

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



## HAMPSHIRE BRIGADE COMMITTEE

1<sup>st</sup> October 2008

## WINCHESTER RUGBY CLUB

### Agenda

1. Apologies
2. Members Present
3. Structure and roles of Hants FBU
4. Nominations/Elections
5. Minutes of Previous Meeting
6. Matters arising
7. This Months meetings
8. Fire service consultation
9. Correspondence
10. Guest Speaker
11. Chairs Report
12. Secretaries Report
13. Membership Secretaries Report
14. Reports from HFA
15. Health & Safety
16. Fairness & Dignity
17. Education
18. Branch / Section Reports
19. A.O.U.B.
20. Date and Venue Next Meeting

#### 1. Apologies.

Were received from Brothers Ash (54), A Glasspool (23/branch chair), Merrit (30/union learn) Eades (Officers), Sisters Ellis (Ret. Chair/A09) (Women/Control/Region Sec)

#### 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), Boyle (32), Brown (USAR), Fletcher (Reg Education), Sister Carswell (01/ass sec)

#### 3. Structure and Roles of Hants FBU

See separate sheet

#### 4. Nominations / Elections

Paul Trew has been proposed to fill the vacancy of secretary by Tony Brown and Seconded by Nigel McCullen. (elected) This will be a temporary position until a permanent secretary comes forward. This will be reported to region for validation.

Kate Ellis has stepped down as assistant sec. Gemma Carswell has been proposed as replacement by Tony Brown, Seconded by Gary Jackson (elected).

Conrad Jordan has been proposed as B div rep by Paul Trew seconded by Stu Eade (elected)

Lud Ramsey has stepped down as B+EMM rep, this position remains vacant.

Conrad Jordan was also elected as Education rep.

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## 5. Minutes of previous meeting

There was an inaccuracy on the previous minutes with regards the subscription rates. The new rates are detailed in the Membership Secretaries report below.

## 6. Matters arising

The Chair is composing a letter to management to incorporate capability into discipline as per the grey book. Paul Trew – concern; seems to be lots of willing volunteers for discipline reps but with lack of experience/confidence.

Paul Fletcher – reply; He is setting up National and joint regional programmes for grievance and discipline training.

Gary Jackson – concern; is there a policy on privacy and confidentiality among the FBU discipline reps?

Chair – reply; as long as the member in question is asked and informed that their reps needs to consult or discuss with another union official.

## 7. This Months meetings

Rep body meeting (4<sup>th</sup> Nov) – service plan – Gary Jackson + Paul Trew attending

Joint Trade Union meeting (10<sup>th</sup> Dec) –

Establishment meeting (8<sup>th</sup> Oct) – Justin Boyle attending

Job evaluation meeting – Conrad Jordan attending

Health and safety meeting – Gary Jackson + Paul Mcmillian attending

IRS (20<sup>th</sup> Oct) – Eddie Burrows + Stu Eade attending

RDS project meeting – Conrad Jordan attending

Part time working – Stu Eade + Gary Jackson attending

Peer review – Paul Trew

Becon Department project board – Gary Jackson dealing

## 8. Fire Service Plan consultation

Members are reminded that they should be given 90 days notice for PR change of shifts.

Members should be encouraged to respond to the consultation on web ( link on union web site)

A working group has been formed; Nigel McCullen, Gary Jackson, Justin Boyle, Paul Trew, Peter Bates are dealing and will report back after next consultation.

## 9. Correspondence

### All Members

#### Control

#### Duty Systems

RDS – email S Ransley, use of Eastleigh Fire Station

#### FBU Miscellaneous

1. Sprinkler advert
2. letter to Geoff Howsego about advert – no reply as yet
3. Letter to Andy Bowers about frv (meeting attended) – awaiting formal reply on policy
4. Letter to Geoff Howsego about Chris Andrews – no reply
5. Email from WM Rance about TOIL levels- email to Keely Stafford and Katie Stevens – awaiting reply



## Projects

1. Fire service plan – covered earlier
2. Beacon Department project ( in meeting list) – Gary Jackson dealing
3. Review of home safety (methodology)
4. Review of home safety (background)
5. Findings objectives, home safety – logged concerns about lone working
6. Beacon station freedoms and flexibilities, proposal paper

## Health and Safety

### Minutes and Agendas HFRS

JTU meeting

### Miscellaneous

Received letter from the Chief thanking Conrad Jordan for his efforts as FBU sec.

