



**HAMPSHIRE BRIGADE COMMITTEE**

**5th December 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/A31), Evans (H&S/C54), Eades (Officers), Hussey (B17), Brimble (A02), Watton (H&S/C54), Kneller (A30), Stokes (A01), Westbrook (C53), Sisters Barton (Women/Control/Region Sec), Burrows (G&L/Control)

**2. Members Present.**

Were Brothers Ramsey (Chair/A31), Jordan (Sec/B23), Burrows (Comms/A02), McCullen (Vice Chair/B24), Bates (C Div/54), Trew (F&D/C54), Jackson (Officers), Sister Ellis (Ret. Chair/A09)

**3. Nominations / Elections**

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 1 Discussion on CPD

Page 1 Leave year, Conrad Jordan and Lud Ramsey to arrange meeting with Bob Ratcliffe to achieve outcome to this issue.

Page 4 Lone working, this is an imposed position by HFRS, they have considered this just to be a matter of consultation they do not have to reach agreement with the FBU.



Page 5 H&S radios are no longer being fitted in their cars, partly as cost, partly as no radios being available and the change over to the new FireLink project. No reports so far that this has had an H&S impact.

**6. Conference**

Conference will run from 20-23 May 2008 at Southport

**Resolutions put out to branches;** provisionally agreed by BCM

4 Riders

Conference it is our principle to defend Health and Safety within the Fire and Rescue Service. We therefore demand the Executive Council carries out talks with the DCLG to set a legal minimum standard of four riders on all pumping appliances.

RDS

The opportunity must be given to all RDS staff to be able to develop their competency levels. We demand the Executive Council to open talks with the DCLG to see if additional funding can be given to all brigades with RDS personnel. So that additional training is available for those who require it.

Employment Tribunals

This Conference instructs the Executive Council to encourage a more positive commitment to taking on members' cases at employment tribunal level. All cases should be judged on merit and a case conference between Thompsons and regional committees deciding if the case should be represented if Thompsons original advice is not to represent.

Branches need to get back to the Brigade Secretary before Christmas if any amendments are suggested for these resolutions.

**Rule change**

Membership of the FBU to allow membership to be expanded to include firefighters in other brigades, such as work brigades, airports and MOD

**Amended Rule 4 - CATEGORIES OF MEMBERSHIP**

The Union shall consist of members in the following categories:

(a) Uniformed members employed by Local Authority Fire Brigades under NJC Conditions of Service and elected Full Time Officials and other fire services; airports, MOD and work brigades, who shall be known as "Ordinary Members".

(b) Ordinary Members ceasing to be employed by Local Authority Fire Brigades or other fire services; airports, MOD and work brigades or the FBU in accordance with Rule 4 (a), who desire to continue membership, who shall be known as "Out of Trade Members".

(c) Members awarded Honorary membership of the FBU in accordance with Rule 5 (3) who shall be known as "Honorary Members".

(d) Junior Firefighters employed by Local Authority Fire Brigades and other fire services; airports, MOD and work brigades, who shall be known as "junior members".



Any reference to the word "member" in these Rules shall mean "ordinary member" unless otherwise specified.

## Standing Orders Rule Change

### Amended Rule 9

Notwithstanding the provision of the above rule, the Executive Council, Brigade Committee or any National Section shall, subject to approval of the Standing Order Committee, be permitted to submit emergency resolutions for the consideration of the delegates' to Conference.

Delegates to Conference; Conrad Jordan, Kate Ellis, Paul Trew.

Observers to Conference (provisional list); Nigel McCullen, Gary Sams, Simon Stokes, Stuart Eades. Anyone else interested is encouraged to put their name forward, you will be required to take your own leave to cover the dates.

## 7. Correspondence

### All Members

1. FBU HO – tragedy in Warwickshire
2. FBU HO – FBU-Tube
3. Conference resolutions

### Education

1. FBU HO – meeting of education officers
2. FBU HO – NVQ's in brigades
3. Letter to Sean Starbuck – NVQ's in brigades
4. FBU HO – IER seminars
5. UNIONLEARN – TUC courses 2008

### FBU Miscellaneous

1. FBU HO – new membership system
2. Letter to Geoff Howsego – grievance and capability service orders
3. Letter to Geoff Howsego – service order 7/1/6 discrimination of RDS
4. Letter to Geoff Howsego – removal of Portchester's van for the personnel reserve
5. ARA payment levels
6. Letter to Geoff Howsego – grievance and capability service orders collective grievance
7. Letter to Geoff Howsego – service order 7/1/6 discrimination of RDS
8. Letter to Geoff Howsego – breach of confidentiality
9. Letter to Geoff Howsego – Freedom of Information request
10. Letter to Dan Tasker – collective grievance BA procedures on FRV at redbridge

