



HAMPSHIRE BRIGADE COMMITTEE

7th February 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 Evans (H&S/54), Bates (C Div/54), Hewitt (H&S/32), Hussey (17), Sisters Barton (Women/Control/Region Sec), Burrows (G&L/Control),

2. Members Present.

Were Brothers Ramsey (Chair/31), Sams (Membership Sec/31), Jordan (Sec/31), McCullen (Vice Chair/24), Eades (Officers), Trew (F&D/54), Jackson (Officers), Westbrook (53), Sister Ellis (Assist Sec/Ret. Chair/09)

3. Nominations / Elections

Brigade Secretary Election has been suspended, pending the outcome of the Regional Secretary Election.

Regional Secretary is under way now. Conrad Jordan has declared an interest in standing in this election, the other candidate who has shown an interest is Karl Horan Buckinghamshire Brigade Secretary.

President nominations are now complete. Results were;

Mick Shaw, 270

Ruth Winters, 144

Members are reminded to return their ballot papers when they arrive at their home addresses, every vote is important.

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

www.hantsfbu.org.uk



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 6 Redbridge closure, concerns about first response vehicle going to car fires, not enough considerations for the safety aspects of breathing apparatus and crew safety at these incidents. Concerns that firefighters will be injured through the implementation of poor procedures and moral pressure on firefighters.

Concerns that HFRS are planning more first response vehicles on retained stations and these will attend house fires as well, with the increased moral pressure on our firefighters to act outside of safe practices and procedures this is thought to be unacceptable.

Concerns that HFRS are neglecting their duty of care of their employees.

Concerns that HFRS are supplying a cut rate service, a service on the cheap, not what the public want or deserve.

The FBU view is that more time and money should be spent on retained recruitment and retention.

Concerns that vehicle has already been purchased and is insufficient to carry the weight of equipment. That the vehicle will be an accident waiting to happen.

Concerns that the consultation was a done deal.

Concerns over where the crewing levels were coming from, does not add up or fit with anything previously agreed.

Chair and Brigade Sec to attend next branch meeting

Page 9 update on Southsea bicycle issue, being ordered by station manager to put bicycles in garage, concerned that the key code is generic across HRFS stations and is not a secure place to keep bicycles.

6. **Conference**

Only one of our resolutions was past by the standing orders committee and our amendment to standing orders was rejected.

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.

There is a preliminary agenda out and branches are asked to go through this and bring to March's BCM their views



of which resolutions to support and which to oppose and those they wish their delegates to listen to the debate and make a decision at conference. Your input is important please take the time to go through this agenda.

As in past years your delegates and observers will form a mini Brigade Committee at conference and make decision on your behalf, guided by the decisions made at the BCM in March.

7. **Correspondence**

AIF

1. Successful claim by member – confidential

All Members

1. FBU HO – election of president
2. FBU HO – AIF
3. Presidents election
4. e-bulletin #99
5. FBU HO – CPD bulletin
6. e-bulletin #100
7. election of Region 12 Secretary
8. FBU HO – PCS industrial action
9. FBU HO – effects of Tetra on Health and well being
10. FBU equality policies
11. FBU HO – pensions bulletin
12. e-bulletin #101
13. FBU HO – access to legal services

Conference

1. FBU HO – acknowledgement of forms
2. FBU HO – rejection of resolutions

Control

1. FBU HO – regionalisation of fire controls
2. Letter to John Bonney – co-responders Control
3. Letter from Bob Ratcliffe – co-responders Control
4. FBU HO – fire control in England report

Duty Systems

1. Letter to Dave Curry – transitional period day crewing
2. Letter to Dave Curry – restructure SMT
3. Notes from Tom Carr – meeting on day crewing transitional arrangements

Education

1. TUC courses

FBU Miscellaneous

1. PCS dispute
2. FBU HO – DTI – review of Union Representatives at work
3. FBU HO – Age Discrimination at work
4. FBU HO – working with HIV/Aids
5. HFRS job evaluation equal pay sore thumbing



6. FBU HO – campaign for nuclear disarmament
7. letter from Dave Curry – thank you for job evaluation work

HFRS Minutes and Agendas

1. Investors in People 12/12/2006
2. HFRS Disability Equality Scheme
3. HFA performance review meeting notice 15/3/2007
4. HFA notice of meeting 18/1/2007
5. JTU 18/12/2007
6. Duty Systems Project Board 30/10/2006
7. H&S 19/10/2006
8. HFA notice of meeting 2/2/2007
9. LDG agenda 8/2/2007
10. LDG minutes 22/1/2007

IOW

1. Letter from Michael Cartwright
2. IOW merger HFBU report
3. Letter from Philip Webb – thank you for submission

IRMP

1. Email from member – IRMP response
2. Email to Mark Rayner – ridership factors
3. Save Our Services email update
4. Letter from Dave Curry – IRMP response

Miscellaneous

1. Labour Research Magazine
2. Fire Magazine
3. Email from Kris Birkett – PDRS
4. Letter from Susan Templeton – relocation assistance policy tax exemption
5. Labour Research Magazine

Retained

1. RDS review project team minutes 11/1/2007
2. Training bulletin – Recruit modules
3. RDS working group 20/11/2006
4. RDS working group 29/1/2007

8. Guest Speaker

None this month

9. Chairs Report

The CFO of Wiltshire and a member of the Wiltshire Fire Authority are accused of making racist remarks about a Wiltshire firefighter. The FBU are looking into this. There is email correspondence between the two which if proven should require the pair to resign. This kind of behaviour cannot and should not be tolerated, more so at this level as these people should be the ones setting the example.