## 10. Guest speaker – none

## 11. Chairs Report

We have Five new members signed up to join the FBU this week, I would like to welcome you to the union.

I have been very busy this month with Conrad stepping down, I am trying to recruit new younger members of the FBU to get more involved in the brigade and branch officials roles. We require members to start looking after their own interests as well as being helped by us. You will receive all the support you require. Get involved you will get more out of it than you realise.

I am pleased to announce that we have had three satisfactory outcomes with disciplines; unfortunately we are dealing, with others which are ongoing.

I attended the JTU meeting with Kate Ellis and Gary Jackson, we highlighted the need for an up to date negotiation/consultation log, we also pressed for a better maternity policy than that was been offered, a meeting will be held shortly with management.

FRV meeting held with Andy Bowers, over the situation of a WRT being used with two riders as a replacement for the FRV. Andy has assured us that while a solution is found there will not be a replacement for the FRV. Andy mentioned that there will be a second FRV in the next financial year.

There has been an issue at Winchester over the timescale for the reduction of TOIL. There has been no agreement over time scales and HR are consulting the SMT. I am arranging a meeting with Geoff Howsego to raise this and other issues, including whether the toil can be paid. In the meantime I am sure the status quo should prevail.

I met three FBU officials from Humberside who came down to investigate our Personnel Reserve system, as their Brigade are looking into adopting the system for themselves. We visited Red watch Basingstoke and Winchester who were very helpful and honest and I would like to thank them for their help.

On a final note I would like all branch officials to place a copy of these minutes into the station info folder.



## 12. Secretary's Report

### 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.**

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
- 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
- Maternity policy

## 13. Membership Secretary's Report

5 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](http://www.hantsfbu.org.uk) Please fill in all details, such as National Insurance number D.O.B etc an send to Gary Sams (Andover Fire Station) or give to branch sec to bring to next BCM.

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.

New subscription rates as from 1 August 2007

Membership Type	Retained				Wholetime				
Trade only				£7.41				£22.45	
Trade + Political only	£7.24	+	£0.65	£8.10	£21.93	+	£0.65	£23.14	
Trade + A.L.F. only	£7.24	+	£3.16	£10.66	£21.93	+	£3.16	£25.70	
FULL MEMBERSHIP	£7.24	+	£0.65	+	£3.16	£11.35	+	£3.16	£26.39

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.

14. **Reports from HFA** \_\_\_\_\_ Nothing to report
15. **Health and Safety** \_\_\_\_\_ Nothing to report
16. **Fairness and Dignity**  
Talk to management asking what the policy and protocols are on police investigations and arrests on stations.
17. **Education.** \_\_\_\_\_ Nothing to report
18. **Branch / Section Reports.**
  - Andover Nothing to report
  - B&EMM Nothing to report
  - Basingstoke Concerns over no money for substantive promotions so lots of temporary. If members find themselves temp. in a substantive position they should write a letter asking why?  
Question: can drivers drive in fire boots?  
Answer: Drivers can drive in whatever is comfortable, safe and appropriate.
  - Bishops Waltham Nothing to report
  - Control Nothing to report
  - Copnor Nothing to report
  - Cosham Ticking along nicely
  - Droxford Nothing to report
  - Eastleigh Report to be sent by Branch Chair- Chase up reply to letter sent to management by Branch Chair.
  - 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

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Officers	Nothing to report
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	Nothing to report
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Applied for 'bonding' money – awaiting reply
St Marys	Retained pump been on run for 1 year now – report on figures and stats next month.
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	FBU would like to see it's maternity policy adopted by HFRS, as this has been achieved in the IOW. To follow the governments E&D strategy to obtain set targets of 15% recruitment of women we would need a better maternity policy, as a direct correlation between recruitment and retention of women and a good maternity policy has been noted. If could recruit 18% women into HFRS extra funding available from government as reward, could pay for extra maternity pay. The Fire minister has endorsed FBU maternity policy and would like to see it adopted in all fire services.
USAR	Concerns over lost allowance.

19. **A.O.U.B.**

Conrad has requested that through freedom of information the brigade supplies figures on the number of women and B & EM are on the part time working trial.

Possible conflict of interest with officers having a discipline section within their development folders. May create disciplines to fulfill development.

Fire Service Plan document is not very easy to find on the web site.

