



**HAMPSHIRE BRIGADE COMMITTEE**

**1st August 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 Trew (F&D/54), Brimble (02), Evans (H&S/54), Hewitt (H&S/32), Jackson (Officers), Eades (Officers), Kneller (30), Bates (C Div/54), Westbrook (53), Sisters Barton (Women/Control/Region Sec), Burrows (G&L/Control)

**2. Members Present.**

Were Brothers Ramsey (Chair/31), Jordan (Sec/31), Burrows (Comms/02), McCullen (Vice Chair/24), Sams (Membership Sec/31), Eade (01), Stokes (01), Hussey (17), Sister Ellis (Assist Sec/Ret. Chair/09),

**3. Nominations / Elections**

The next national election is going to be the vacant National Officers position. Nominated candidates at this time are Sean Starbuck Region 4 EC Member (received the most nominations), Dave Green Region 6 EC Member, and Tam MacFarlane Region 13 EC Member. This Brigade is supporting Sean Starbuck.

Hampshire Brigade Secretary Election is about to be run, nomination papers are out.

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 2 no response from HFRS on secondary contracts issue of pension

Page 5 leave year to be covered in secretary's report

Page 6 equal pay to be discussed in secretary's report

## 6. Conference

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

Branches to consider rule change to include other brigades in the FBU such as MOD, Airports, etc

Rule change to have National Officer elections run by postal ballot to home addresses

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 – amendment to pay circular
2. FBU HO – CPD
3. FBU HO – secondary contracts
4. FBU HO – postal workers
5. e- bulletin #109
6. FBU HO – a service to be proud of
7. FBU HO – NI contributions
8. FBU HO – campaign for nuclear disarmament
9. e- bulletin #110
10. FBU HO – election of G&L National Committee Secretary Pat Carberry
11. FBU HO – election of Regional Treasurer Region 12 David Dymond
12. FBU HO – CPD
13. FBU HO – election of Vice President Alan McLean

### Education

1. Skills for life
2. ULF – Paul Fletcher Deaf awareness
3. FBU HO – National School

### FBU Miscellaneous

1. FBU HO – corporate crime update
2. letter to John Bonney – secondary contracts
3. FBU HO – PFI's
4. FBU HO – change of membership forms
5. FBU HO – ASA complaint
6. FBU HO – letter from Councillor J Andrews South Yorkshire

### Health and Safety

1. letter to Bob Ratcliffe – flood water deployment
2. email from Bob Ratcliffe – flood water deployment



3. email from Andy Bowers – flood water deployment
4. H&S documents 18/7/2007
5. FBU HO – flood water deployment

### Minutes and Agendas HFRS

1. Managers Seminar 17/7/2007
2. PDRS update 9/7/2007
3. equal pay documents
4. establishment 24/7/2007

### Miscellaneous

1. Labour Research Magazine

## 8. Guest Speaker

Peter Miller, CPD pension arrangements. Members need to make a decision as to whether they accept the proposals sent out in the All Members Circular from Head Office. Branches to report back to the next BCM with their decision.

Example

### CPD

Calculation;

Age is a factor (48)

contribution (individual and employer)  $37.5\% \times £585 = £219.375$

### GAD government actuary department

Actuarial figure = £1 = £18.50 this figure will change depending on age

$£219.375/18.50 = £11.86$

$£11.86/4 = £2.965$  (commutation figure)

remaining 3/4 per annum £8.895 pension (this figure will increase with every year contributed to the pension)

pension will be increased along with retail price index

the CPD will pay into an APB (additional pension benefit)

example

### LSI

Age 47

Length of service 26 years

$32/60's - 15/60's = 17/60's$

LSI  $£990 \times 17/60's = £280.5$ . Pension will be increased along retail price index

Overall pension is based on **salary, CPD, and LSI**

## 9. Chairs Report

Attended a meeting with Gary Sams in London to look at the new recruitment and welcome pack for FBU

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



Members.

Also went through CPD issues, covered by Peter Miller here at BCM.

## 10. Secretary's Report

### **Brigade Secretary Report July**

**Draft orders:** Youth engagement; minimal comments made

#### **Meetings:**

##### **PDRS Meeting 9/7/2007**

This meeting to look at the progress of the introduction of the new PDRS for employees of HFRS; courses still running to train managers who will conduct PDRS interviews; weekend courses for RDS Oi/c's. any feedback on the PDRS to Kriss Birkett, also need to know if PDRS is taking longer than one hour.

