



**HAMPSHIRE BRIGADE COMMITTEE**

**7th March 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

**1. Apologies.**

Were received from Brothers Evans (H&S/54), Hewitt (H&S/32), Eades (Officers), Sister Barton (Women/Control/Region Sec)

**2. Members Present.**

Were Brothers Ramsey (Chair/31), Sams (Membership Sec/31), Jordan (Sec/31), McCullen (Vice Chair/24), Bates (C Div/54), Trew (F&D/54), Hussey (17), Jackson (Officers), Westbrook (53), Sisters Burrows (G&L/Control), Ellis (Assist Sec/Ret. Chair/09)

**3. Nominations / Elections**

President nominations are now complete. Ruth Winters declined to accept nomination so Mick Shaw was elected unopposed

Regional Secretary Election went to Karl Horan unopposed

Brigade Secretary Election will be re-instated

Regional Official election will be run shortly, Julie Barton has declared an interest in standing in this election, no other candidates are known at this time.

On the last two local elections, Brigade Secretary and Regional Secretary there has been a poor response from branches. It is your union; branches should be getting involved in the processes that elect your officials, please nominate your chosen official.



The next national election is likely to be the vacant National Officers position. Likely candidates at this time are Dave Green Region 6 EC Member, and Tam MacFarlane Region 13 EC Member. This region is supporting Dave Green.

Regional Fairness at Work is vacant; any member interested in filling this position please contact Karl Horan 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.

Nomination for Control Staff National Committee Secretary – Sue Offland

Nomination for Officers National Committee Secretary – Dave Beverley

Nomination for Women's National Committee Secretary – Kerry Baigent

All carried unanimously by the BCM

#### 4. Minutes of previous meeting.

Accuracy  
none

#### 5. Matters Arising.

Page 5 LSI/CPD update, the grievances lodged with HFRS were not upheld, however, with the agreement reached nationally, the LSI issue is in effect resolved. There is one outstanding issue on A to B within role that gives concern on age discrimination; this is being pursued by the FBU.

Page 6 Death in Service, donation has been sent to East Sussex to cover the firefighters killed there. Members should see this money come out of this months pay. We continue to update our database on death in service and so those who do not see this donation go out please contact the Membership Secretary with your details.

Page 7 Change of Leave Year, this is still being pursued, but HFRS are still stalling, we will have more information after the next JTU meeting. HFRS are still conducting their own workplace survey on this matter. Reports we are getting from branches is that they are giving the same message to management as the FBU officials. This we are not surprised at as it is always our intention to represent your views.

Page 10 Officers mileage, a member is looking into this issue and collecting data

After Hamble visit the FBU retained section has signed up the station as FBU members

#### 6. Conference

The final agenda will be out shortly and branches are asked to go through this and bring to April'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.

5 Observers were agreed at the March BCM, Kate Ellis, Gary Sams, Ian Hussey, Pete Bates, and Nigel McCullen.

Conference is being run from 8-11 May 2007.



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 April.

## 7. Correspondence

### All Members

1. FBU HO – NHS day of action
2. FBU HO – election of president
3. FBU HO – press release co-responding
4. FBU HO – election of Regional Secretary Region 12
5. e bulletin #103

### Control

1. FBU HO – TUPE arrangements

### Duty Systems

1. Tom Carr – report on work routine
2. letter to Dave Curry – GM rota system changes

### FBU Miscellaneous

1. FBU Region 12 – CPD agreed
2. LSI grievance appeal outcomes
3. letter from Bob Wythe ARA
4. letter to Dave Curry – temporary promotions
5. FBU HO – USAR pension rights
6. letter to Dave Curry – redeployment
7. FBU HO – ET arrangements
8. FBU HO – equality training
9. letter from Dave Curry – redeployment/travel allowance

### HFRS Minutes and Agendas

1. establishment 24/1/2007

### IRMP

1. FBU HO – business concerns

### Miscellaneous

1. Hazards magazine

## 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. This is still an on going matter.

Labour Parliamentary Working Group is applying pressure on the Government and Fire Authorities. Minutes available of their activities and these will be emailed out to all members.