There will be updates as more information becomes available.



10. Secretary's Report January / February

Draft orders:

Risk Assessment; no response sent yet

Meetings:

Job Evaluation Equal Pay training and panels 8-19/1/2007

Training and panels were set up to do a comparison across the service on Green and Grey Book jobs, to see if there was any potential for equal pay claims against the service, or if in fact HFRS have got their pay rates correct across the service. Nothing on these panels was designed or intended to undermine any of the previous job evaluations already done under Green and Grey Book.

Day Crewing Meeting 23/1/2007

This meeting was held with Kevin Butcher and Tom Carr, to see if there was any way HFRS and the FBU could come to a position to help ease the burden placed on the service during the transition phase of the change over of day crewing to continuous crewed. It was a free and frank exchange of views, with no decisions being made or expected at this meeting. The FBU were thanked for coming forward with their views.

Establishment meeting 24/1/2007

Establishment review and projection of future needs of the service

Retained Section Meeting 25/1/2007

Covered under branch reports

LSI/CPD appeal 26/1/2007

Appeal heard by Dave Curry, no decision reported back at this time

PCS rally 31/1/2007

Strike day for the PCS union to defend cuts to the Civil Service, held at Guildhall Portsmouth. Well attended and supported. 104,000 jobs are due to go in the Civil Service; most of these are of the low paid workers, on as low as £12,000 per year.

WTD 1/2/2007

Working group meeting to discuss the way forward on this issue and to head towards producing a service order that will give clear guidance

Job Evaluation Equal Pay 6/2/2007

Sore thumbing day to discuss jobs which stick out from this process

Working routines 6/2/2007

Meeting with Tom Carr, review of the working routines; Areas discussed

TAPS records include all personnel, including trainees and watch leavers, gives a wrong impression of TAPS achieved.

Problem of watches only having 1 instructor

Inflexibility of development courses

CFS



Backlog has been addressed through CFMIS, backlog is now only going to be one week
New jobcards issued
Only address HFSC
Not addressing 72d's and other CFS projects and work, need to find a way to record this

Alternate work routines
SWOT analysis
Recalculate training times
Clarification of admin tasks
Review of administrators on stations
Station based work routines
Clearers targets all areas
Communication exchange
Station plans
PT
Trust and accountability
Work routine as guidance document

Other issues

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.

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.

Lone Worker Service Order

This service order has not been agreed with the FBU and we contest the view that HFSC can be carried out as lone workers. Too many areas of concern have not been addressed by the service.

Reasons for not doing home fire safety checks with less than two firefighters

If we target our resources correctly the types of homes we should be attending are most likely to be in;

Deprived areas
Poor housing
Social deprivation
Problem families
Mental health issues
Alcoholic and drug abusers
Known families that have problems relating to authority

These people who most need our help are the ones least likely to want to welcome the fire service in.

These people who will have problems with dealing with authoritarian figures and could have difficulty in distinguishing the role between us and the police. We could become a target for verbal and physical abuse.

HFRS have stated in the past that SKY technicians and plumbers visit in single numbers, but we are neither of



those services. We turn up in uniform that could be mistaken for a police officer, albeit in an American style. For some people the sight of a uniform is enough to tip them over the edge.

There is also the issue of turning up at a home with a single female present which could lead to accusations of some sexual misconduct. This could also apply to vulnerable children in the home of false accusations being made against our firefighters. These kind of accusations stick and will do long term damage to our affected members. We would hold HFRS responsible for this damage as our policy of attending with two firefighters puts in safeguards which HFRS wish to remove.

With regard to male firefighters turning up at some Asian homes and finding lone females there could result in all sorts of problems with cultural misunderstandings.

Let's turn it around, is HFRS prepared to send lone women firefighters into situations where they could face single men or groups of men at these HFSC?

If one of our women firefighters is verbally or physically abused, or God forbid raped, how will HFRS react to that. Again the FBU stance ensures safeguards before these incidents could arise.

We have yet to see a workable risk assessment that protects against all of these accusations and physical harm that could befall our members. Until such time as full safety of our members can be assured we cannot agree to lone working on HFSC.

Change of leave year

HFRS are conducting their own survey as to whether our members wish to move the leave year back to Jan-Dec. The implication is that Dave Curry is accusing the FBU of not representing the views of its members.