Thanks from Justin Boyle to Eddie, Conrad, Pete and Stu for their help in recent stage 3 discipline.

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

**Brigade Committee meeting**  
**Wednesday 5<sup>th</sup> November 2008**  
**1000hrs – 1700hrs @ 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.

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**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

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

#### March

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

#### May

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

Annual Conference Southport 19-23

#### July

2<sup>nd</sup> Hampshire BCM

24<sup>th</sup> RDS Section meeting Yateley Fire Station

#### September

3<sup>rd</sup> Hampshire BCM

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

#### November

5<sup>th</sup> Hampshire AGM

5<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**

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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>
<b><u>Brigade EC</u></b>				
Eddie Burrows	<b>Chair</b> <a href="mailto:chair@hantsfbu.org.uk">chair@hantsfbu.org.uk</a>	A01 Blue	07917065877	
Paul Trew (temp 3 months)	<b>Secretary</b> <a href="mailto:secretary@hantsfbu.org.uk">secretary@hantsfbu.org.uk</a>	Group HQ 53	07918888253	023 80442932
Gary Sams	<b>Membership Secretary</b> <a href="mailto:mem.sec@hantsfbu.org.uk">mem.sec@hantsfbu.org.uk</a>	A31 Retained	07917065878	
Nigel McCullen	<b>Vice Chair</b> <a href="mailto:vice.chair@hantsfbu.org.uk">vice.chair@hantsfbu.org.uk</a>	B24 White	07719534535	023 92871303
Gemma Carswell	<b>Assistant Secretary</b> <a href="mailto:assist.sec@hantsfbu.org.uk">assist.sec@hantsfbu.org.uk</a>	A01 Blue		
Simon Stokes	<b>Assistant Membership Secretary</b> <a href="mailto:assist.mem@hantsfbu.org.uk">assist.mem@hantsfbu.org.uk</a>	A01 Basingstoke	07852117361	
<b>VACANT</b>	<b>Communications Co-ordinator</b> <a href="mailto:comms@hantsfbu.org.uk">comms@hantsfbu.org.uk</a>			
<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>	B23 Green	07973 845111	023 92371044
Paul Trew	<b>Fairness &amp; Dignity</b> <a href="mailto:fairness@hantsfbu.org.uk">fairness@hantsfbu.org.uk</a>	Group HQ 53	07918888253	023 80442932
Andy Eades/Gary Jackson	<b>Officers</b> <a href="mailto:officer.chair@hantsfbu.org.uk">officer.chair@hantsfbu.org.uk</a>	B20	07918888003	023 92662926
Ali Burrows	<b>Control</b> <a href="mailto:allison.burrows@fbu.org.uk">allison.burrows@fbu.org.uk</a>	Control Green		023 80644000
Kate Ellis	<b>Women</b> <a href="mailto:women.chair@hantsfbu.org.uk">women.chair@hantsfbu.org.uk</a>	A09 Retained		
Ali Burrows	<b>G+L</b> <a href="mailto:allison.burrows@fbu.org.uk">allison.burrows@fbu.org.uk</a>	Control Green	07917 065860	023 80644000
<b>VACANT</b>	<b>B&amp;EMM</b> <a href="mailto:baemm@hantsfbu.org.uk">baemm@hantsfbu.org.uk</a>			
Conrad Jordan	<b>Education</b> <a href="mailto:education@hantsfbu.org.uk">education@hantsfbu.org.uk</a>		07505365025	023 92371044
Martin Merrit	<b>UNIONLEARN</b>	A30 Retained		
Kate Ellis	<b>Retained (On Call)</b> <a href="mailto:retained.chair@hantsfbu.org.uk">retained.chair@hantsfbu.org.uk</a>	A09 Retained		
<b><u>Divisional Reps</u></b>				
Bryce Allcorn	<b>A Division</b> <a href="mailto:adiv.rep@hantsfbu.org.uk">adiv.rep@hantsfbu.org.uk</a>	A02 Retained	07880 713375	
Conrad Jordan	<b>B Division</b> <a href="mailto:bdiv.rep@hantsfbu.org.uk">bdiv.rep@hantsfbu.org.uk</a>		07505365025	023 92371044
Pete Bates	<b>C Division</b> <a href="mailto:cdiv.rep@hantsfbu.org.uk">cdiv.rep@hantsfbu.org.uk</a>	C54 Red	07786 292045	023 80333254