ADAE, region met to decide on whether a member received representation or not under this policy, this was a



difficult decision, the member is currently receiving representation and will continue to receive it.

There is a new ADAE policy being worked on and the draft will be sent out to branches and members to feed comments back to the Brigade Secretary.

## 10. **Secretary's Report**

### **February / March**

#### **Draft orders:**

Risk Assessment; response sent no comments. Exit policy comments made awaiting response from HFRS

#### **Meetings:**

##### **RDS workshops 9/2/2007**

Covered later

##### **Re-evaluation of Copnor and Fareham watch manager posts under rank to role Meeting 13/2/2007**

This meeting saw the re-evaluation of these two posts, the results were that both posts were re-evaluated to watch manager B

##### **HFA meeting 14/2/2007**

Deputation to Fire Authority on IOW merger, areas covered in the deputation were;

Hampshire FBU have produced 2 documents, both of which you will be receiving copies of in the near future; your CFO is already in possession of these documents. Now is not the time to merge, based on CPA results which are now out of date. IOW fire service already making savings £600,000, more than half way to the proposed savings of a merger. Hidden costs of merger have the ability to wipe out any savings. IOW people do not want this merger; nor the fire service; Hampshire residents are indifferent about it; who does it really benefit, no one

The only people who really want it are the puppet masters in government, they are taking away your ability to make local decisions for local people, you are the ones who know what is going on in your own area

This feels like part of a bigger regionalisation agenda, regional assemblies which the public have already said they don't want

This merger will have an impact on Control room staff on IOW and with Regional controls just around the corner it appears you will hit these people twice. You will take away their opportunity to apply for jobs in the regional control

You will also hit at your targets of recruiting more ethnic and women into the fire service, as historic data will show you that control staff is made up primarily of women

There is no benefit of Hampshire taking on the IOW and the IOW doesn't want Hampshire to take over

We should oppose this merger and allow IOW to continue to show they are making the savings and improvements required of them through the CPA

Collaboration is a better option for Hampshire

A merger will show a reduction in our current CPA results and will therefore have a negative impact on our next audit



## **Pension Seminar London 16/2/2007**

This information will be disseminated on our meeting scheduled for 8 March 2007 at Winchester. Matters arising from this meeting will form part of the minutes of this BCM.

## **Job Evaluation 21/2/2007**

This process was used to slot in the remaining jobs within HFRS into the benchmarked jobs done under the equal pay job evaluation review.

## **ARA meeting 21/2/2007**

Meeting with HFRS to discuss outcomes of ARA proposals; we are in a position where we have in principle reached agreement as to what is and isn't an ARA. The list is now extended from the services original proposal. It is felt that not all things can become subject to an ARA in that the service budget is not infinite. If the list is too large the value of the ARA will in effect be worthless.

To progress the matter of payment of ARA the service now need to provide the HFA with a proposal of budgetary increase for next year to cover the cost of ARA. In effect ARA will not be paid until after April 2008. Under Grey Book conditions ARA are only considered as 'may be paid', this in effect means that if HFRS were so minded they do not have to pay any.

It is better that we have an agreement on some and agreement that following the budget increase they are paid then. The service view is that those who will be considered for payment will those who are already undertaking the additional duties that are now being agreed as falling into the category of ARA. A service view is that if members chose to hand in their tickets now on duties that are seen as warranting payment as ARA, they will not necessarily be considered for payments later if then want to take them back up once the service is paying for those extra duties. A view is that if you are undertaking these duties now you should continue to carry on the duties and receive the payment when it comes into effect.

The amount of the ARA have not been confirmed and a panel will meet to decide the level of reward and level of importance to HFRS, the FBU will be an active part of this process and will keep members updated.

