



HAMPSHIRE BRIGADE COMMITTEE

4th July 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 Burrows (Comms/02), Trew (F&D/54), Brimble (02), Evans (H&S/54), Hewitt (H&S/32), Eades (Officers), Kneller (30), Bates (C Div/54), Eade (01), Westbrook (53), Sisters Barton (Women/Control/Region Sec), Burrows (G&L/Control)

2. Members Present.

Were Brothers Ramsey (Chair/31), Jordan (Sec/31), McCullen (Vice Chair/24), Sams (Membership Sec/31), Jackson (Officers), Stokes (01), Hussey (17), Sister Ellis (Assist Sec/Ret. Chair/09),

3. Nominations / Elections

Regional Treasurer is the next election to be held; Dave Dymond is eligible to stand again and has declared he is willing to stand again. There are no other declared candidates at this time. Can all branches make a nomination.

The next national election is likely to be the vacant National Officers position. Likely candidates at this time are Sean Starbuck Region 4 EC Member, Dave Green Region 6 EC Member, and Tam MacFarlane Region 13 EC Member. This Brigade is supporting Sean Starbuck.

Vice President is up for election, the only candidate standing as far as we know is Alan McLean; please complete your nomination form.

Nomination of Pat Carberry for National G&L Committee Secretary, proposed Lud Ramsey, seconded Nigel McCullen, carried unanimous.



Hampshire Brigade Secretary Election is about to be run.

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 5 Update on personnel reserve, meeting scheduled on 9/7/2007; discussion followed.

Page 6 Andover crewing for RDS, RDS will ride their appliance Wt will not ride this appliance

6. **Conference**

Branches will need to start considering resolutions for next year; next year is also a rules change year.

Annual Conference Seminar 5/11/2007, members and officials are invited to put their names forward for this seminar. Names to Brigade Secretary.

7. **Correspondence**

All Members

1. FBU HO – secondary contracts
2. FBU HO – election of National G&L committee secretary
3. FBU HO – election of vice president
4. FBU HO – election of National Officer
5. FBU HO – election of Regional Treasurer region 12
6. FBU HO – Trade Union rights POA
7. FBU HO- FBU parliamentary group annual report 2006-07
8. FBU HO – update from conference
9. FBU HO – NJC 15/6/2007 pay
10. FBU HO – nine firefighter killed
11. FBU HO – death of member Paul Mallaghan
12. FBU HO – asbestos campaign
13. FBU HO – revised pay rates 2007
14. nominations update briefing
15. e-bulletin # 108

Duty Systems

1. letter to Bob Ratcliffe – GM rota

Education

1. G&L school 19-21/10/2007 Wortley Hall
2. B&EMM school 12-14/10/2007 Wortley Hall
3. FBU National School 28/10/2007-2/11/2007 Wortley Hall
4. TUC courses

FBU Miscellaneous

1. FBU HO – CFOA HR strategy



2. letter from Bob Ratcliffe – ARA
3. FBU HO – national meeting recruitment campaign launch
4. FBU HO – LSI and CPD correspondence
5. FBU HO – legal briefing Work and Families Act 2006
6. FBU HO – NJC 15/6/2007 protected pay scales
7. letter from Chris Burghes FSNBF – cold calling
8. letter to Bob Ratcliffe – protected pay rates

Health and Safety

1. risk assessment – bariatric patients
2. email from Jim Clarke – passive smoking risk assessment

Minutes and Agendas HFRS

1. HFA – notice of meeting 15/6/2007
2. minutes, documents and agenda think tank 12/6/2007
3. HFA – notice of meeting 20/6/2007
4. HFA – notice of meeting 21/6/2007
5. HFA – notice of meeting 22/6/2007
6. HFA – notice of meeting 28/6/2007
7. JTU 16/6/2007 notes

Miscellaneous

1. FSNBF – Regular Giving (gift aid)
2. Labour Research magazine
3. Hazards magazine
4. Fire Magazine

Retained

1. update on RDS St Marys
2. Retained Section Meeting 19/7/2007 Portchester

8. Guest Speaker

none

9. Chairs Report

Attended Head office, along with Membership Secretary need to visit all branches to ensure there is a point of contact and that forms are correctly filled in.

Meeting with Peter Miller and Karl Horan, looking at strategy of addressing FBU matters with our branches. Both will be available to attend meetings at branches, not necessarily formal branch meetings, they could be watch meetings.

