

DEFEND CONTROL JOBS
AN INJURY TO ONE IS AN INJURY TO ALL



HAMPSHIRE BRIGADE COMMITTEE

4th June 2008

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), Stokes (Assist Mem Sec/A01), Evans (H&S/C54), Watton (H&S/C54), Eades (A01), Blight (C56), Kneller (A30), French (B20), Eades (Officers), Sisters Barton (Women/Control/Region Sec), Burrows (G&L/Control)

2. **Members Present.**

Were Brothers Burrows (Chair/A01), Jordan (Sec/B23), McCullen (Vice Chair/B24), Bates (C Div/C54), Trew (F&D), Jackson (Officers), Sister Ellis (Ret. Chair/A09)

3. **Nominations / Elections**

Region 12 EC Member Election at Ballot stage, Conrad Jordan and Karl Horan are the candidates; members are encouraged to use their vote. The membership decides whom they want as their elected EC Member.

4. **Minutes of previous meeting.**

Accuracy – none

5. **Matters Arising.**

Page 5 H&S issues with LED lights in pump bays, members still concerned about inaccuracies of LED. Some appliances are now being fitted with old style sight tubes.

Page 5 F&D, Paul Trew has had further meeting with Steve Peglar, no further details yet

Page 6 RDS transfer to WT, where is the policy, Conrad Jordan to chase up with Lorraine Hearnden

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6. Conference

Conference ran from 20-23 May 2008 at Southport

Hampshire achieved their resolution on more funding from DCLG for RDS to undertake training where required.

Major resolutions at conference were on Pay, seeking the pay formula for another year.

Support of Control Members, no compulsory redundancies for Control Staff, to be supported by industrial action if necessary.

We have to start thinking about resolutions for next years conference, a proposal for one is;

This conference instructs the Executive Council to look at the feasibility of including other fire services, MOD, airports etc, into our membership. The Executive Council to instigate the appropriate rule changes and bring the results back to conference 2010.

7. Correspondence

Control

1. Letter from Andy Kettle – Control Training Officer

Duty Systems

1. letter to Geoff Howsego – Personnel Reserve Bank Holiday pay

FBU Miscellaneous

1. email from Kevin Butcher – CCP at Copnor
2. email to Kathy Bowden-Ellis – Diversity Liason Officers
3. email to and from Mark Rayner – ARA's
4. email to Geoff Howsego – Leave Service Order
5. email from Peter Walsh – RDS OiC ARA's
6. FBU HO – Daily Record of Decisions Annual Conference

Health and Safety

1. email – FRV
2. letter to Geoff Howsego – cancer from bottled water
3. letter from Geoff Howsego – cancer from bottled water
4. letter from Perenna Powell – cancer from bottled water
5. H&S minutes 23/4/2008

Minutes and Agendas HFRS

1. HFA – notice of meeting 24/4/2008
2. HFA – notice of meeting 28/3/2008
3. HFA – 11/4/2008
4. HFA – notice of meeting 11/4/2008

8. Guest Speaker

None

9. Chairs Report

Last month on station we attended a funeral of a firefighter who had served at Basingstoke and had retired in 1974, it was his last wish to be taken by an old engine to his funeral. We as the duty watch stood out front of the station on parade awaiting the funeral procession, with the sound of car horns from motorists who were wondering why we were standing there. I was happy standing there because it made me realise that we still

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had the public's support.

As we stood there a colleague said to me "why are we doing this?" I thought about this comment and I came to a conclusion that this firefighter although we did not know him, he served as we do and it was his generation that fought for the conditions we have today that are unfortunately being eroded. **I wish we could all stand together again, the whole of Hampshire fire and rescue, forget the past and our differences and stick together under the umbrella of the FBU.**

The ballot forms for Region 12 EC Member are out and I hope you can all support the **Hampshire candidate** standing as he is a hard worker and has supported many of you as individuals and behind the scenes in negotiation and consultation with management.

Please look at the station reports, if management is not sorting your station or watch problems bring them to the BCM we will listen, support and resolve your issue.

At last management have agreed to negotiate with us on the new leave service order, the management have gone away to discuss what they are going to give us for keeping the leave year as it is. If you as members want input send someone from your station to the BCM first Wednesday of the month all welcome 10am start.

We are going to have a consultation on whether to keep the capability service order so if you don't like the idea of a manager sacking you on a whim like they did with FF Simon Green I suggest you put your views across. You have to be in a Representative Body to do this and the FBU is the only one that can do this fully for you.

Thanks for taking the time to read this and e-mail me with your views on what we should be doing for you.

Finally please can I ask that you place a copy of this document in your station info folder and encourage all to read it, so you can see what the FBU is doing for you.

