

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



HAMPSHIRE BRIGADE COMMITTEE

3rd September 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 Evans (H&S/C54), Watton (H&S/C54), French (B20), Eades (Officers), Sisters Ellis (Ret. Chair/A09) (Women/Control/Region Sec), Burrows (G&L/Control)

2. **Members Present.**

Were Brothers Jordan (B23), Burrows (Chair/A01), McCullen (Vice Chair/B24), Sams (Membership Sec/A31), Stokes (Assist Mem Sec/A01), Bates (C Div/C54), Trew (F&D), Jackson (Officers) Blight (C56), Eade (A01), Trew (C53)

3. **Nominations / Elections**

Conrad Jordan is unfortunately stepping down as Brigade Secretary; he will carry on his role dealing with disciplines and will carry on as the branch sec. of Cosham. This leaves a vacancy, so please express nominations of interest to next months BCM

National officers election, Paul Woolstenholmes is up for re-election, no others are standing, could branches please show their support by nominating him.

4. **Minutes of previous meeting.**

Accuracy –no minutes available

5. **Matters Arising.**

All the votes returned over the consultation with the membership about whether they wish the capability service order should be removed, have been returned and duly counted.

For keeping the capability service order 4.7%



For NOT keeping the capability service order 95.3%

On going concerns of pumps mobilising with only 3 riders

Use of blue lights for USAR and other corporate areas possibly being removed

Due to an incident in south Yorkshire where an appliance on blue lights went through a red light hitting a car and killing a passenger. Could all members remind themselves of service policy. The FBU advises you should stop at red lights or if you proceed through them it must be at walking pace.

6. Conference

Suggested resolutions for next year's conference

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 brings the results back to conference 2010.

These resolutions can be amended by branches, please submit your amendments to the BCM

7. Correspondence

Deferred to next month

8. Guest Speaker

none

9. Chairs Report

I would like to take this opportunity to remind members of the inherent dangers of recording images on a phone at work or whilst in uniform, also making jokes on public access forums, or placing images on YOU TUBE. All of these can lead to discipline proceedings, as you don't know where the images will end up or who will see them. It is impossible to defend a member when their face is clear to see.

Remember that what you may find funny others may find offensive.

I would like to remind all FBU Members that it is all of your responsibility to encourage union membership on your station and your watches. It is only by having a large membership that we can have a voice. **Union** is not a dirty word it protects you.

Union reps courses, even if you have a rep on station you can still go on the course, I would highly recommend this course, and it costs you nothing.

UNION REPRESENTATIVES INITIAL TRAINING PROGRAMME Hours: 0900 to 1700

Union Reps Stage 1

- Ø 12 Wednesdays from 17th September - 17th December 08 (to include 2 x 1 week breaks)
- Ø 3x4 day blocks (all dates must be attended) 3rd - 6th November, 1st - 4th December & 5th - 8th January 09 (to include 1 x 3 week break & 1 x 5 week break)

Union Reps -Stepping Up (Stage 2)



Ø 3 x 4 day blocks (all dates must be attended) 14th - 17th October, 11th - 14th November
8th, 10th, 11th & 12th December 08 (to include 2 x 3 week breaks)

Call Paul Fletcher on 07917 065 859

It is with deep regret that Conrad Jordan is stepping down from his position as Brigade Sec. I don't think the brigade or the region know how much Conrad has done for the benefit of Hampshire members. He has worked tirelessly through difficult times and difficult issues and not forgetting difficult managers. He has changed the perception of the FBU in managers minds as an organisation the service has to talk to. This is a great loss as few people step forward to fill these roles.

Conrad you will be missed

10. Secretary's Report

This is my last report as Brigade Secretary. I have enjoyed my time as your representative and thank everyone who has helped me whilst I was in position. I will still be available as an advisor to the Brigade Committee and the new Brigade Secretary. It is only due to personal circumstances that I step down. I am not stepping completely away from FBU duties I will continue in my role as Branch Secretary at Cosham.

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.

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

11. Membership Secretary's Report

6 new members since last month have joined the FBU. Welcome to them. Please a reminder for all those filling in membership forms, please take care to fill them out correctly, remember there are 4 forms to fill in.

Members if you retire and come back to work you will need to re-apply to the union.



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			Wholetime								
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

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

Next fire authority meeting is on the 17th September at 10am in the civic offices opposite HQ Eastleigh, public welcome.

13. Health & Safety

NOTHING TO REPORT

14. Fairness and Dignity

Chris Andrews has been made redundant, the brigade committee regret the loss of this post and wish to send our good luck to him, when he has worked so hard on F and D issues

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
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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

A local course to be arranged and organised to cover matters of discipline and grievances. Separate courses will be conducted to cover all aspects of these issues. Watch this space for more details.