Need to have better communications with the Fire Authority; there have been recent changes in the Fire Authority and it would be useful to meet up with them.

ADC feedback; concerns that there is not enough knowledge being given to line managers to be able to give effective feedback to candidates. Relaying the scores does not help the candidate. Will need to bring this up at next JTU meeting.



10. Secretary's Report

Brigade Secretary Report June / July

Draft orders: Youth engagement; minimal comments made

Meetings:

Public Sector Union Group Meeting 6/6/2007

This meeting to look at the campaign against PFI, Public Sector not Private Profit, date of rally to be confirmed

FSNBF 8/6/2007

Meeting with Peter Robson and Chris Burghes of the FSNBF to discuss the issue of their current campaign of cold calling to raise funds for the FSNBF; the cold calling is one of a number of trials they are carrying out to raise the profile and funds of the FSNBF.

I have invited them to our Brigade Committee and also the Regional Committee so that they can explain their plans for the fund, and hopefully the FBU will take a more active role in promoting the fund and raising funds.

With that in mind I have a number of regular giving scheme forms (formally Gift Aid Scheme), any branches who want these please contact me. It should be up to all of us to help promote and sponsor this charity, it is the one charity guaranteed to look after you if injured. If the fund has no money, it cannot perform its good work. Please support.

Regional Fairness at Work/Education 11/6/2007

Meeting to discuss progress of FAW within the Region; Lud Ramsey elected as Regional FAW representative.

Education dates agreed; ADAE investigators seminar 5/7/2007 VTBC, 10:00-16:00. This seminar is open to all members who are interested in getting involved with this area of the FBU.

Annual Conference Seminar 5/11/2007 VTBC, inviting Steve Sheldon, chair of Standing Orders Committee; seminar to cover writing and presenting resolutions to conference so they get past standing orders so they can be heard on the conference floor. This seminar is open to members/officials who wish to get involved at this level.

Discipline and Grievance seminar 26/11/2007 VTBC, with Dean Mills, again open to members and officials who wish to get into representing members through these issues.

Think Tank meeting 12/6/2007

This meeting with Laura Small, areas of discussion included, website/IT, bringing the intranet and internet together as one website. Limiting 'all user' emails and concerns on lecture packs being out of date. Exchange to have a letters page, all HFRS employee are encouraged to contribute to this section of the magazine, to help raise debate and discussion on issues throughout the service. Good and bad points can be raised, but must be raised in a way that is respectful to all concerned. On the draft of issue it has been noted that members of SMT are not wearing the corporate uniform, but they were following instructions by the MOD as to the dress code for the day.

Staff suggestion scheme which will reward and give recognition for ideas that promote HFRS and could potentially save HFRS money



Middle Management external appointments and how this was being received at all levels.

Passive Smoking meeting 13/6/2007

This meeting with Jim Clarke, discussed issues raised by the FBU on the risk assessment produced for use at HFSC. This meeting was constructive with a view of having a joint position between HFRS and the FBU. HFRS are also looking at producing a leaflet that can be given to occupiers if a HFSC has to be postponed due to passive smoking risks.

Equal Pay Job Evaluation meeting 13/6/2007

This meeting was to discuss with Hay, the progress and production of a final report on the job evaluation equal pay survey HFRS have undertaken.