The initial feedback we are getting from branches is that they are reaffirming to management that it is their wish to move the leave year back.

As your representatives it is always our intention to represent your views and get, where we can, the best deals for you through negotiation or consultation.

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.

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, service order issued
- 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 also being looked at under WTD
- 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 members please check their payslips to make sure the right deductions are being made. If you have signed up for the AIF and the deductions are not being taken you will not be paid out, it is up to you to check. Please contact Gary Sams if you need clarification of your correct deductions.

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. Please make sure all forms are correctly signed, by applicant, proposers, seconders and witness, thank you.

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. There are still a number of members who have not done this yet.

Thank you from member received for sorting out AIF claim even though head office originally turned it down.

Last six months head office information on Hampshire members has been incorrect, now down to about 15 outstanding issues.



12. Report from HFA

IOW merger deputation to be done at next meeting 14/2/2007

13. Health & Safety

- USAR now has 'welfare packs' developed in addition to the other measures we were aware of when out of county.
- To combine with the 'Flu Pandemic' plan Kevin Butcher spoke of some modelling that had been carried out for a 'phased reduction' in cover levels throughout the County
- There is plan to increase RDS recruitment at Winchester to cover for the move of W/shops to SHQ site.
- I raised the issue of a Risk Assessment not being carried out for crews overnight at Winchester (I had spoken to TFS @ Winch and they should have dealt with it). Kevin Butcher stated the crews are not 'sleeping'. I pointed out that as a TFS Inspector I would wish the RA to reflect this. Nick Burchill is actioning.
- Perena wanted specifics on the FBU concerns for Service Policy on 'heat induced illness' I could not give details but said I would let you know. There was discussion as to whether the Service can 'force' personnel involved in delivering FBT to have a medical. HR/Perena believed there may be issues of confidentiality, Myself, Kevin Butcher and other Ops persons couldn't see the issue.
- Perena reported on Hep 'B' Vaccinations and a study had placed FFs as 'low' risk but Co-responders high for 'needle-stick' injuries, she was in dialogue with local PCTs to get their policy as different GPs are treating requests different ways. To put a perspective on the whole thing Perena did point out that unprotected sex was higher risk still!
- Nick Burchill stated Rep body attendance at H&SWG was poor (Steve Evans 2out of last 5) and that any rep is better than none.
- Accident books to be replaced with electronic system Apr 07
- Introduction of H&S Audits at Incidents
- Nick requested feedback on lone working policy
- Cases of safety Specs with side panels removed!
- Following discussion Gallet helmet inspection requirement will be rechecked to confirm there is no requirement for programmed inspection.
- Geraldine is posting out the Stress Audit Mar 5th and we should fully support members completing this and returning to produce the best data available (I will do this for SMs & GMs)
- New GM rota on the horizon Dave Curry claimed he had 'consulted' GMs But I pointed out we had received nothing to date and that if Rep bodies are to be fully engaged we should have received at least an outline by now. Should be in black and white by next Tues.
- Dave Curry will not chair this committee following Structure change. New Chair to be Bob Ratcliffe, also present one Service Delivery 'ACO' (Kevin Butcher/Charlie House)

14. Fairness and Dignity

Nil report

15. Education

TUC courses are available for officials or members who are considering becoming officials, the idea of the courses is to give you the skills to carry out trade union work and activities.

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	<p>Temporary promotions, extended to June 2007. Some have been temporary for years or more on development money and without development programme, this holding back some of our members.</p> <p>CPD applications in March?</p> <p>Group manager rota being changed, officer section to sit on working group</p> <p>Mileage issue exceeding 8,500, our members paying for the privilege of driving for the service</p>
Portchester	Nothing to report
Redbridge	Items already discussed in meeting
Retained	<p>Retained Section Meeting, 25/1/2007 held at Hamble Fire Station</p> <p>Lengthy discussion on pension issues, pros and cons of NFPS, retained joining FP retained remaining in current HFRS scheme. Request to be made to have Thompson give a talk to all members before the March cut off date.</p> <p>Discussion on day crewing issues and the transitional arrangements and the use of retained to support the transition.</p> <p>RMS systems discussed, there will be an alternative proposal put forward in addition to the ones HFRS are looking at.</p> <p>Hamble have requested an additional meeting to catch the remainder of the static who could not attend this meeting.</p>
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 we 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	Leave year concerns. LSI/CPD; back pay on NJC circular, CPD agreement
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.

Concerns on pay agreement 2007, how will this be decided, formula, deal? No answers at this stage, as soon as we have information that will be shared with the members.

It is proposed to reconsider the workload of the Hampshire executive and see if there can be a redistribution of responsibilities. The Executive to report back to BCM on any changes.

18. Date / Venue of next meeting.

Brigade Committee meeting
Wednesday 7th March 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
VACANT				
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	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>				
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