10. **Secretary's Report**

May / June

Meetings:

Control Training Job Meeting 12/5/2008

Meeting with Andy Kettle, attended with Alison Burrows, to discuss loss of training job in Control. Job will be split in future between FCO's from the watches in Control.

Control Rank to Role Meeting 12/5/2008

This meeting to discuss the rank to role process that would take place with Control, attended with Alison Burrows

Equal Pay Meeting 13/5/2008

Meeting held by Geoff Howsego, ongoing process of equal pay between Green and Grey book. Green book are the most affected by this process, Grey Book is being used as the caparison.

Annual Conference 19/5/2008 to 23/5/2008

Report under conference

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Personnel Reserve Bank Holiday Pay Meeting 29/5/2008

Held with Kevin Butcher and Keely Stafford, issue of loss of Bank Holiday pay when personnel reserve remove a person off a night before a Bank Holiday and the resulting loss of Bank Holiday pay. The service view is that the individual has had 3 months notice of the change of work routine and therefore is not entitled to the pay.

Leave Service Order and Capability Service Order Meeting 3/6/2008

Held with Keely Stafford and Katie Stephens attended with Pete Bates. Meeting to try and finalise differences in leave order. Agreement reached on TOIL issue, the 17 hours limit will be phased in over a transition period of 18 months. It is envisioned that in the future 17 hours will be the limit to comply with the WTD. The limit of 5 days leave carried over again to comply with the WTD. In exceptional circumstances this limit of 5 days will be increased. A definitive list is not available of exceptions and would be a matter of discussion between the individual and their line manager. RDS are able to take their leave days as a block or individual days. There were some minor amendments to the wording of the leave order that was also agreed.

It remains an item of disagreement over the start and finish times of the leave year, HFRS to come back with a proposal to put to the membership as to why the leave year should stay as it is.

Capability Service order was discussed, the FBU agreed to go back to its membership and conduct a consultation survey with its membership on whether to accept or reject this service order. The FBU have agreed a status quo on the service order whilst this is conducted and the service order remains in place as is.

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 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 RFU turned down their seat on the NJC.
- Service Order on Leave, leave year to be changed
- Rank to Role (but Control in process of being 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

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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
- High Rise policy/service order
- Capability Service Order delay, FBU to conduct consultation with membership

11. Membership Secretary's Report

Previous difficulties and discrepancies between payroll dept. and head office are being resolved.

Members are encouraged to be in the AIF – if they are not and wish to be then complete the appropriate form and return to Gary Sams.

Members are also reminded to check and if necessary change their FBU nominations if they have had changes to their personal circumstances. (married, divorced etc)

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 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				Wholtime							
Trade only				£7.24				£21.93				
Trade + Political only	£7.24	+	£0.65	£7.89	£21.93	+	£0.65	£22.58				
Trade + A.I.F. 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

New membership packs are now available

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

OOT (out of trade) application forms are available on line

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

The HFBU have concerns over reports that have appeared in the paper with reference to Councillor Phil Heath who has behaved aggressively and abusively towards Council Officer Jen Cripps and Sentinal Housing Officers Nicola Fremond and Beau Rickerby. This would appear to be contrary to the core values of HFRS. The HFBU is concerned that Councillor Phil Heath as a Fire Authority member should be there to set an example and this behaviour does not do that.

13. Health & Safety

The Hampshire FBU have serious concerns on the issue of HFRS sending out 3 riders to incidents, Conrad Jordan to write to HFRS.

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Toxicity report, a culture change is required in cleaning and maintenance of PPE. Helmets are not being cleaned after fires. Chemicals remain on the PPE and are leaching into the skin of the wearer. The simple rule, 'if you can smell it, it is doing you harm.'

14. Fairness and Dignity

No further update at present

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

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

June 17 2008	Media Skills Training	Newbury College Business Centre
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16. Branch / Section Reports.

Andover	Nothing to report
B&EMM	Nothing to report
Basingstoke	Covered elsewhere
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
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	Nothing to report
New Milton	Nothing to report
Odiham	Nothing to report

