



HAMPSHIRE BRIGADE COMMITTEE

3rd May 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 Ramsey (Chair/31), Sams (Membership Sec/31), Trew (F&D/54), Evans (H&S/54), Hewitt (H&S/32), Hussey (17), Eades (Officers), Kneller (30), Westbrook (53), Sisters Barton (Women/Control/Region Sec), Burrows (G&L/Control)

2. Members Present.

Were Brothers Jordan (Sec/31), McCullen (Vice Chair/24), Burrows (Comms/02), Bates (C Div/54), Jackson (Officers), Stokes (01), Eade (01), Rance (18), Horan (Regional Secretary), Sister Ellis (Assist Sec/Ret. Chair/09)

3. Nominations / Elections

Regional Official election is now running, 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.

4. Minutes of previous meeting.

Accuracy

Members present should have included Kneller (30)

5. Matters Arising.

Page 2 High Rise policy, we will be talking to the service once we have information from the Stevenage inquiry

Page 2 Leave Year, this is likely to go to the TAP to make a decision as HFRS are in contravention of the Grey Book

Page 2 Area Managers Rota, Officers section dealing with this at present

Page 3 RDS working groups, covered under section reports

Page 4 Brigade Secretary facilities, subject to a grievance

Page 5 Fairness at Work, issues are about the organisation of the FBU

Page 5 HFA, Eddie Burrows to continue, but anyone who wishes to help to get in touch with him

Page 6 Redbridge FRV, concerns over the risk assessments

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

All Members

1. FBU legal advice
2. FBU HO – May Day Events
3. FBU HO – election of regional official region 12
4. FBU HO – NJC car allowances
5. FBU HO – stop the BNP

Control

1. Letter to Dave Curry – ADC promotions
2. Letter from Bob Ratcliffe – ADC promotions

Duty Systems



1. Letter to Dave Curry – strategic reserve
2. Letter from Kevin Butcher – Area Manager Duty System
3. Hay Job Evaluation briefing note
4. Letter from Tom Carr – travel allowances
5. letter to Bob Ratcliffe – Personnel Reserve

Education

1. FBU HO – Union Learning Representatives Seminar 27-28/6/2007

FBU Miscellaneous

1. Letter from Dave Curry – JTU Chair
2. Letter to Dave Curry – JTU Chair
3. Letter from Dave Curry – leave year
4. Letter to Dave Curry – leave year
5. Letter to Dave Curry – service orders
6. Letter to Dave Curry – CPD
7. email to and from John Bonney – Equality and Diversity Award
8. email from Susan Templeton – WTD
9. email from Paul Fletcher IOW Brigade Secretary
10. email from Bob Ratcliffe – CPD
11. FBU HO – co-responding court of appeal judgement transcript
12. FBU HO – CPD and pensionability
13. FBU HO – CPD and pensionability
14. FBU HO – CPD and pensionability
15. letter from Keely Stafford – refusal to move leave year
16. letter to Bob Ratcliffe – leave year

Health and Safety

1. Letter to Jim Clarke – passive smoking risk assessment
2. Email from Jim Clarke – passive smoking risk assessment
3. Letter from Dave Graham – smoking risk assessment
4. FBU HO – diabetes survey report
5. FBU HO – stress network annual conference
6. minutes and reports for 25/4/2007

Minutes and Agendas HFRS

1. Establishment meeting 27/2/2007
2. HFA notice of meeting 20/4/2007
3. HFA notice of meeting 26/4/2007
4. HFA notice of meeting 30/4/2007
5. establishment 10/4/2007
6. JTU 3/4/2007
7. LDG 14/3/2007

Miscellaneous

1. Fire Magazine

Retained

1. Letter from Shaun Rowlatt – consultation on changes to RDS



8. Guest Speaker

Karl Horan, Regional Secretary; has attended FBU HO, campaign co-ordinators involved in recruitment of members and composing a package for new members. New members pack to include, legal benefits, AIF, representation. Looking at proposals for new constitution of NJC.

