

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



## HAMPSHIRE BRIGADE COMMITTEE

7<sup>th</sup> January 2009

## WINCHESTER RUGBY CLUB

### Agenda

1. Apologies
2. Members Present
3. Conference
4. Nominations/Elections
5. This Months Meetings
6. Draft Service Orders
7. Chairs Report and Other Business
8. Secretaries Report and Other Business
9. Membership Secretaries Report
10. Correspondence
11. Guest Speaker
12. Report from HFA
13. Health and Safety
14. Fairness and Dignity
15. Education
16. Minutes of Previous Meeting
17. Matters Arising
18. Branch/Section Reports
19. A.O.U.B
20. Date and Venue of Next Meeting

#### 1. Apologies.

Brothers, J Boyce(32)**JB**, B Allcorn(02/A Div rep)**BA**, A Glasspool(23)**AG**, G Sams(Mem Sec/31)**GS**, A Eades(officers)**AE**

#### 2. Members Present.

Brothers, S Eade(Marketing and Comms/01)**SE**, T Brown(USAR)**TB**, D French(16/29)**DF**, E Burrows(Chair/01)**EB**, P Mcmillan(Health and Safety)**PM**, R Whittaker(17)**RW**, C Jordan(B Div Rep/23)**CJ**, P Bates(C Div Rep/54)**PB**, P Trew(Sec)**PT**, G Jackson(officers)**GJ**, S Stokes(Assist mem Sec)**SS**, N McCullen(Assist Chair/24)**NM**, J Jowitt(30)**JJ**  
Sisters, A Burrows(G&L/Control)**AB**, G Carswell(Assist Sec/01)**GC**

#### 3. Conference

Co-responding,

This conference instructs the EC to suspend the FBU policy on expelling FBU members who are found to be participating in co-responding. This is until a report analysing the effects these expulsions may have on FBU membership is commissioned and completed and that the findings of this report are brought back to conference in 2010 to consider whether expelling of FBU members who are co-responding is in the long term interests of the FBU'.

FBU Members,

This conference instructs the Executive Council to look at the feasibility of allowing individuals from other fire services, such as M.O.D, airports etc, the opportunity to join the FBU. The Executive Council are to report back to conference 2010

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Bullying and harassment,

This Conference demands that the Executive Council instigates a survey of all FRS to determine the number of grievances relating to bullying and harassment on retained fire stations that result in a discipline hearing being brought against the victim. We also seek to determine of those that do and do not result in discipline action by the FRS concerned, how many cases end up in Employment Tribunal for the victim. The survey to be completed within 12 months and a transparent and progressive strategy be formulated from results to deal with bullying and harassment on retained fire stations and brought back to conference 2010.'

#### 4. Nominations / Elections

Paul Trew, Tony Brown, Gary Sams are delegates for Conference  
Conrad Jordan and Nigel McCullen are to be observers.

#### **ACTION – EMAIL DETAILS OF CONFERENCE - EB**

Jack Ford re elected as Eastleigh member officers section.

#### **ACTION- WRITE TO ROUTINE NOTICE ASKING TO MENTION MONTHLY RETAINED UNION MEETINGS AT EASTLEIGH- EB**

#### **ACTION – SEND E MAIL TO ALL RETAINED WM ASKING THEM TO SEND A REP TO ABOVE MEETING- SE**

#### 5. This Months meetings

Website Development Board – PM attending  
Succession Planning 8<sup>th</sup> Jan – EB attending  
Consultation on Budget – EB  
Consultation on Workplace Assessment 14<sup>th</sup> Jan - ?  
Establishment Meeting 15<sup>th</sup> Jan – JB  
New Fitness Standing Order development 20<sup>th</sup> Jan – NM  
IRS Project SHQ 22<sup>nd</sup> Jan – PT EB  
Disciplinary staging group 26<sup>th</sup> Jan – GS,AB,RW,SE,CJ,GC,EB,PT,CJ  
Equal pay meeting 27<sup>th</sup> Jan - ?  
Regional Strategy 28<sup>th</sup> Jan – PT,EB,AB  
Rank to Role in Control 10<sup>th</sup> Feb – AB,CJ  
Fire Authority Meeting 11<sup>th</sup> Feb – PT,EB,AB

#### 6. Draft Service Orders

Engagement and organisation strategy – PT

#### 7. Chairs Report and Other Business

At an establishment meeting it was agreed that there would be two recruits' courses next year in April and December total of 34 recruits, 12 of these should be RDS to WT. No ADCs will be happening for this coming year, although ADCs are being looked at again, possible removal of i-top, development before promotion, look into PQA's too many and how do they relate to FF's.