Officers

GM rota going ahead, review in July; left SM as only group not recording time,

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Portchester	Nothing to report Nothing to report Nothing to report
Redbridge	GM rota going ahead, review in July; left SM as only group not recording time, now using same sheet as GM, but the sheet is not designed for SM Nothing to report The FRV has now been operational at 53 for 6 months. It was reported that the vehicle had recently returned from Fleet Maintenance Centre and the following modifications had been actioned; <ul style="list-style-type: none">• Upgrade of the suspension springs – drivers report a marked improvement in handling, braking and steering.• FRV Deployment B.A. Board has been supplied and stowage provided. Board holds 2 tallies; an LCD clock automatically starts when a tally is inserted in.• Improvements and upgrading of vehicle scene lighting.• Water tank LED gauge recalibrated and working correctly. CCTV cameras have yet to be fitted due to sourcing and supplier problems. FRV crews have not reported any noticeable increase in anti-social behaviour directed towards them, although CCTV will be generally welcomed. No modifications to equipment stowage have yet been made until a definitive list of required kit is agreed. Locker capacity and overall weight remain an issue here. Different foam additives are being developed and will be tried in due course. It was confirmed that the use of Fire-Express foams was not an issue to the Environment Agency. The FRV is generally reported to work well at the majority of smaller secondary fires. Following negative feedback it no longer responds to RTC-Washdown as the only attendance. It continues to attend many other incidents in support of 53 WrL. The overwhelming view of the Working Group was that the FRV (as the only attendance) was not performing efficiently, effectively or within safe systems of work at car fires. User feedback consistently highlights; insufficient water capacity, scene safety issues, unsafe single wearer B.A. operations, incident management problems (spans of control & observation) and a lack of necessary ancillary equipment carried.
Retained	
Romsey	
Rushmoor	ITOP/ADC process can disadvantage RDS due to loss of earnings from full time employment whilst attending ITOP/ADC, Conrad Jordan to raise this with HFRS
Southsea	
St Marys	Nothing to report
Stockbridge	Nothing to report
Sutton Scotney	
Tadley	Members are concerned on the lack of progress with regard to the leave year
Totton	

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Training Centre
Waterlooville
Whitchurch
Winchester

Nothing to report
Nothing to report
Nothing to report

Women

GM rota going ahead, review in July; left SM as only group not recording time, now using same sheet as GM, but the sheet is not designed for SM

Nothing to report

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Nothing to report
Nothing to report

Members are concerned on the lack of progress with regard to the leave year

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

Separate report going out on equality and diversity and the effect and treatment of women and ethnic minorities in fire and rescue services.

Maternity policy needs to be updated in HFRS

Concerns have been raised about the statues at SHQ

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

Recent changes in pension commutations, Paul Trew to investigate further and gain guidance, Paul Trew also volunteered to become the expert on pension matters.

HFRS re-branding has cost £18,000 in research, the FBU are concerned at the overall cost of this exercise! Conrad Jordan to write to HFRS.

Concerns on the redundancies of Control Staff within HFRS, Conrad Jordan to write to CFO.

Concerns on the influence of the Masons within HFRS, Conrad Jordan to write to HFRS.

Reminder to all Branches to set dates for October for their AGM's.

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

Brigade Committee meeting

Wednesday 2nd July 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.

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Diary of Events

2008

January

9th Hampshire BCM.

March

5th Hampshire BCM.

May

7th Hampshire BCM.

Annual Conference Southport 19-23

July

2nd Hampshire BCM

24th RDS Section meeting Yateley Fire Station

September

3rd Hampshire BCM

3rd Submission of Resolutions for Conference 2009.

November

5th Hampshire AGM

5th Hampshire BCM

February

6th Hampshire BCM.

April

2nd Hampshire BCM.

June

4th Hampshire BCM.

August

6th Hampshire BCM

6th Branches Resolutions for Conference 2009

October

AGM of Branches.

1st Hampshire BCM

1st Nominations for Conference 2009

December

3rd Hampshire BCM

3rd Delegates to Conference 2009

3rd 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

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	<u>Position</u>	<u>Station</u>	<u>Mob. Tel. No.</u>	<u>Work Tel. No.</u>
<u>Brigade EC</u>				
Eddie Burrows	Chair chair@hantsfbu.org.uk	A01 Blue	07917065877	
Conrad Jordan	Secretary secretary@hantsfbu.org.uk	B23 Blue	07917065876	023 92371044
Gary Sams	Membership Secretary mem.sec@hantsfbu.org.uk	A31 Retained	07917065878	
Nigel McCullen	Vice Chair vice.chair@hantsfbu.org.uk	B24 White	07719534535	023 92871303
Kate Ellis	Assistant Secretary assist.sec@hantsfbu.org.uk	A09 Retained		
Simon Stokes	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	A01 Basingstoke	07852117361	
Eddie Burrows	Communications Co-ordinator comms@hantsfbu.org.uk	A02 Blue	07875 498027	
<u>Sections</u>				
Steve Evans	Health & Safety Co-ordinator hsw.chair@hantsfbu.org.uk	B23 Green	07973 845111	023 92371044
Paul Trew	Fairness & Dignity fairness@hantsfbu.org.uk	Group HQ 53	07918888253	023 80442932
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VACANT				
Martin Merrit	Education education@hantsfbu.org.uk			
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Kate Ellis	Retained (On Call) retained.chair@hantsfbu.org.uk	A09 Retained		
<u>Divisional Reps</u>				
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	B Division bdiv.rep@hantsfbu.org.uk			
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