

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



## HAMPSHIRE BRIGADE COMMITTEE

5<sup>th</sup> November 2008

## WINCHESTER RUGBY CLUB

### Agenda

1. Apologies
2. Members Present
3. Nominations/Elections
4. Minutes of Previous Meeting
5. Matters arising
6. This Months meetings
7. Fire service consultation
8. Maternity
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.**

Brothers E Burrows(Chair/01) and J Boyle(32)

2. **Members Present.**

Were Brothers Jordan (B23), McCullen (Vice Chair/B24), Sams (Membership Sec/A31), Stokes (Assist Mem Sec/A01), Bates (C Div/C54), Trew (F&D), Jackson (Officers) Eade (A01), Brown (USAR), Allcorn (02/A div rep), Eades (Officers), French (16) Sisters Carswell (01/ass sec), Ellis (09/Womens/RDS Chair), A Burrows (G&L/Control)

3. **Nominations / Elections**

See AGM Minutes

Due for re election is Stewart Brown of Executive Council member for G & L members. Nomination forms have been dispatched.

4. **Minutes of previous meeting**

Minutes were a true record as amended.

5. **Matters arising**

Paul Trew; asked if union reps can not attend disciplines for whatever reason can they let someone know asap. This means that a replacement can be found and union makes best use of having 2 reps and 1 shadowing rep per discipline

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Conrad received a reply about the part time working trail. There are 6 white males taking part in the trail. Kate Ellis concern; HFRS had the opportunity to trail PTW on both genders and was not taken.

## 6. This Months meetings

Equal pay meeting- HQ comm. Room 1400-1630 12<sup>th</sup> Nov

Regional Meeting – Reading

Peer review – 19<sup>th</sup> 24<sup>th</sup> 25<sup>th</sup> Nov Paul Trew attending

Consultation service plan general public- Southsea 24<sup>th</sup> Nov 1900hrs

Staff – St Marys 17<sup>th</sup> Nov 1000hrs

Staff- Alton 20<sup>th</sup> Nov 1900hrs

Regional lobby- Paul Trew needs to know numbers so can arrange transport – 12<sup>th</sup> Nov

## 7. Fire Service Plan consultation

GJ, PT, PB and AE attended meeting.

As working group they will put together a report to bring to next BCM **ACTION PB**

Need to confirm when consultation period ends. **ACTION PB**

## 8. Maternity

Report as per September BCM minutes.

KE has formed a business plan to take to the fire authority on 10<sup>th</sup> December 2008, and also to the JTU later that afternoon.

## 9. Correspondence

**All Members**

**Control**

**Duty Systems**

**FBU Miscellaneous**

1. Letter to Mark Rayner – job evaluation
2. e mail from Gary Jackson- 24hr timesheet
3. Letter to Geoff Howsego- job evaluation
4. peer assessment – Jo Wilson
5. freedom of information act – project fireguard
6. letter to Andy Kettle – Beacon award
7. Tayside dispute
8. letter to Keely Stafford- capability
9. e mail to Mick Johns – Co responding
10. e mail from Mick Johns – Co responding
11. freedom of information act – co responding
12. business case Kate Ellis – Maternity
13. e mail Molly Jennings – maternity
14. intermediate proposal – maternity
15. officials sheets

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16. F and I reply – project fire guard
17. SO service fitness for review TB DEALING
18. SO retained management systems CJ DEALING
19. life long learning report
20. reply from Katie Stephens – Chris Andrews post
21. history of leave year – gone to region
22. letter from Audrey Olden – stakeholders
23. letter Katie Stephens – TOIL
24. posters and info on lobby of parliament on 12<sup>th</sup> Nov
25. F and I reply – co responding
26. e mail Katie Stephens - TOIL

## **Projects**

### **Health and Safety**

### **Minutes and Agendas HFRS**

### **Miscellaneous**

Sprinkler advert – the company involved have thanked us for raising concerns, have paid brigade £5000 and asked for input into their website.

## **10. Guest speaker**

### **Mick Johns and Keith Boyce from co responder scheme;**

General discussion about the co responder scheme.

As Branch chairs there is a need to make members aware of the FBU's policy on co responding. Members will face expulsion from the FBU if co responding.

Hants FBU looking into ways of working with management to solve co responding issue.

## **11. Chairs Report**

I had a productive meeting with Geoff Howsego about a number of issues, we have had approval that on stage 2 and 3 disciplines we can have two FBU reps dealing and one rep. Shadowing.

I attended the family friendly SO meeting with Kate Ellis and Gary Jackson to discuss the maternity part of the policy this is ongoing another meeting to be held in December.

I would like to remind all branches that they should place these minutes in the info folder on station, and talk about the issues that are going to affect you.

## **12. Secretary's Report**

New secretary is adjusting to role.

### **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)



[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
- 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
- Maternity policy

### 13. Membership Secretary's Report

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 and send to Gary Sams (Andover Fire Station) or give to branch sec to bring to next BCM.