## **RDS working group 26/2/2007**

Covered later

## **Establishment meeting 27/2/2007**

Covered retained cover and establishment

## **RDS open forum 27/2/2007**

An open meeting with RDS watch managers and crew managers to try an explain the service position on changes effecting RDS staff arising out of the ODPM document 51 recommendations for RDS.

Mixed feelings from the floor on how this was received, a high level of scepticism and mistrust was demonstrated.

Ideas expanded on were;

RMS electronic recording

Salary payment scheme

WTD 144 hours per week maximum availability

Work routines

Drill nights, concentrating on operational training, maintenance moved to other work hours

Menu items of additional work which would attract additional payment on top of salary scheme



The next Retained Section meeting is 29 March at Winchester 19:30

### **Regional Committee meeting 1/3/2007**

Documents available separately

### **Job Evaluation 5/3/2007**

Under equal pay further job evaluation of jobs that could not be easily slotted in to the benchmark jobs

### **Think tank meeting 6/3/2007**

Working group looking at methods to improve communication across the service

### **CPD meeting with Bob Ratcliffe 6/3/2007**

Proposals that the interim payments under NJC agreement will be paid in two stages, the January payment likely to be paid in April and the second payment in June, the CPD payment is subject to an application, however, HFRS wish to do this under the PDRS and not the national application form, this to relieve the additional paperwork that will be generated.

It is the view of HFRS that the CPD payment will be back dated from June 2008; the FBU view is that CPD should be pay as you go and paid monthly and paid from July 2007. It is clear that applications can not be achieved before July 2007 and so some compromise will have to be achieved.

### **Temporary promotions with Bob Ratcliffe 6/3/2007**

Following on from a letter received from the FBU Bob Ratcliffe explained how HFRS are conducting various ITOP's and ADC's to cover the various promotions needed within HFRS. All with a view to address the problem of over extended temporary promotions.

### **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. We intend to continue updating this database, however, we have submitted our current list and payments from your wage slips will go to the two firefighters who died in East Sussex.

We have also received information of a firefighter killed in Ireland whilst attending a RTC; a car unrelated to the incident, crashed into the scene and killed a firefighter and police officer. When we get further details we will make our usual donation.

**All Branches are to ensure that the Brigade Secretary has up to date information on the contact details (telephone and email) for all of your officials, this includes your Branch Secretary, Chair, H&S rep, delegates to BCM.**

#### **All Members Information**

All members are encouraged to register their email address with the Hampshire FBU website; [www.hantsfbu.org.uk](http://www.hantsfbu.org.uk) this way they will receive up to the minute information about what is going on in Hampshire, Region and Nationally as soon as we have the information to give.

**All branches need to give dates of their next four branch meetings to the Brigade Secretary, to enable**

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



**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) this is now subject to a new constitution of the NJC being agreed
- Service Order on Leave (still has issues to be resolved) 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
- Retention/Redeployment/Redundancies in Control, HFRS have ignored our views on this issue and once again show their contempt for the personnel they employ
- Wholetime retained service order now being dealt with 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			Wholetime		
Trade only			<b>£7.06</b>			<b>£21.41</b>
Trade + Political only	£7.06	+ £0.65	<b>£7.71</b>	£21.41	+ £0.65	<b>£22.06</b>
Trade + A.I.F. only	£7.06	+ £3.08	<b>£10.14</b>	£21.41	+ £3.08	<b>£24.49</b>
<b>FULL MEMBERSHIP</b>	£7.06	+ £0.65 + £3.08	<b>£10.79</b>	£21.41	+ £0.65 + £3.08	<b>£25.14</b>

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.

On the subject of forms, a change of details form needs to be filled in for the FBU as well as HFRS, they will not inform your union of any personal changes because of the Data Protection Act. We have our own form which you can get from your branch representative or from the FBU websites.

