

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



## HAMPSHIRE BRIGADE COMMITTEE

3<sup>rd</sup> December 2008

## WINCHESTER RUGBY CLUB

### Agenda

1. Apologies
2. Members Present
3. Conference
4. Nominations/Elections
5. Minutes of Previous Meeting
6. Matters arising
7. This Months meetings
8. Co-responding
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 J Boyle(32), Jackson (Officers), Stokes (Assist Mem Sec/A01), Bates (C Div/C54), Allcorn (02/A div rep), French (16), Sisters Carswell (01/ass sec),

#### 2. Members Present.

Were Brothers E Burrows(Chair/01), Jordan (B23), McCullen (Vice Chair/B24), Sams (Membership Sec/A31), Trew (F&D), Eade (A01), Brown (USAR), Eades (Officers), Ellis (09/Womens/RDS Chair), A Burrows (G&L/Control), jowitt (A30)

#### 3. 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.

Second resolution to be drafted and approved on co-responding at next meeting

#### 4. Nominations / Elections

Jack ford up for re-election as EC Member, Paul Fletcher voted in as Chair Region 12.

We require candidates to put their names forward for

Retained section chair, and woman's rep. As Kate Ellis is leaving the service.

#### 5. Minutes of previous meeting

Page 5 Andover has been approached to carry out co-responding.

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Page 6 Gosport and G+L reports wrong way round.

Page 9 Comms rep S Eade

**6. Matters arising**

No. of reps on a discipline case being raised at JTU meeting

Job evaluation meeting on the 15<sup>th</sup> Dec.

S.O. on fitness training , meeting needs to be arranged

**7. This Months meetings**

Establishment meeting 4<sup>th</sup> Dec.

Flexible crewing meeting 5<sup>th</sup> Dec.

Recruits training course 8<sup>th</sup> Dec.

JTU meeting 10<sup>th</sup> Dec.

Fire Authority Meeting 10<sup>th</sup> Dec.

Regional meeting 11<sup>th</sup> Dec.

Maternity 12<sup>th</sup> Dec

Workplace assessment meeting 15<sup>th</sup> dec.

IRS Project 19<sup>th</sup> Dec.

**8. Co-responding Deposition to next fire authority meeting against the expanded scheme. Meeting to be held with Mick Johns, FBU Policy to be given to all branches.**

**9. Correspondence**

1 FOI co-responding

2 FOI project fireguard

3 letter to k Evenett ref CCP

4 e-mail from Jim Clarke ref home safety

5 letters dealing with beacon status award of a days leave

6 letters to LORD Jordan peerage

7 e- mail from keely Stafford ref capability

8 Rank to role of control

9 e-mail from keely Stafford ref. bank holiday leave

10 e-mail working group on objective 4

11 Draft service plan Obj.4

12 letter from Geoff Howsego ref. Disciplines

13 Action plan for recruitment of diverse workforce

14 E-mail from Jason Avery IRS project

15 E-mail mick johns co-responding

**10. Guest speaker**

**Dan Tasker and Nick Derham about obj 4 service plan;**

General discussion about the ideas and what is to be gained.

As Branch chairs there is a need to make members aware of the service plan.

**We also heard from Kate Ellis about her situation at Kingscleare**, that has lead to her resignation. The brigade committee would like to express their thanks to Kate for all her good work. Kate wished to thank the staff at Andover for their acceptance of her while training with them for 10 months. The brigade committee will support Kate for the foreseeable future

**11. Chairs Report**

I have had a meeting with WM Jim Clarke about the new home safety strategy which will mean a reduced work load on the number of HFSV's being under taken. This will start in April 2009. the target audience will be social housing 10,000 properties a year for 3 years, this is due to no more funding from government for smoke detectors. I asked that all members are clearly informed on the new procedure. There is a possibility of RDS members losing out due to the

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reduction, it will be down to them to ask group managers to use them in their local areas.

I also attended an equal pay meeting to protect the interests of grey book staff, these meetings should not affect our conditions, I have asked that required personal information is kept safe between parties.

I have been away for two weeks on my annual holiday so no other meetings have been attended by myself.

I would like to welcome our new secretary Paul Trew to the post, I know he is an experienced and competent person and good for the role.

### Maternity

The chair will point out differences of role and conditions between green and grey book staff in negotiating a separate policy.

## 12. Secretary's Report

On November 12<sup>th</sup>, I together with other members of Hampshire FBU went to Parliament to lobby Hampshire MP.

Immediately before this we had attended a meeting at Central Hall Westminster, where Matt Wrack together with several other speakers who included MPs and the author of the document 'In the Line of Fire', spoke about their concerns in relation to the dramatic rise in Firefighter deaths at operational incidents over the last five years.

There were over one thousand FBU members present and many of them had travelled from as far as Scotland and Northern Ireland. They were there, not only to pay tribute to comrades who had made the ultimate sacrifice, but to demand that the Government investigate why there has been a huge increase in deaths in the last five years. This terrible figure stands at thirteen. Compare this with a figure for the previous five years of one death.

I am sure that in some quarters this will be seen as a blip or a freak event, so let us analyse the figures further.

In the period 1978-82 before Health and Safety was treated seriously and firefighters were still entering fires wearing plastic leggings and gardening gloves, the figure for firefighter deaths was eight and for the following five years it was eight also.