YouGov Survey out about regional controls; 90% said their safety would be compromised. Regional control campaign still ongoing, still going strong.

Reminder of legal cover available through Thompsons.

9. Chairs Report

Apologies, as I am still dealing 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.

I have concerns over the resolutions about sections which have been submitted to conference this year, they are divisive and undermine all the good work the sections have done and can do.

10. Secretary's Report

April / May

Draft orders:

Personnel Reserve, responded to and collective grievance lodged.

Secondment policy, response being given

Gender Equality, response given

Meetings:

Establishment Meeting 10/4/2007

This meeting was a brief update on establishment levels with a view to combine RDS wholtime and Green Book into one meeting.

Control Recruits Talk 13/4/2007

Inductions talk for Control Recruits

Think Tank 18/4/2007

Working group to look at communications across HFRS, ideas are welcome from any quarter

WTD meeting 18/4/2007

This meeting with Susan Templeton to try and finalise WTD matters

H&S meeting 25/4/2007

Covered under H&S report

Regional Committee meeting 26/4/2007

This meeting was attended by the new FBU President, Mick Shaw. Also presentation given by Gerard Stiliard and John Hall from Thompsons; Thompsons have just opened a Southampton Office; this should make it easier for our members to get help on legal matters.



Other issues

Brigade Secretary Facilities

HFRS are currently going back on a written agreement on facilities for the Brigade Secretary. This is subject to an ongoing grievance.

Leave Year

HFRS are refusing to move the leave year back as per the Grey Book. If HFRS fail to comply with the latest letter sent to them 1/5/2007, the HFBU will take this to the NJC with the help of Peter Miller our EC Member.

Personnel Reserve

There has been no consultation on this matter and is now subject to a collective grievance. HFRS have not acknowledged this yet.

Death In Service

Members should have seen a recent increase in their FBU contributions, this was the £2 for Death in Service that has gone out for the West Sussex firefighters. we are expecting to receive details of a Strathclyde firefighter who has just died on duty.

ARA

The service has agreed ARA's and have put provisional monetary values to these, watch this space. Although the FBU have argued for an ARA for co-responding, that does not mean our policy has changed. Any member performing co-responding faces expulsion from the FBU if it brought to our attention.

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, time scales further

www.hantsfbu.org.uk



slippage

- Retention/Redeployment/Redundancies in Control
- Wholtime retained service order now being dealt with under WTD
- Facilities agreement – Brigade Secretary

11. Membership Secretary's Report

Gary Sams is off work at present due to an injury off duty, his wife is also recovering from a back operation, best wishes go to him and his family, from all at the BCM.

12. Report from HFA

Nothing to report

13. Health & Safety

H&S meeting 25/4/2007 Harland Room;

- FBU raised concerns over high rise policy, separate meeting to be arranged.
- Mobile Occupational Health Unit is up and running
- FBU concerns over workplace inspections going to 6 months. Request that if a drop in standard that they are reverted to 3 months.
- FBU/HFRS meeting to be arranged to discuss lone working
- Long sleeve t-shirts, trial suggested to take place
- FBU query safety spectacles; HFRS reviewing risk assessments, do all employees require them?
- Discussion on Hep B inoculations
- Tackling violence at work, discussion
- Smoking policy review – passive smoking risk assessment, FBU do not think it has been classified high enough.
- Concerns over TETRA radio's and links to cancer.