**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.

Head office informs us that from a list of 190 outstanding issues with regard to Hampshire membership details we



are now down to 4, a congratulation to the hard work of your officials.

**12. Report from HFA**

IOW merger deputation was done at the meeting 14/2/2007

**13. Health & Safety**

The FBU have had conversations with Nick Burchell on the issue of non agreement of the Lone Worker Service Order and intend to arrange a meeting to discuss this issue.

**14. Fairness and Dignity**

Charlie House is taking an active role for HFRS in diversity training. HFRS trainers are predominantly training RDS as the moment. Still struggling with getting the message across the service about treating people properly.

HFRS are putting more money into training, but HFRS are still more driven by targets, not concentrating on how to recruit ethnic and minority groups into the service. this is reflected in the tokenism demonstrated in the various posters used to recruit, trotting out the same tired old pictures and using non operational staff dressed up as firefighters because of their failure to recruit.

**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	Wiltshire CFO and FA chair issue
Basingstoke	Nothing to Report
Bishops Waltham	Nothing to report
Control	Want to make sure new Control members are being given access to FBU recruit talk
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	Concerns that recruits are not having proper access to FBU talk as many are arrivir on station not signed up as members.
	Concerns on strategic reserve policy, have not seen copy of policy yet.
Hamble	Nothing to report
Hardley	Nothing to report
Havant	Nothing to report
Headquartes	Nothing to report
Hightown	Nothing to report



Kingsclere	1 new member
New Milton	Nothing to report
Odiham	Nothing to report
Officers	1 new member  GM rota system, just received a letter saying we are in the consultation period, 1 details of rota system. Concerns over WTD. Awaiting a definition of managerial tim Where was the service 'glint in the eye' about the consultation? Concerns this will t a non auditable rota system with little or no safe guards for our members.
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	RDS concerns on w/t carrying over rank/role, denying opportunity for RDS progress
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Nothing to report
St Marys	New high rise procedures have come into place, deep concerns following on form tl Stevenage incident that Hampshire are proposing a system that can see the bridgehea without a water supply.  Hampshire FBU have not been consulted on this policy and will hold HFR responsible if anything goes wrong at a high rise incident.  The FBU are awaiting the full Stevenage report before challenging this further
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.**

2007 pay agreement, Matt Wrack has proposed an extension of the pay formula to aid some stability to the fire service following the last 4 years of turbulence.

The position of Welfare Officer has been combined with Fairness and Dignity, Paul Trew is now responsible for both.



Pension Seminar, Q&A from 8 March 2007 at Winchester Rugby Club. These question and answers are in addition to previous advice already issued from Head Office.

q. what happens on redeployment to jobs outside of rolemaps, loss of pensions?

a. any redeployment has to be within rolemaps, DCLG have issued some guidance and FRA are taking this as gospel with no regard to the true intent of redeployment. The FBU will look at a judicial review if any FRA tries to apply a different interpretation other than redeployment within the rolemap. No FRA has been willing to challenge this position so far.

q. review of injury conditions, does that apply under two tier system for ill health?

a. upper tier can be reviewed, can go down to lower tier, lower tier will not be reviewed, (they wouldn't want to increase your benefits!)

q. how can we legally force a plan of action from FRA under redeployment?

a. DDA applies and each FRA should have a policy in place, requires reasonable adjustments to existing job and workplace.

q. injury awards, transitional arrangements?

a. ill health is governed by date change of new arrangements, anything registered before date is dealt with under old arrangements

q. what future proofing do we have of pension scheme?

a. as before, any changes will be for new entrants.

q. if members wish to remain in old scheme do they have to notify the FA?

a. no, but it is probably in your interests to make sure your choice is registered, even if that is no change.

q. protected pay is this limited to 3 years, if changed to green book?

a. as above, any redeployment has to be within rolemap, if the FRA is unable to redeploy as above you will be entitled to ill health medical retirement.

q. can you commute a deferred pension?

a. yes

q. RDS injured, before date change, refused redeployment, how does this work?

