on RDS receiving 2 days leave for extra statutory holidays lost; decision still to be made by HFRS. Question raised by the FBU on whether RDS could take their leave in single days, HFRS will get back to us. Concerns that RDS will take all single days to avoid drill nights; probable solution is that there would be a proviso to attend so many drill nights in a year.

Issue of moving leave back to conform to the Grey Book; HFRS do not consider the FBU is representing the views of its members, so will canvass all employees through their line managers. The FBU position remains the same, the Grey Book is clear the leave year should run Jan-Dec. HFRS have received a number of grievances over this issue, but are still stalling in implementing the Grey Book. HFRS maintain that if the Grey Book leave is applied it will be more difficult for Grey Book staff to take leave between January and March as courses will take precedent.

Make up drills; the FBU asked if the extra sessions could be opened up to RDS who were up to date on their training, but wanted additional training. HFRS are considering this.

Wildland fire tunics; HFRS have spent 2-3 years evaluating this idea, with positive feedback, however, a number of questions have been raised.

q. Do we need it? The H&S stats show no reportable incidents that show a need for this type of tunic. There are no incidents of heat stress reported.

q. number of tunics required and where will they be stored? 1 or 2 each

q. cost could be a factor, upwards of £250,000, double for 2 tunics each!

q. dressing down policy appears to be working without H&S incidents being reported

q. no business case? Cost against use and need

q. would a long sleeve t-shirt be more appropriate?

HFRS will talk to ICP on feedback on this issue

Catering allowance; the FBU proposed under the Grey Book that there was provision for a mess manager's allowance. HFRS hold the view that the mess management has changed significantly since the loss of the cooks and therefore no need for such an allowance. HFRS hold the view that if SMT or any manager visits a station that it would be deemed a courtesy to offer a cup of tea or coffee in the same way if anyone attended HQ they would be



extended the same courtesy.

Spoilt meal allowances for RDS, HFRS hold the view there is still no need for this as RDS is fundamentally different from full time for the purposes of meal breaks.

Spoilt meal breaks for Day Crewing, the FBU claim that half an hour has been taken from Day Crewing, HFRS to look at this.

Station cleaners; the FBU raise the question of do we not need cleaners 7 days a week on fire stations? HFRS are looking at this, but think not. UNISON had concerns due to age discrimination laws a lot of the cleaners are being made to retire as they are over 65.

Childcare vouchers; HFRS are in the process of making this available, awaiting SAPS system changes.

RDS working group 19/12/2006

Meeting with Shaun Rowlett to update progress with the sub groups, progress in on target with the timelines

Other issues

ARA

The ARA consultation has been extended to 31/12/2006. The FBU with its Officer Section has given its response.

IRMP loss of Redbridge Appliance

The FBU has given its response and intends to hold a campaign to stop the loss of this appliance. Support is needed from other stations not affected; the next cut could be at your station.

Save Our Services Campaign

This campaign is being run to stop erosion of public services in Southampton. This campaign is also opposed to the loss of the Redbridge Appliance. Further information can be obtained from sos@spsr.org.uk Please support this campaign.

Hampshire FBU Website

Members and officials are invited to come up with ideas as to how to improve the website, a discussion will be held next month and hopefully the best ideas will be implemented. This is your website to supply you with information. Is it giving you all you want? Make your views known.

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

www.hantsfbu.org.uk



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 (but 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 RDS working group looking at this
- 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
- Facilities agreement – Brigade Secretary
- 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			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

Can all new membership applications be sent to Gary Sams at Andover Fire Station. Forms are being lost that are being sent elsewhere. Please use the new subscription forms, available from your branch representative or off the Hants FBU website.

New subscriptions will be taken from the date on the form, however, in some cases it is taking 2-3 months for these forms to be processed by payroll, this means in some cases the first deduction for the FBU could be as much as £75. I will do my best to process all new subscriptions ASAP, but some circumstances are beyond my control.

Death in Service

Can all members please fill in and return a new form, even those who have had deductions taken in the past. Our database needs updating and we don't want to miss anyone.

12. Report from HFA

The day crewing transitional allowances have been agreed.



13. Health & Safety

Gallet Helmets; there is no age set for helmets to be replaced by, as long as they are still serviceable. Older ones with defects are likely to be replaced rather than be repaired though.

Helmets were inspected at 5 years old, now we are approaching 10 years will HFRS inspect them again; Steve Evans to ask HFRS.

14. Fairness and Dignity

Nil report

15. Education

Regional Sub Committee meeting been set up for Tuesday 23 January at High Wycombe at 11:00

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 ARA response

Portchester Nothing to report
Redbridge Nothing to report

Retained Approach Service again re; electronic availability sheets. FBU Membersh instructions to new recruits. Clarification to be sought over statutory holidays beir taken as a full week, when only a drill night is taken. Issue ref hep B job Discussions were had on the change from day to 24 hour manned stations Winchester and Andover. Next meeting 25/1/2007 Hamble

Romsey Nothing to report
Rushmoor Nothing to report



Southsea

Theft of bicycles from locked garage at Southsea. This is a secure lockup with keypad system, code has been changed twice. Initially HFRS said they would pay for loss but are now looking for unreasonable proof of ownership of stolen bicycles. So far bicycles have gone missing. In the past bicycles were stored on station but recently the station manager has ordered personnel to store the bicycles in the garage they have been stolen from. HFRS seem to be back peddling away from their original position of covering the cost of the stolen bicycles.

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.

LSI/CPD employer proposals. Discussion took place over the proposals. Concerns were raised that the constitution of the NJC is being thrown into the equation to confuse the matter. The two issues are separate and should remain so. One should not affect the outcome of the other.

The general feeling of the meeting was that if the constitution of the NJC was thrown into the negotiations on LSI/CPD then there would be no agreement. The employers once again are messing up a potential settlement of this long running issue.

18. Date / Venue of next meeting.

Brigade Committee meeting

Wednesday 7th February 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

2007

January

3rd Hampshire BCM.

March

7th Hampshire BCM.

May

2nd Hampshire BCM.
Annual Conference Southport 8-11

July

4th Hampshire BCM

September

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

November

7th Hampshire AGM
7th Hampshire BCM

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
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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				
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