JTU Meeting 13/6/2007

- Areas discussed; leave year, still ongoing, meeting arranged for 9/7/2007 with Bob Ratcliffe;
- RDS extra stat holidays and loss of potential income;
- spoilt meal allowance day crewing, asked for the service order to reflect that the evening meal is covered by a 1 hour period;
- WT vacancies, RDS to cover shortages, concerns on this, it needs a policy, who is eligible? Is it a service on the cheap? Will this create a shortage in the RDS system?
- RDS projects update, SMT received this on 2/6/2007 with overview from Shaun Rowlatt, SMT to share this overview with rep bodies, recommendation for implementation manager over a 12 month phase, question who owns RDS project? Belongs to Strategic Response. Some elements of of RDS project will require consultation and or negotiation.
- LSI/CPD phase withdrawal of LSI going ahead in July, CPD for 2007 will be automatic, 2008 to be evidenced based, argument for CPD to be pay as you go and not retrospective payment.
- HR director appointment down to short list of 3 male and 1 female candidates
- Facilities agreement, nearing completion
- RDS pension option uptake, issued 770, responses 338, opt in 263, opted for back dating to 6/4/2006 180, issue of ET on RDS pension still waiting, to be heard in November.
- ARA's final amounts out for consultation/negotiation
- Pay and rewards, looking at harmonising allowances/rewards across Green and Grey Book
- Smoking service order, feedback required before 1/7/2007, FBU already done
- GM rota system, concerns about system, middle management workload – raised at a number of meeting since 30/5/2006, evidence required of balance of hours worked for flexi hours system, year trial on FDS system no formal review or feedback. No business case for new rota.
- Service Orders short response times, becoming the norm, not really acceptable. Suggest drafts could be sent by email, and track changes, environmentally friendly. Not receiving acknowledgements on responses to service order, no idea how our input is being received or acted on.
- RDS pension rights. What is HFRS doing to protect RDS on injury if their entry post 2006 to HFRS? How will it cover loss of primary income if they are unable to work? Keeley Stafford to check and get back to rep bodies.
- LiP due to be conducted in October
- FRV Redbridge concerns over time scale of delivery
- Redbridge, loss of appliance, movement of personnel to St Marys to cover RDS appliance, lack of facilities for extra personnel at St Marys
- Consultation; invites to meetings does not constitute consultation, meetings need to be attended as well
- RDS grievance Andover



- Pension Abatement; payment of pension in time between retiring and re-employment
- ADC results supervisory managers
- FSNBF
- Flexi Hours accountability of hours
- Facilities for women; Graham Starke suggested £100,000 in budget to achieve this

Job Evaluation Equal Pay for Control meeting 14/6/2007

This meeting was held with Kate Ellis and Julie Barton to discuss strategy in progressing equal pay for Control, watch this space.

Regional Committee Meeting 21/6/2007

Yannick Dubois is acting chair for National G&L Committee. Control Staff in Gloucestershire are reported to have received £2,000 retention payment. This money allegedly claimed back via DCLoG.

FBU recruitment/retention package close to completion; Southport Conference 12-16 May 2008; affiliations to Trade Councils to be encouraged; Regional Officials to visit Brigade Branches; TUC conference 11-14/9/2007 names from officials to assist in running FBU stall.

Meeting with Regional EC Member and Secretary 27/6/2007

Meeting to discuss Hampshire issues and to decide strategy in resolving outstanding matters; attended with Lud Ramsey and Kate Ellis.

Other issues

Think Tank; at the last meeting we discussed the Internal Communications Audit. The Rep Bodies kindly agreed to help promote the audit to the areas of the Service that the Rep Bodies represent on the Think Tank and would encourage those members of staff to complete the online questionnaire.

Below is a link to the survey. There is a short introduction on the survey;

<http://www.hantsfire.gov.uk/frm-commsaudit2007.htm>,

Out of Trade

New forms have been issued for this, all old forms should be destroyed

Leave Year

Ongoing meetings to try and resolve this issue 9/7/2007

Personnel Reserve

There has been no consultation on this matter and is now subject to a collective grievance. HFRS have not acknowledged this yet. A meeting has been set up though. 9/7/2007

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 slippage
- Retention/Redeployment/Redundancies in Control
- Wholtime retained service order now being dealt with under WTD
- FRV Redbridge
- High Rise policy/service order

11. Membership Secretary's Report

Forms are still arriving not signed, proposer and seconder, needs to be signed as members will not be covered. Please do not post date the membership application and subscription form as these cannot be processed and you will not be covered by the benefits of the FBU.

Branches need to ensure that when they get a new firefighter on station, that they check they are a member of the FBU.

Change of details forms need to be filled in for the FBU this is separate to the forms HFRS get you to fill in as they do not notify the FBU of your changes, (DATA protection).

I spent a lot of time before Christmas making sure our records were up to date. We got to a point where we cleared all issues. Members need to keep on top of their details, if they change anything they need to inform the FBU. We are currently running at 30 outstanding issues, these are all related to members' details being incorrect.

12. Report from HFA

Nothing to report

13. Health & Safety

Safety rep credentials, new cards available contact Brigade Secretary or Steve Evans Brigade H&S Representative.