a. job has to be within rolemap, as above, (conditions of service/contract of employment apply, may have to be dealt with as a separate issue)

q. will there be a step down facility in FPS?

a. not decided yet.

q. wt/rt can they join the NFPS?

a. 2 contracts 2 pensions, so in theory you could have a separate pension under your retained contract.

q. how does the lower contributions of the NFPS affect sustainability of the new scheme?

a. on the face of it, it is fine and sustainable

q. step down in pay how does this affect my pension?

a. there is a split pension facility, this is covered in the paperwork sent out by HFRS



- q. sick pay, RDS hours will be reduced?  
a. sick pay is pensionable, should in effect be treated as working normally
- q. if you nominate a partner, does that give them rights over your pension if you split up?  
a. if they are not married or in a civil partnership with you they have no claim.
- q. abatement, SM and above can they transfer into NFPS?  
a. after abatement you can only join LGPS, as you are deemed to be in re-employment (new job), unless you can show your role has operational commitment, this may require a test case.
- q. what stops firefighters retiring and carrying on working?  
a. FRA should have in place age discrimination and abatement policies. You should not be discriminated against on grounds of age.
- q. how does abatement effect future promotions?  
a. you will still be entitled to go for and achieve promotion within the service and your pay will reflect the role you occupy, you will also be entitled to future pay increases
- q. if firefighters don't join a pension scheme are they protected in any way?  
a. firefighters are protected under compensation scheme (injury award)
- q. can FRA dip into pension pot?  
a. rules state that they must keep a separate pension account. If they dip into it, it becomes creative accounting
- q. how is Control affected by all these changes?  
a. the matter of Control becoming part of the NFPS is still a matter of negotiations
- q. will contributions go up from 8.5%?  
a. it is possible, but 8.5% is sustainable
- q. can these pensions be transferred to other schemes, (if you leave the fire service and take up other employment)?  
a. yes each scheme should have a transfer value, however, other schemes don't have to take them.
- q. if you join the NFPS at 18 does that mean that you have 47/60ths at age 60?  
a. scheme is limited to 45/60ths
- q. how are we doing with RDS ET?  
a. the ET is due to re-sit on 7/3/2007, we will publish the results as soon as we have them. It is possible that the ET will see a negotiated settlement to the issue.
- q. how many years can I back date my contribution to the FPS as a RDS?  
a. 1998, unless as above a negotiated settlement agrees something different.
- q. local schemes, can I belong to both?  
a. this is covered by HFRS paperwork, but yes.
- q. abatement, does this mean when I retire my pension will be deferred?  
a. no, you pension becomes payable immediately.



q. if I retire early under the NFPS do I have to pay any kind of penalty?  
a. yes there is a 5% reduction per year from age 65 to the age you retire, (eg if you retire at age 55 you could face a 50% reduction)

q. is acting up pensionable?

a. no, only temporary promotion, watch your payslips to make show acting up is not counted for pension deductions.

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

**Brigade Committee meeting**

**Wednesday 4<sup>th</sup> April 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

3<sup>rd</sup> Hampshire BCM.

#### March

7<sup>th</sup> Hampshire BCM.

#### May

2<sup>nd</sup> Hampshire BCM.  
Annual Conference Southport 8-11

#### July

4<sup>th</sup> Hampshire BCM

#### September

5<sup>th</sup> Hampshire BCM  
5<sup>th</sup> Submission of Resolutions for Conference 2008.

#### November

7<sup>th</sup> Hampshire AGM  
7<sup>th</sup> Hampshire BCM

#### February

7<sup>th</sup> Hampshire BCM.

#### April

4<sup>th</sup> Hampshire BCM.

#### June

6<sup>th</sup> Hampshire BCM.