### Health and Safety

1. FBU HO – Drager PSS 100 faults
2. FBU HO – Scania P Series rear cab mounting failure
3. FBU HO – sandwich panels and portal framed buildings

### Minutes and Agendas HFRS

1. HFA notice of meeting 27/11/2007



2. HFA notice of meeting 14/11/2007
3. JTU 24/9/2007
4. CPD 16/11/2007 includes draft service order
5. ARA 26/10/2007
6. H&S 17/10/2007
7. Establishment 19/11/2007

## Miscellaneous

1. Hazards magazine
2. Fire Magazine
3. Labour Research magazine
4. Email from Kris Birkett – PDRS feedback
5. Email Susan Templeton – discretionary powers redundancy
6. Press release HFRS – new dimension exercise Fawley
7. FBU HO – a fair deal for the Fire Service

## Pensions

1. FBU HO – changes to cut off date for reckoning LSI payments in final salaries
2. FBU HO – justice for ff pensions
3. FBU HO – letter to CLG re ill-health retirement levels
4. Letter to John Bonney – levels of ill-health retirements (no response yet)
5. FBU HO - justice for ff pensions update
6. FBU EC Member region 12 – emergency resolution
7. FBU HO - justice for ff pensions round one to the FBU

## 8. Guest Speaker

Peter Miller spoke on the current situation with regard to pensions, in particular the London case. 2 Brigades in our region are reverting back to the 2004 guidance.

## 9. Chairs Report

### Play your part

This is a crucial campaign and it is one in which every member can play a part.

Let your MP know just how angry you are about the sudden change in the guidance in September 2006. Let your MP know you want the 2006 guidance returned to the original guidance set out in 2004.

Take one minute of your time to protect yourself and your colleagues.

Go to the FBU website – [www.fbu.org.uk](http://www.fbu.org.uk) – click on the Justice for Firefighters or Lobby Your MP links and email your MP. There is a standard letter you can use if you wish

### Deal or No Deal? – Herts Firefighters Question County Council

Local fire crews are up in arms over the shortage of firefighters in the County despite Herts County Council agreeing in July last year that this problem would be resolved.

While engines fail to mobilise and crews attend incidents short of personnel, Herts County Council has begun to take more firefighters off of frontline duties – something that politicians agreed not to do following last years industrial action.

Sutton Scotney has become the first RDS station to join the FBU Gary and I had a very positive meeting at the station and members had to acknowledge the fact that the FBU is the only union that can represent all Firefighters in the service. We will be trying to get to as many RDS stations as possible in the new year.



We have three resolutions, which we will be discussing this month to take to annual conference 2008. It is important that all members who have any contributions put them forward as it is a rule change year this year. Any members wishing to attend annual conference 2008 please let me know as soon as possible.

A number of draft service orders have been sent to us as part of the consultation process. We will be forwarding them onto branches for comments. It is essential that branches take part in this consultation process to ensure that changes imposed meet the needs of our members.

## 10. Secretary's Report

**November / December**

**Meetings:**

**Regional Secretary Meeting 13/11/2007**

**Complaint against Brigade Secretary**

This meeting to look at a complaint lodged against me by a member, this matter is ongoing and will be reported back to the appropriate people as required.

**Investors in People Meeting 13/11/2007**

This meeting to discuss with Dave Barrett from IiP the FBU views in Hampshire.

**CPD Meeting 16/11/2007**

This meeting with Dave Riley to discuss the issue of implementation of CPD, this was the last of the negotiation meetings, which have all been constructive.

**Establishment Meeting 19/11/2007**

This meeting with Geoff Howsego, to look at establishment issues across HFRS including alternate plans if Copnor does not close.

**Regional Education Meeting 23/11/2007**

This meeting to discuss the progress of education in our region

**FRV Meeting 23/11/2007**

Held with Dan Tasker and attended with Pete Bates. The FBU raised it's concerns over BA procedures being adopted by HFRS in regard to attending and dealing with car fires.

**Regional HR Meeting 29/11/2007**

Held with Geoff Howsego and Shella Smith to discuss outcomes of pay and review matters, primarily Green Book issues.