16. Branch / Section Reports.

Andover	Have concerns over retained cover
B&EMM	Nothing to report
Basingstoke	Nothing to report
Bishops Waltham	Nothing to report
Control	Nothing to report
Copnor	Nothing to report
Cosham	SEU has arrived things are starting to settle down
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

Officers' Section meeting 2nd Sept 2008
Eastleigh Fire Station
16.00hrs

1. GM Rota

The thoughts of the branch were positive towards the new rota. Concerns were raised as to the provision of specialist roles such as FI however it was pointed out that this was an issue prior to the introduction of the revised rota. It was felt that there should be some feedback from Control but that this is an issue for management not FBU. The reps are to attend a meeting on 25th Sept to review the trial with a view to accepting the revised rota for GMs

Vote for accepting at meeting on 25th passed by the branch.

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The issue of SMs moving to the same system was discussed. It was pointed out that the current timesheet does not fully reflect the conditions the SMs work under. However, the recording of time was a fundamental H&S safeguard and should remain.

A 'new' timesheet will be introduced in October which will roll over the accrued/deficit time. Andy Bowers has asked for a TOIL figure as at end June 08 and this together with the figures for July/Aug/Sept will be given as a start figure for the new sheet. Andy Bowers said he had not had all returns for the end June figure and that no return could result in a 'zero' hours figure being placed in the timesheet. The overwhelming view was that SMs should move to the same rota as GMs however there was a feeling that the Service actively want the different roles to have different rotas (even if by name only) to satisfy desired outcomes from members of SMT.

Vote to work towards all FDS on the same rota system was passed with just 3 abstentions.

Post meeting note

Action: GJ to raise this issue at the meeting on the 25th September when the 'trial' of a revised FDS rota for Middle Managers, carried out on a sample group consisting of GMs is (we anticipate) accepted and implemented. The FBU will request there be a group set up with a view to introducing the *same* rota system to *all* Middle Managers in FDS roles. This group will produce a realistic timeline for the introduction of this revised FDS System to SMs

2. Provision of cars for FDS officers

Malcolm Pinchin gave an overview of the issues surrounding the use of private vehicles for Service duties. He highlighted the Corporate responsibility and outlined the current audit of both individual driving licences and of private vehicle (grey fleet) MOTs and Insurance.

Should it become necessary for the introduction of fleet cars this will not be carried out overnight but rather staged to ensure a realistic servicing/replacement schedule with Fleet Maintenance.

The vehicle is likely to be individual issue.

Members raised issues of individual's needs and that the vehicle will have to be 'fit for purpose'. It was stated that in the SE region other Brigades have fleet vehicles and they run successfully.

There is an undertaking from those on the working group for full consultation with RBs as this issue progresses.

Issues already highlighted are:

- Tax implications as 'Benefit in kind'.
- Use of vehicle for personal transport whilst both 'on call' and off duty.
- Type of vehicle.
- Single type for all FDS.
- Marked vehicles at private addresses (some covenants may prevent 'commercial vehicles' in certain estates).

A recommendation as to how to progress this issue is anticipated within 6 months.

3. AOB

Dave Graham requested all personnel participate in the Staff Uniform Survey as this will have an influence on future uniform provided

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Portchester	Nothing to report
Redbridge	Concerns raised by members after FRV and ALP were off the run and a WT was put on the run with 2 fire fighters, called an frv but only allowed to use certain equipment (see AOUB)
Retained	Nothing to report
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Raised concerns that when a member was at St Marys detached he had to take part in cold calling to gain HFSV referrals. Can we remind members that we have an agreement with the service that we do not cold call. Are getting involved with the new swift rescue from height procedure can an FBU member get involved on station see Nigel McCullan
St Marys	Raised concerns about advert on the back of the new telephone directory, for domestic sprinklers, especially when you read their website. Letter to management.
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.

Discussion on the FRV being replaced by a pumping appliance.

If the service feels it is ok to replace the FRV with a pump, we would say why did you get rid of the WrT in the first place. The Brigade Committee are shocked and appalled at the latest situation at Redbridge crewing a fire appliance with two riders. This is against the working groups decision that when taken off the run there will be no replacement as it is a one of a kind. This decision is dangerous, fool hardy and the thin end of the wedge for expecting crews of less than 4 riders. We are concerned that members and non-members of the FBU would consider this as appropriate or safe. And would they think the public would be happy with an appliance turning up with two riders, who can only use some of the kit. A letter is being sent to management to ensure this does not happen again. We still strongly appose 3 riders on all pumps retained or wholetime.

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



18. Date / Venue of next meeting.

Brigade Committee meeting

Wednesday 1st October 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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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>				
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