14. Fairness and Dignity

Concerns over brigades not accepting medical retirements and miss interpreting guidance on medical retirements. Miss using redeployment as a means to not medically retire, ignoring the fact redeployment should be within rolemaps of Grey Book.

TUC are pushing for Disabled person’s council.

FBU to create FAW website.

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.

Dates for National Education Programme:

2007

June 11-13	Pensions Training	CSNC Officials	London
June 26-28	ULF	ULF	Moreton in Marsh
October 1-2	Officials Training	Officials	TBC
October 3-4	Officials Training	Officials	TBC
October 12-14	B&EMM School	B&EMM	Wortley Hall Sheffield
October 19-21	G&L School	G&L	Wortley Hall Sheffield
October 28-21	National School	Year 1&2	Wortley Hall Sheffield

2008

March 7-9	Women’s School	Women	Wortley Hall Sheffield
October 10-12	B&EMM School	B&EMM	Wortley Hall Sheffield
October 17-19	G&L School	G&L	Wortley Hall Sheffield
November 2-7	National School	Year 1&2	Wortley Hall Sheffield

2009

April 3-5	Women’s School	Women	Wortley Hall Sheffield
October 9-11	B&EMM School	B&EMM	Wortley Hall Sheffield
October 16-18	G&L School	G&L	Wortley Hall Sheffield
November 1-5	National School	Year 1&2	Wortley Hall Sheffield

Regional Training

2007

November	Annual Conference Seminar	Newbury
November	Discipline and Grievance Seminar	Newbury

16. Branch / Section Reports.

Andover
B&EMM Covered elsewhere
Nothing to report

Basingstoke Frustration on ITOP/ADC process; temporary promotions for people who have not passed and show they are doing a good job at that level.

Personnel Reserve will have impact on leave, concerns from watches that they are being penalised due to watch numbers.

ARA being limited to 2 FF instructors per watch, not sufficient for a watch of



19.

Bishops Waltham	Nothing to report
Control	Covered elsewhere
Copnor	Nothing to report
Cosham	Nothing to report
Droxford	Nothing to report
Eastleigh	Nothing to report
Fareham	Thank you from branch secretary for the invite as observer to conference
Fleet	Nothing to report
G&L	Allison Burrows likely to take on the regional position as Yannick Dubois is moving up to National Chair G&L.
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	Covered elsewhere
New Milton	Nothing to report
Odiham	Nothing to report
Officers	GM rota no response at end of consultation; not good for service. No answers on ADC feedback.
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	Next meeting 19 July at Portchester
Romsey	Nothing to report
Rushmoor	In the process of organising more branch meetings
Southsea	Nothing to report
St Marys	Pay Rise
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

Women

17. A.O.U.B.

ARA's; The FBU believe the values are too low and offer no incentive for members to put themselves out to carry out these additional duties. The FBU expected the minimum values to be set at £500 working up towards £1,000 for the more challenging ARA's.

The FBU also note that the ARA for co-responding appears to have been doctored to give the result HFRS want, this is contrary to the process used to evaluate all ARA's and makes a mockery of the process.

The FBU also note that firefighters undertaking instructor duties will be penalised if they hold more than one, by having subsequent ARA for instructor being reduced by 50%. This is not reciprocated elsewhere where employees could hold more than one ARA. Therefore this makes this an unfair process, coupled with the fact the ARA is not being valued very high to start with, it becomes almost worthless.

The FBU have already identified capacity issue at Middle Manager level until this has been address and individuals are able to fulfil their primary role within their current working week. Any additional responsibility which has an element of time commitment cannot be supported by the FBU.

Maternity provisions; should be contained within service orders.

18. Date / Venue of next meeting.

Brigade Committee meeting

Wednesday 1st August 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. Remember decisions will be made at these meetings which will effect your conditions of service, attend and have your say.

**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

5th Annual Conference Seminar Newbury
7th Hampshire AGM
7th Hampshire BCM
26th Discipline & Grievance Seminar
Newbury

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		
Simon Stokes	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	01 Basingstoke	07852117361	
Eddie Burrows	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
Kate Ellis	Women women.chair@hantsfbu.org.uk	09 Retained		
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>				
VACANT	A Division adiv.rep@hantsfbu.org.uk			
VACANT	B Division bdiv.rep@hantsfbu.org.uk			
Pete Bates	C Division cdiv.rep@hantsfbu.org.uk	54 R/W	07786 292045	023 80333254