Discussion on WTR being part of PDRS, still not decided it will be!

Examples of PDRS outcomes to be circulated as good practice to encourage others, confidentiality will be kept.

##### **Personnel Reserve 9/7/2007**

Attended meeting with Lud Ramsey and Ian Hussey; Bob Ratcliffe, Dan Tasker, and Nick Derham. Meeting to discuss issues of consultation of Personnel Reserve and Service Order; issues of consultation resolved, better communication will take place in future, FBU withdrew their collective grievance.

Redeployment will be kept at 3 months; scope for JO's to become part of Personnel Reserve. 1 months notice to actual place of Personnel Reserve; Childcare issues, not necessarily paid, but flexibility in performance of Personnel Reserve, mutually agreed.

There is a great deal of flexibility within the Personnel Reserve and HFRS will consider any suggestions.

##### **Leave Year Meeting 9/7/2007**

Meeting to discuss a way to progress this issue; still no agreement with HFRS, although it appears they are prepared to look at what they can offer in exchange for the leave year staying as it is for Grey Book, contrary to our Conditions of Service. It is clear HFRS do not want to move the leave year, however, there will not be a return to the stand down arrangements that previously existed.

The FBU have given HFRS until the 1 August to come back with a proposal, any proposal put to us will be consulted on with the membership. If we have no proposal the FBU will proceed to a TAP decision.

##### **Managers Seminar 17/7/2007**

Details contained in correspondence

##### **Health and Safety Meeting 18/7/2007**

Report under H&S

##### **RDS Consultation Meeting 18/7/2007**

The review of the RDS is now progressing to a strategy group who will look at the outcomes of the review and recommendation that have been forward to SMT to action.

1. Further annualised salary scheme developments should be progressed and overseen by an



implementation project team to include a specified trial, with review and evaluation prior to any final implementation decision. SMT should give agreement in principle to the development of an annualised salary scheme. An implementation project board should comment on preferred model variables utilising the one hour pay comparison model developed, the method and frequency of future payment methods, in order to inform any future implementation project team.

2. A new IRMP objective should be considered that establishes a risk profiling project team. This area of work should both quantify and qualify risk within station grounds across the county.
3. A new IRMP objective to strategically review operational resources and their distribution should be considered. This should align to meet identified risk with strategic resilience and capacity integral to its conclusions. It should consider the adoption of new or modified resources such as combined appliances, enlarged crew appliances, new rural concept appliances and dedicated specialist RDS appliances as examples.
4. Prior to any introduction of an annualised salary scheme, an electronic Retained Management System should be trialled, evaluated and successfully introduced across the RDS locations for fair, equitable and consistent performance management. Following the Project Manager's lead role on behalf of the South East HRDG sub group (RDS) researching into availability systems, HFRS have entered into collaborative discussions with *Sophitlogic* to facilitate national development trials of an eagerly awaited new product. It is recommended that this collaboration is now progressed in conjunction with the Workforce Strategy Management Information Group project and the RDS availability and WTD related aspects are scoped by a consultant analyst.
5. The holistic provision of support to the RDS should be evaluated by an implementation group to ensure adaptation or developments where necessary achieve efficient delivery at the point of most effectiveness.
6. A Project Manager and project team should be appointed for the implementation of agreed proposals. SMT should comment on the timeframe desired for the implementation strategy. Consideration should be given to the adoption of short, medium and long term objectives and where this implementation project should sit within the revised Service Delivery structure

A timeline is being developed for the above, but all aspects will go through further consultation and negotiation where required.

### **Equal Pay Meeting 23/7/2007**

A meeting conducted with Hay Evaluation team to look at where we are with this process.

### **Establishment meeting 24/7/2007**

This meeting was held to look at establishment consideration across the service for WT RDS and Green Book. Considerations for a policy on RDS transfer to WT; draft policy being developed, FBU asked for a meeting to discuss this.

The FBU queried the difference in RDS WT skills transfer. Why one way and not the other? HFRS looking into this

St Mary's RDS at approximately 2/3 establishment (still to undergo training)

WT establishment, September course includes firefighters from Royal Berkshire. There is a need to go over establishment because of Winchester Redbridge and St Mary's crewing levels for an interim period. The over establishment will be lost through natural wastage as people retire. There will be about 16 transfers in HFRS to help with these firefighters required.



January course will have 30 recruits.

RDS vacancies continue to decline, currently 25 units, this does not include St Mary's.