14. Fairness and Dignity

Nothing to 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	Ongoing case in hands of Thompsons								
New Milton	Nothing to report								
Odiham	Nothing to report								
Officers	<p>2 new rotas (AM; Andy Bowers) (GM; Kevin Oxlade), concerns no account of time worked, more onerous FDS cover for those left on system. No business case for new rota system. If flexibility is the answer, the current system already provides that. Where has the trial FDS System failed?</p> <p>Concerns on outside applications to middle management ADC process, lack of or gaining of competencies; what training will be put in place? Will these places be temporary covered whilst they train?</p> <p>FDS car insurance issue, private car insurance companies refusing to cover. Some insurance companies loading up to 25%.</p>								
Portchester	Nothing to report								
Redbridge	Nothing to report								
Retained	<p>Update from RDS working groups; to move from the current reward for attendance to an annual salary based on hours of availability given and generic risks of the station ground</p> <p>First stage; Model uses statistical information on current call outs (standbys not included as this will artificially alter station risk profile for the stage two model calculation formula) each station will have a % given for expected proportion of turnouts made based on current figures for that station.</p> <p>Amount given for annually for weekly training session attendance (47 per year) Amount given for an annual retaining fee based on 4 availability bandings</p> <table><tr><td>30-66 hours paid</td><td>40% of full retaining fee</td></tr><tr><td>66-92 hours paid</td><td>60% of full retaining fee</td></tr><tr><td>92-118 hours paid</td><td>80% of full retaining fee</td></tr><tr><td>118-144 hours paid</td><td>100% of full retaining fee</td></tr></table> <p>(144 max hours allowed to comply with WTD) the FBU disagree with the retainer fee changes as this is outside the nationally agreed rates of pay.</p> <p>Second Stage; Availability paid for ultimately hourly - rate worked out by combining fixed payments as outlined above all stations receiving the same hourly fixed availability rate.</p> <p>Station risk profile will be converted into a percentage to be used to commute to a rate paid hourly for availability provided. This will equate to the amount of calls likely to be received by each firefighter at a given station location. (ie</p>	30-66 hours paid	40% of full retaining fee	66-92 hours paid	60% of full retaining fee	92-118 hours paid	80% of full retaining fee	118-144 hours paid	100% of full retaining fee
30-66 hours paid	40% of full retaining fee								
66-92 hours paid	60% of full retaining fee								
92-118 hours paid	80% of full retaining fee								
118-144 hours paid	100% of full retaining fee								



busier the station = higher the risk profile percentage = higher the expected times called out = higher the pay per firefighter on that station).

Points for consideration; Expected calls will fall if CFS is successful, this will mean ultimately a drop in salary for retained firefighters. If this is so an early acceptance of the above is recommended as the longer the above is on hold the lower will be the call rates for the risk profiling percentage to be worked.

FBU retained section officials meeting on 16 May to discuss proposals, then section meeting 24 May at Lyndhurst.

Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Bicycle issue still ongoing
	Disappointed with HFRS response to leave year issue, still supported the leave year to be moved.
St Marys	Personnel Reserve causing concerns, unhappy that no consultation has taken place with the FBU.
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.**

FSNBF is using outside company to do cold calling. This gives a poor impression of firefighters and is outside of the expectations of our members of the FSNBF. It is not a style that reflects our membership. Concerns also that the general public might mistake these people for firefighters and be asking for CFS advice from untrained people. Police are informed when they are in the area but not the Fire Service.

What is happening with the service fitness advisor? HFRS have a new temporary part time advisor. Report has been written which says 40 minutes per day exercise is needed as fitness levels are slipping. RDS is in a worse position as there is less buy in to fitness.

Letter of support to be written to Falmouth and Cambourne Fire Stations in Cornwall. The loss of these stations will have an impact on local communities if they are downgraded.

Concerns over the number of new inexperienced Control Staff Operators.



18. Date / Venue of next meeting.

Brigade Committee meeting

Thursday 6th June 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>				
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
Ali Burrows	Control control.chair@hantsfbu.org.uk	Control G/W		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 G/W		023 80644000
Lud Ramsey	B&EMM baemm@hantsfbu.org.uk	31 Day	07917065877	01264 339000
VACANT				
	Education education@hantsfbu.org.uk			
	UNIONLEARN			
Kate Ellis	Retained (On Call) retained.chair@hantsfbu.org.uk	09 Retained		
<u>Divisional Reps</u>				
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VACANT				
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