**Control Equal Pay meeting 30/11/2007**

Update meeting on this issue head office dealing

**Copnor Meeting 30/11/2007**

Meeting held to discuss progress on campaign against the closure of Copnor Fire Station.

**Other issues**

**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
- Wholetime 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) Please fill in all details, such as National Insurance number D.O.B etc

New subscription rates as from 1 August 2007

Membership Type	Retained				Wholetime							
<b>Trade only</b>				<b>£7.24</b>				<b>£21.93</b>				
<b>Trade + Political only</b>	£7.24	+	£0.65	<b>£7.89</b>	£21.93	+	£0.65	<b>£22.58</b>				
<b>Trade + A.I.F. only</b>	£7.24	+	£3.16	<b>£10.40</b>	£21.93	+	£3.16	<b>£25.09</b>				
<b>FULL MEMBERSHIP</b>	£7.24	+	£0.65	+	£3.16	<b>£11.05</b>	£21.93	+	£0.65	+	£3.16	<b>£25.74</b>

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

New membership packs are now available

25 year badges any branch or members who are eligible should get in conduct so that these can be presented.

Full list of branch details have to be handed into head office to update records all membership and change of



detail forms to be sent to Gary Sams Andover FS.

**12. Report from HFA**

Next meeting 12 December 2007, a deputation will be given by the FBU on the proposed cuts at Copnor. 12 February will be the decision on the outcome of Copnor. There will be a demo organised for this meeting.

**13. Health & Safety**

Issues of H&S on the Drager set sent out by FBU HO

**14. Fairness and Dignity**

Independent auditors have done our region, Hampshire self assessed at level 3, but independently come out at level 2.

**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. This skills can also assist you in you everyday job as well.

**Dates for National Education Programme:**

**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**

**16. Branch / Section Reports.**

Andover	Covered elsewhere
B&EMM	Nothing to report
Basingstoke	Nothing to report
Bishops Waltham	Nothing to report
Control	Nothing to report

Copnor Copnor report looked at and discussed

Cosham	Covered elsewhere
Droxford	Nothing to report
Eastleigh	Nothing to report
Fareham	Nothing to report
Fleet	Nothing to report

G&L Firstly apologies for not being able to make the National School in October – I had booked Union Leave some 6 months ago however I had 2 Watch members



go sick so unfortunately couldn't get the time off.

I have been invited to various meetings since becoming Region 12 Rep, although mainly it has to be said within Hampshire. It would appear that Hampshire have tended to focus a lot on promoting the BEEM aspects and issues within the County and they are now hoping to push the LGBT profile within the Service and out in the community. This has been brought into focus with the arrival of the new Equalities Manager Kathy Bowden-Ellis whom I have met with on a couple of occasions now and who is very focused on monitoring LGBT issues for the Service.

I'm very conscious on building networks within those Counties in my Region that previously have been "off the radar" with regards to LGBT representation. I've made contact with Jacky Manning, Berkshire's Snr Equality & Diversity Personnel Advisor and have been invited to their Equal Opportunities Working Party on 18 January.

I have handed out an introduction letter to other Region 12 committee members asking them to forward me the dates of their Branch Committee Meetings so I can then arrange to attend and introduce my contact numbers/details and myself.

On 9/10th October I attended the Avon Fire and Rescue Service LGBT Conference. Overall I'd say it was a good 2 days – personally I think there was an element of Snr management "back-slapping" and using the opportunity to talk about how well they had done in recent Stonewall Equality Index results but the original vision wasn't lost in terms of this being a massive opportunity to network, share best practice and understand and appreciate LGBT issues within the Fire Service.

I attended a Hampshire Branch Committee Mtg on 3/10, National G&L Committee Mtg 4/10, Avon LGBT Conference 9-10/10, Hampshire Fairness & Dignity Mtg 22/10, South East Regional CFOA Diversity Mtg 29/10, regional Equal Pay Mtg 30/11, Stonewall Mtg 4/12.

I'm working on making contact with Inscape in Portsmouth and Hants Constabulary to explore and share best practice around safety of the LGBT community in Pubs and Clubs around Hampshire.

For info I'm still not able to access my FBU email address as not set up yet so until further notice please continue to contact me on my hotmail address, many thanks.

Gosport  
Hamble  
Hardley  
Havant  
Headquartes  
Hightown  
Kingsclere  
New Milton  
Odiham

Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Nothing to report  
Covered elsewhere  
Nothing to report  
Nothing to report  
Nothing to report

Officers

Dealing with FBU HO on change over on LSI/CPD, querying NJC interpretation.

