



HAMPSHIRE BRIGADE COMMITTEE

4th April 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 Sams (Membership Sec/31), Evans (H&S/54), Hewitt (H&S/32), Hussey (17), Jackson (Officers), Eades (Officers), SisterS Barton (Women/Control/Region Sec), Ellis (Assist Sec/Ret. Chair/09)

2. Members Present.

Were Brothers Ramsey (Chair/31), Jordan (Sec/31), McCullen (Vice Chair/24), Bates (C Div/54), Trew (F&D/54), Westbrook (53), Sister Burrows (G&L/Control)

3. Nominations / Elections

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

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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, was due to be discussed at JTU meeting 3 April 2007, FBU were unable to provide any representatives at this meeting, will pick up this issue with HFRS ASAP

Page 3 No update available on Wiltshire issue

Page 4 The ADAE policy has been ratified now and new documentation should be available at conference

Page 8 strategic reserve; there has been no consultation with the FBU on this issue, Conrad Jordan to write to Dave Curry to seek consultation

Page 9 high rise service order, we are still awaiting FBU recommendations from Stevenage incident. Local exercises are showing that the service does not work, potentially firefighters will be dead by the time they receive water.

6. **Conference**

No final agenda was available, however, branches have gone through the preliminary agenda and the Brigade Committee have given their position for their delegates to follow at conference.

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**

AIF

1. Successful claim for member – confidential

All Members

1. e bulletin # 104
2. FBU HO – election of National Women's Committee Secretary
3. FBU HO – election of Control Staff National Committee Secretary
4. FBU HO – election of Officers National Committee Secretary
5. FBU HO – study concerning occupational stress and health
6. FBU HO – CPD
7. FBU HO – Union Accounts 2006

Control

1. FireControl IT contract briefing

Duty Systems

1. letter to Dave Curry – Area Managers duty system



FBU Miscellaneous

1. letter to Karl Horan – Regional Secretary congratulations
2. FBU HO – workforce development seminar
3. FBU HO – HVP guidance
4. FBU HO – corresponding High Court Judgement
5. FBU HO – equality and diversity awards
6. letter to Dave Curry – relocation allowances for Eastleigh and Redbridge
7. FBU HO – sexual orientation in the provision of goods, facilities and services
8. FBU HO – RDS pension legal action
9. FBU region 12 Peter Miller - RDS pension legal action details
10. FBU HO – political training 26/4/2007
11. FBU HO – TUPE training
12. FBU HO – pensions training

Health and Safety

1. FBU HO tackling asbestos at work
2. FBT injury Hampshire

HFRS Minutes and Agendas

1. HFA notice of meeting – 15/3/2007
2. HFA notice of meeting – 16/3/2007

Miscellaneous

1. Letter from Dave Curry – LSI 2nd Appeal response
2. Labour Research magazine
3. Fire Magazine
3. Labour Research – Case Law at Work

8. Guest Speaker

None this month

9. Chairs Report

Apologies, as I have to deal with an involved discipline and grievance case in Berkshire which is taking up a lot of my time at present. This is causing pressure on other officials to cover work I cannot get to. Please any members who can assist me and Conrad in our roles as your representatives contact us.

10. Secretary's Report

March / April

Meetings:

RDS working Group-2 9/3/2007

This meeting was with Kevin Oxlade and Bob Dunn, attended with Kate Ellis. Discussions on work routines and training for RDS; discussion on proposals to modify how the RDS work and train

RDS working Group-1 12/3/2007

This meeting was with Shaun Rowlatt, attended with Kate Ellis. This meeting is dealing with proposals around a salary payment scheme for RDS. There are positives within the proposals, but the FBU has reservations about the payments and it appears at first glance that HFRS want to pay less than Grey Book. The FBU supports that payments should be at least minimum standard laid down in the Grey Book, anything less is not acceptable.



Job Evaluations 15/3/2007

More job evaluations to try and secure equal pay across the service

RDS project meeting 16/3/2007

This meeting to bring together the 3 working groups

Retained Section Meeting 29/3/2007

Retained Section Meeting at Winchester, covered in section reports

ARA job evaluation meeting 2/4/2007

This meeting used the HAY principles to try and score the ARA's. No decision has been made by HFRS as to what these scores mean in £.s.d. yet.

Control Branch Meeting 2/4/2007

Covered in section reports

Other issues

Brigade Secretary Facilities

HFRS are currently going back on a written agreement on facilities for the Brigade Secretary. This is disappointing as HFRS have stated they will not honour any agreement that is not in writing. It would appear they will not honour an agreement even when it is in writing either. This matter is now subject to a grievance.

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) 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; no savings now being forecast in a number of regional controls
- 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 which came 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

12. Report from HFA

The Brigade Committee require an official or member to take over from Eddie Burrows to attend HFA meetings, volunteers welcome, can be done on a job share basis. Anyone interested contact any member of the Brigade Committee.

13. Health & Safety

HFRS have issued a draft risk assessment on passive smoking, after taking advice nationally; there are areas of concern that will need to be addressed with HFRS.

14. Fairness and Dignity

FAW meeting at Kingston identified a number of issues that needed to be addressed.

The Grey book is now out of date, new maternity legislation is now in place.

Membership FBU pack will be available soon to all new members.

More education on FAW and new legislation for members and officials

Equality reps to be afforded more trade union time to carry out their duties.

Disabilities section to be look at in the FBU structure.

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 Held branch meeting, which Paul Watts, Regional Control Representative, attended.

Corresponding is having an effect on Control; this is outside of our contract. December there were 208 incidents, this creates a considerable additional workload.



There are ADC and promotion issues which are being carried out, which are outside of other practices being carried out in the brigade.

Secondments to DCLG are causing knock on effects to crewing and experience at competence levels.

Won an issue on competent pay.

Copnor
Cosham
Droxford
Eastleigh
Fareham
Fleet
Gosport
Hamble
Hardley
Havant
Headquartes
Hightown
Kingsclere
New Milton
Odiham
Officers
Portchester

Nothing to report
Nothing to report
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Redbridge

Have received draft station transfer option forms. Personnel will be moved October, leaving second appliance off the run as the RDS appliance at St Mary's will not be up and running, this is contrary to the original IRMP proposals which said that the Redbridge appliance will still be crewed up until the RDS appliance at St Mary was on the run.

IRU, new suits are being used PRPS, 3 RDS stations have been trained to use the suits, but not add to crewing requirements of IRU. IRU requires a minimum of 16 crew and deploy. After October this capability will be severely compromised. Been told we can train with Hightown, however, issues of practicalities of arranging such training with all the other commitments required of both stations.

Regional Board recommends 16 crew to crew and deploy IRU; we are the only brigade in our region to drop crewing levels for IRU. It shows a lack of ongoing commitment of HFRS to new dimensions.

Retained

Discussions on proposed salary schemes, changes to drill night and work routine concerns that HFRS want to introduce a payment scheme which is less than laid down in the Grey Book.

Romsey
Rushmoor

Nothing to report
Nothing to report



- | | |
|-----------------|--|
| Southsea | LSI interim payments when are they due? Should be paid in April and June according to HFRS.

Is the pay formula being continued? Don't know yet.

Bicycle issue still ongoing

Thank you from Stuart Damon for donation to Naomi House charity |
| St Marys | Concerns of losing crewing at Redbridge prior to RDS appliance being ready with competent firefighters. This will be a loss of resources. |
| 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.
None

18. Date / Venue of next meeting.

NEW DATE PLEASE NOTE

Brigade Committee meeting

Thursday 3rd May 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

3rd Hampshire BCM. **NEW DATE**
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>				
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<u>Sections</u>				
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