Risk Critical Stations to be named later

HFRS are only service to apply full firefighter selection tests; RDS not included yet, but will be as from September. There will be a roll out of information to RDS Oi/c's rest of service will also need to be informed.

### **New ideas Meeting 26/7/2007**

Meeting chaired by Kevin Butcher; looking to the ground force employees to provide ideas to aid implementation of IRMP. SMT to look at ideas raised to evaluate and agree which objectives go into the IRMP.

### **Fitness Monitoring Meeting 31/7/2007**

Meeting to discuss Hampshire Fitness Monitoring

### **Other issues**

#### **Out of Trade**

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

**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 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) no results yet
- 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

Membership Application forms have changed, all old forms should be thrown out and only the new forms used. There is a separate form for AIF and nomination of dependants. Membership form should still be accompanied by a subscription form, available online at [www.hantsfbu.org.uk](http://www.hantsfbu.org.uk)

New subscription rates as from 1 August 2007

Membership Type	Retained			Wholtime								
Trade only			£7.24			£21.93						
Trade + Political only	£7.24	+	£0.65	£7.89	£21.93	+	£0.65	£22.58				
Trade + A.LF. only	£7.24	+	£3.16	£10.40	£21.93	+	£3.16	£25.09				
FULL MEMBERSHIP	£7.24	+	£0.65	+	£3.16	£11.05	£21.93	+	£0.65	+	£3.16	£25.74

Change of details forms are still not being filled in and passed to the membership secretary

## 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.

Issued raised at H&S meeting 18/7/2007;  
 Wildland tunics, fairness and dignity issues with long sleeve t-shirts  
 Lone working  
 High rise policy  
 Safety specs  
 Eye laser surgery  
 Contact lenses  
 Workload of officers

## 14. Fairness and Dignity

## 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

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October 28-21	National School	Year 1&2	Wortley Hall Sheffield
<b>2008</b>			
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
<b>2009</b>			
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	Covered elsewhere
B&EMM	Nothing to report
Basingstoke	Covered elsewhere
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	Covered elsewhere
Fleet	Nothing to report
G&L	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	Covered elsewhere
New Milton	Nothing to report
Odiham	Nothing to report
Officers	Nothing to report
Portchester	Nothing to report
Redbridge	Nothing to report

Retained  
Spoke at length re RDS latest project feedback. All said pay need to be for hours worked. Personnel reserve used for standard testing concerns raised. Details on sickness reporting is it necessary, and within patient confidentiality. Next meeting 5 September at Petersfield 19.30 hours

Other concerns; RDS staff being told to change into brigade t-shirts before

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



being allowed to ride appliances.

Romsey  
Rushmoor

Nothing to report  
Covered elsewhere

Southsea

Concerns that some Personnel Reserve Staff are being used for work that is not of a meaningful nature. FBU response if in doubt contact Personnel Reserve Department and clarify work.

Problems with crewing TL due to sickness

St Marys  
Stockbridge  
Sutton Scotney  
Tadley  
Totton  
Training Centre  
Waterlooville  
Whitchurch  
Winchester  
Women

Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report

17. **A.O.U.B.**

ADC feedback, concerns that the feedback is being delivered by managers who have no input or understanding of the new process. Should be conducted by the ITOP/ADC providers.

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

**Brigade Committee meeting**

**Wednesday 5<sup>th</sup> September 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 affect 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

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

#### March

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

#### May

3<sup>rd</sup> Hampshire BCM. **NEW DATE**  
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

5<sup>th</sup> Annual Conference Seminar Newbury  
7<sup>th</sup> Hampshire AGM  
7<sup>th</sup> Hampshire BCM  
26<sup>th</sup> Discipline & Grievance Seminar  
Newbury

#### 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 Brigade Committee 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		
Simon Stokes	<b>Assistant Membership Secretary</b> <a href="mailto:assist.mem@hantsfbu.org.uk">assist.mem@hantsfbu.org.uk</a>	01 Basingstoke	07852117361	
Eddie Burrows	<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
Kate Ellis	<b>Women</b> <a href="mailto:women.chair@hantsfbu.org.uk">women.chair@hantsfbu.org.uk</a>	09 Retained		
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>	<b>Education</b> <a href="mailto:education@hantsfbu.org.uk">education@hantsfbu.org.uk</a>			
	<b>UNIONLEARN</b>			
Kate Ellis	<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>			
Pete Bates	<b>C Division</b> <a href="mailto:cdiv.rep@hantsfbu.org.uk">cdiv.rep@hantsfbu.org.uk</a>	54 R/W	07786 292045	023 80333254