FDS course – FDS is our primary role and our day job is the bolt on.

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



GM rota, HFRS want to trial from April 2008, spoke to our members, think we have a reasonable document, but will reduce our guaranteed cover on FDS system, as it is a come in as you please system. Day job would suffer, would lose TOIL, would have to record time under flexi hours system, probably not as flexible and in real terms could have an impact on actual days leave. Possible contravention of WTD, why only applying to GM? And not SM, a divisive system. Managerial workload, loading day job. Officers section not supporting in its current form.

Portchester	Nothing to report
Redbridge	FRV went live 30/11/2007 with ALP and WrL. Watches of 10, there has been as rush to get driver training, not off road, but there is 4-wheel drive capability. FRV running on combined road/track tyres. Twice in driver training back end has broke free and damaged backlights. HFRS have no intention of providing a spare FRV when it is off the run. Will be crewed with 1 JO and another. SOP's have been issued. Attending car fires not on main roads. FBU disputing this on the grounds of H&S with regard to BA procedures.
Retained	Nothing to report
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Beacon Stations? No details sorted or available yet. ARA's levels discussed
St Marys	Covered elsewhere
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	Attending AGM main concerns were with regard to lack of facilities for women across Fire and Rescue Services.

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

Draft service orders to brought to BCM for discussion until we have electronic versions.

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

**Brigade Committee meeting**

**Wednesday 9<sup>th</sup> January 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

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

#### March

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

#### May

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

Annual Conference Southport 8-11

#### July

2<sup>nd</sup> Hampshire BCM

#### September

3<sup>rd</sup> Hampshire BCM

3<sup>rd</sup> Submission of Resolutions for Conference 2009.

#### November

4<sup>th</sup> Hampshire AGM

4<sup>th</sup> Hampshire BCM

#### February

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

#### April

2<sup>nd</sup> Hampshire BCM.

#### June

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

#### August

6<sup>th</sup> Hampshire BCM

6<sup>th</sup> Branches Resolutions for Conference 2009

#### October

AGM of Branches.

1<sup>st</sup> Hampshire BCM

1<sup>st</sup> Nominations for Conference 2009

#### December

3<sup>rd</sup> Hampshire BCM

3<sup>rd</sup> Delegates to Conference 2009

3<sup>rd</sup> Voting on Resolutions for Conference 2009.

**Please note that all the Brigade Committee Meetings will be on the first Wednesday of every month, except January which will be on the second Wednesday.**

**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> chair@hantsfbu.org.uk	A31 Blue	07917065877	01264 339000
Conrad Jordan	<b>Secretary</b> secretary@hantsfbu.org.uk	B23 Blue	07917065876	023 92371044
Gary Sams	<b>Membership Secretary</b> mem.sec@hantsfbu.org.uk	A31 Retained	07917065878	
Nigel McCullen	<b>Vice Chair</b> vice.chair@hantsfbu.org.uk	B24 White	07719534535	023 92871303
Kate Ellis	<b>Assistant Secretary</b> assist.sec@hantsfbu.org.uk	A09 Retained		
Simon Stokes	<b>Assistant Membership Secretary</b> assist.mem@hantsfbu.org.uk	A01 Basingstoke	07852117361	
Eddie Burrows	<b>Communications Co-ordinator</b> comms@hantsfbu.org.uk	A02 Blue	07875 498027	
<b><u>Sections</u></b>				
Steve Evans	<b>Health &amp; Safety Co-ordinator</b> hsw.chair@hantsfbu.org.uk	B23 Green	07973 845111	023 92371044
Paul Trew	<b>Fairness &amp; Dignity</b> fairness@hantsfbu.org.uk	C54		023 80333254
Andy Eades	<b>Officers</b> officer.chair@hantsfbu.org.uk	B20	07918888003	023 92662926
Ali Burrows	<b>Control</b> allison.burrows@fbu.org.uk	Control Green		023 80644000
Kate Ellis	<b>Women</b> women.chair@hantsfbu.org.uk	A09 Retained		
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<b>VACANT</b>	<b>Education</b> education@hantsfbu.org.uk			
	<b>UNIONLEARN</b>			
Kate Ellis	<b>Retained (On Call)</b> retained.chair@hantsfbu.org.uk	A09 Retained		
<b><u>Divisional Reps</u></b>				
<b>VACANT</b>	<b>A Division</b> adiv.rep@hantsfbu.org.uk			
<b>VACANT</b>	<b>B Division</b> bdiv.rep@hantsfbu.org.uk			
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