#### August

1<sup>st</sup> Hampshire BCM  
1<sup>st</sup> Branches Resolutions for Conference 2008

#### October

AGM of Branches.  
3<sup>rd</sup> Hampshire BCM  
3<sup>rd</sup> Nominations for Conference 2008

#### December

5<sup>th</sup> Hampshire BCM  
5<sup>th</sup> Delegates to Conference 2006  
5<sup>th</sup> 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>
<b><u>Brigade EC</u></b>				
Lud Ramsey	<b>Chair</b> <a href="mailto:chair@hantsfbu.org.uk">chair@hantsfbu.org.uk</a>	31 Day	07917065877	01264 339000
Conrad Jordan	<b>Secretary</b> <a href="mailto:secretary@hantsfbu.org.uk">secretary@hantsfbu.org.uk</a>	31 Day	07917065876	023 80613151
Gary Sams	<b>Membership Secretary</b> <a href="mailto:mem.sec@hantsfbu.org.uk">mem.sec@hantsfbu.org.uk</a>	31 Retained	07917065878	
Nigel McCullen	<b>Vice Chair</b> <a href="mailto:vice.chair@hantsfbu.org.uk">vice.chair@hantsfbu.org.uk</a>	24 W/W	07719534535	023 92871303
Kate Ellis	<b>Assistant Secretary</b> <a href="mailto:assist.sec@hantsfbu.org.uk">assist.sec@hantsfbu.org.uk</a>	09 Retained		
<b>VACANT</b>				
Eddie Burrows	<b>Assistant Membership Secretary</b> <a href="mailto:assist.mem@hantsfbu.org.uk">assist.mem@hantsfbu.org.uk</a>			
	<b>Communications Co-ordinator</b> <a href="mailto:comms@hantsfbu.org.uk">comms@hantsfbu.org.uk</a>	01 B/W	07875 498027	
<b><u>Sections</u></b>				
Steve Evans	<b>Health &amp; Safety Co-ordinator</b> <a href="mailto:hsw.chair@hantsfbu.org.uk">hsw.chair@hantsfbu.org.uk</a>	54 R/W	07973 845111	023 80333254
Paul Trew	<b>Fairness &amp; Dignity</b> <a href="mailto:fairness@hantsfbu.org.uk">fairness@hantsfbu.org.uk</a>	54 R/W		023 80333254
Andy Eades	<b>Officers</b> <a href="mailto:officer.chair@hantsfbu.org.uk">officer.chair@hantsfbu.org.uk</a>	20	07918888003	023 92662926
Ali Burrows	<b>Control</b> <a href="mailto:control.chair@hantsfbu.org.uk">control.chair@hantsfbu.org.uk</a>	Control G/W		023 80644000
Julie Barton	<b>Women</b> <a href="mailto:women.chair@hantsfbu.org.uk">women.chair@hantsfbu.org.uk</a>	Control B/W	07917065862	023 80644000
Ali Burrows	<b>G+L</b> <a href="mailto:gl@hantsfbu.org.uk">gl@hantsfbu.org.uk</a>	Control G/W		023 80644000
Lud Ramsey	<b>B&amp;EMM</b> <a href="mailto:baemm@hantsfbu.org.uk">baemm@hantsfbu.org.uk</a>	31 Day	07917065877	01264 339000
<b>VACANT</b>				
Kate Ellis	<b>Education</b> <a href="mailto:education@hantsfbu.org.uk">education@hantsfbu.org.uk</a>			
	<b>Retained (On Call)</b> <a href="mailto:retained.chair@hantsfbu.org.uk">retained.chair@hantsfbu.org.uk</a>	09 Retained		
<b><u>Divisional Reps</u></b>				
<b>VACANT</b>				
	<b>A Division</b> <a href="mailto:adiv.rep@hantsfbu.org.uk">adiv.rep@hantsfbu.org.uk</a>			
<b>VACANT</b>				
	<b>B Division</b> <a href="mailto:bdiv.rep@hantsfbu.org.uk">bdiv.rep@hantsfbu.org.uk</a>			
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