Great steps forward have been made by Trade Unions regarding health and safety and figures for firefighter deaths had steadily fallen during the 20 years before the national strike of 2003.

So what has happened?

I, like many others, have been concerned about a whole raft of issues concerned with firefighter safety. Issues such as poor training, inappropriate crewing levels, closure of fire stations and inadequate response to incidents.

Hampshire has been fortunate that we haven't suffered the dreadful tragedies that have occurred in other brigades such as Hertfordshire, Warwickshire and London. We haven't lost firefighters in circumstances such as in East Sussex. But don't think for one moment that it will never happen here.

I spent thirteen years in the London Fire Brigade, in which time six London firefighters died in fires. As a friend, colleague and fellow firefighter there is no more dreadful feeling.



The importance of the report and its findings cannot be stressed enough and it is vitally important that we hammer this home to people who can make a difference. Please lobby your MP and get them to sign the Early Day Motion on Firefighter Safety.

You can do this by signing the 'Lobby your MP' link on the FBU website and clicking the link to 'Safer Firefighters Communities EDM'. Insert your details and postcode. Alternatively you may contact your MP directly.

Can I wish all FBU members a happy and safe Christmas .

### **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.**

### **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**

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.



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.I.F. only	£7.24	+	£3.16	£10.66	£21.93	+	£3.16	£25.70			
<b>FULL MEMBERSHIP</b>	£7.24	+	£0.65	+	£3.16	£11.35	+	£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 deposition about co-responding,. We will require members support to attend this meeting.

**15. Health and Safety**

Nothing to report

**16. Fairness and Dignity**

Report of meeting from Paul Trew about the Peer Review

**17. Education.**

On the 26<sup>th</sup> of January we are running an internal workshop for brigade, branch and fbu members to prepare them for discipline interviews and stage one disciplines. To be held at the rugby club, Winchester 10am till 3pm. All those who wish to attend please let Eddie Burrows know. This will help you even if you have done one before.

**18. Branch / Section Reports.**

- Andover Nothing to report
- B&EMM Nothing to report
- Basingstoke Concerns over crewing of out of area crews on the SEU, letter to be written to Management.
- Bishops Waltham Nothing to report
- Control Undergoing Rank to Role process, this seems to be going well.
- Copnor Nothing to report
- Cosham Support Basingstoke in their report.  
CCP waiting for date of meeting
- Droxford Nothing to report
- Eastleigh Nothing to report
- Fareham Nothing to report
- Fleet Nothing to report

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G&L	Report for G and L from Alli Burrows as read in meeting
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	Nothing to report
Portchester	Nothing to report
Redbridge	Nothing to report
Retained	Meet 1 <sup>st</sup> Thursday every month at Eastleigh 7:30 start.
Romsey	Nothing to report
Rushmoor	Nothing to report
Southsea	Concerns over CCP and new health assessments to be done on the public, branch will contact Cosham Branch who are dealing
St Marys	Nothing to report
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	Concerns over the new Bradford Factor in relation to sick year, brigade committee are under the impression that this system is better than the old but will monitor closely
Women	Nothing to report
USAR	Concerns over welfare arrangements at the incident at Micheldever

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

Outstanding issue of leave year is going to technical advisory panel

Union membership forms for a member were lost by the FBU, the member requires representation so the Brigade committee voted to allow representation to take place while forms are processed.

Votes for 7, against 0, abstentions 0, **Carried**

Guidance being issued to social club for station dos and advice to managers after Copnor closing party.

Concerns over negative e-mail collating information on the flexible working group.

HFRS Plan reply has been formulated from FBU and sent into the service for consideration

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

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**Brigade Committee meeting**  
**Wednesday 7<sup>th</sup> January**  
**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> chair@hantsfbu.org.uk	A01 Blue	07917065877	
Paul Trew (twmp 3 months)	<b>Secretary</b> secretary@hantsfbu.org.uk	Group HQ 53	07918888253	023 80442932
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
Gemma Carswell	<b>Assistant Secretary</b> assist.sec@hantsfbu.org.uk	A01 Blue		
Simon Stokes	<b>Assistant Membership Secretary</b> assist.mem@hantsfbu.org.uk	A01 Basingstoke	07852117361	
<b>VACANT</b>	<b>Communications Co-ordinator</b> comms@hantsfbu.org.uk			
<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	Group HQ 53	07918888253	023 80442932
Andy Eades/Gary Jackson	<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		
Ali Burrows	<b>G+L</b> allison.burrows@fbu.org.uk	Control Green	07917 065860	023 80644000
<b>VACANT</b>	<b>B&amp;EMM</b> baemm@hantsfbu.org.uk			
Conrad Jordan	<b>Education</b> education@hantsfbu.org.uk		07505365025	023 92371044
Martin Merrit	<b>UNIONLEARN</b>	A30 Retained		
Kate Ellis	<b>Retained (On Call)</b> retained.chair@hantsfbu.org.uk	A09 Retained		
<b><u>Divisional Reps</u></b>				
Bryce Allcorn	<b>A Division</b> adiv.rep@hantsfbu.org.uk	A02 Retained	07880 713375	
Conrad Jordan	<b>B Division</b> bdiv.rep@hantsfbu.org.uk		07505365025	023 92371044
Pete Bates	<b>C Division</b> cdiv.rep@hantsfbu.org.uk	C54 Red	07786 292045	023 80333254