New subscription rates as from 1 August 2008

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.LF. only	£7.24	+	£3.16	£10.66	£21.93	+	£3.16	£25.70				
FULL MEMBERSHIP	£7.24	+	£0.65	+	£3.16	£11.35	£21.93	+	£0.65	+	£3.16	£26.39

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.

**14. Reports from HFA**

The next full fire authority meeting is on the 10<sup>th</sup> of Dec. at the civic offices in Eastleigh.

We will be giving at least 2 depositions about maternity, and I have requested it to be an agenda item to be discussed.

We will require members support to attend this meeting especially female firefighters

**15. Health and Safety**

Nothing to report

**16. Fairness and Dignity**

Brigade asked for F and D trainer to go to station to train personnel. PT said no as he did not want to take the place of diversity officer who was made redundant.

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

**Dates for National Education Programme:**

**2008**

November 2-7	National School	Year 1&2	Wortley Hall Sheffield
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**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
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October 16-18	G&L School	G&L	Wortley Hall Sheffield
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November 1-5	National School	Year 1&2	Wortley Hall Sheffield
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**Regional Training**

June 17 2008	Media Skills Training	Newbury College Business Centre
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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.

**18. Branch / Section Reports.**

Andover	Nothing to report
B&EMM	Nothing to report
Basingstoke	Nothing to report
Bishops Waltham	Nothing to report

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Control	Beacon status, trying to get pumps booked out as soon as possible. Regional control, lots of security putting some people off LAC meeting on 7 <sup>th</sup> Nov to discuss shift patterns etc.
Copnor	Nothing to report
Cosham	Branch concerned about the waste of time and resources being spent on CCP that is replacing Copnor fire station. The CCP will distract from the core business of the Portsmouth stations and will be detrimental to the working, efficiency and core skills of these stations. Conrad to write to GM. Branch was not supportive of the flexible working hours proposed by HFRS. It will impact on the family friendly 224 system. It will result in actually having to work more days and therefore reduce the number of leave days being able to be taken. The flexible working hours would also impact on the efficiency of the watches and competence levels across watches.
Droxford	Had their AGM
Eastleigh	Nothing to report
Fareham	Nothing to report
Fleet	Nothing to report
G&L	Nothing to report
Gosport	Report for G and L from Alli Burrows as read in meeting
Hamble	Nothing to report
Hardley	Nothing to report
Havant	Nothing to report
Headquarters	Travel allowance? Change from day crew to shift
Hightown	Nothing to report
Kingsclere	Nothing to report
New Milton	Nothing to report
Odiham	Nothing to report
Officers	Nothing to report
Portchester	Nothing to report
Redbridge	FRV- the FBU meet with Andy Bowers to discuss issue of using wrt with only 2 riders as a spare FRV. A written reply has been received confirming that it was a trial to test if it was a viable option and has not been adopted as policy at this time. The concerns of the FBU over risk assessments and lack of benefits were noted. A response vehicle project is to be started to further develop the FRV concept. In the meantime when the FRV is off the run a risk based decision on what action to take will be made at the time.
Retained	Nothing to report
Romsey	Meet 1 <sup>st</sup> Thursday every month at Eastleigh 7:30 start.
Rushmoor	Nothing to report
Southsea	Nothing to report
St Marys	The RDS pump has now been on the run for 1 year.12 months, calls totalled about 180 plus some experience calls only. ( 1 in 10 of St Mary's calls) 23% as only attending pump. 77% as part of larger PDA or make up and 70 stand bys. For Competency 3WT crew committed to RDS pump at beginning now down to 2, 1CM and 1 Driver. Number of RDS personnel have fluctuated slightly and currently stand at 11. Still short of establishment and recruitment remains an

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issue . RDS mobilised 5 times with 3 riders and once could not crew.

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	Maternity policy on going
USAR	Nothing to report

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

Come up with resolution for co responding to take to conference

Gary Sams; would like to see a better hand over between FBU official posts.

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

**Brigade Committee meeting**  
**Wednesday 3<sup>rd</sup> December**  
**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.

**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 (twmp 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:gemma.carswell@hantsfire.gov.uk">gemma.carswell@hantsfire.gov.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:gary.jackson@hantsfire.gov.uk">gary.jackson@hantsfire.gov.uk</a>	B20	07918888003	023 92662926
Alli Burrows	<b>Control</b> <a href="mailto:alli.burrows@fbu.org.uk">alli.burrows@fbu.org.uk</a>	Control Green	07917065860	023 80644000
Kate Ellis	<b>Women</b> <a href="mailto:women.chair@hantsfbu.org.uk">women.chair@hantsfbu.org.uk</a>	A09 Retained		
Alli Burrows	<b>G+L</b> <a href="mailto:alli.burrows@fbu.org.uk">alli.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