Concerns were raised over litigation, if helmets not fitted correctly.

At a meeting with Kevin Butcher, we were asked as a union to let people know that Dave Curry was wrong when he said that there will be job losses in the future. We were reassured that no job losses were planned in this latest 3 year Service plan.

Kevin also praised the fire fighters at the Micheldever thatch fire for their efforts and contribution. Catering was raised



as an issue by us, we have been assured that it was proficient. I would like to remind FF's that they must let a line manager know if they need refreshments.

I delivered a deposition to the fire authority on the 10<sup>th</sup> Dec. about why we as a union are against co-responding, this issue is ongoing.

I also had a meeting with the service about the BT advert, there were two complaints one from the FBU. The service is working closely with the company to change the wording in the website, sponsorship guidelines are pending.

#### Joint Trade Union Meeting

Service is interested in getting key stakeholders more involved in the creation of the service plan before consultation; the FBU welcomes this so there is less fear and confusion around the proposals.

New strategy and action plan for recruitment.

Flexible working, how does this affect pensions and promotion, not been looked into yet.

Evaluation of JTU is it working well, look into grievances and disciplines.

Agreed to a proposal to have an assistant on stage 2 and 3 disciplines, terms of Reference being drafted.

Raised issue of crewing 3 on a pump, incident task analysis being done at the moment.

#### Region

Looking to come out of ATP in relation to pay as it seems to be putting us behind again.

#### Maternity

The service has come back to us with an offer for improved Maternity pay, 16 weeks at 100% pay followed by 20 weeks at 50% pay. This gives 26 weeks paid leave, we are looking into the possibility to have a flexible system that allows differing combinations of this pay, i.e. 10 weeks full and 32 weeks Half etc. service and FBU are aiming to have this agreed and in place by April 1st.

#### IRS project

Project is moving on I have concerns over the quality assurance of the returns and also of the training of what to input in certain fields of the electronic form.

Plus points gets rid of fdr1, AFA reduction and the green kit used forms, also will not need GPS.

When a joint WT/RDS call occurs it will be the WT OIC doing the paperwork even if not in charge of the incident, cost savings for the service, concerns over FF's on ALP at chimney fires being given the task.

### **ACTION – DRAW UP TERMS OF REFERENCE FOR ASSISTANTS AT DISCIPLINARIES – PB**

#### **O.B**

There is a plan for a social gathering between the Fire Authority and FBU officials to present to them what we do and what we are about.

There is a plan to create a FBU news letter with up to date flash points and high lighting our recent successes etc.

### **ACTION – TO INVESTIGATE DISTRIBUTION METHODS - EB**

#### **8. Secretaries Report and Other Business**

Bullying and harassment procedures are an on going issue and are in discussion.

After a meeting with Mick Johns about co-responding there are a few concerns which were raised;

i Crewing issues

ii Lone working and risk of assault on crews



## 9. Membership Secretaries 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 2007

| Membership Type               | Retained |   |              | Wholetime     |        |               |        |               |       |   |       |               |
|-------------------------------|----------|---|--------------|---------------|--------|---------------|--------|---------------|-------|---|-------|---------------|
| <b>Trade only</b>             |          |   | <b>£7.41</b> |               |        | <b>£22.45</b> |        |               |       |   |       |               |
| <b>Trade + Political only</b> | £7.24    | + | £0.65        | <b>£8.10</b>  | £21.93 | +             | £0.65  | <b>£23.14</b> |       |   |       |               |
| <b>Trade + A.I.F. only</b>    | £7.24    | + | £3.16        | <b>£10.66</b> | £21.93 | +             | £3.16  | <b>£25.70</b> |       |   |       |               |
| <b>FULL MEMBERSHIP</b>        | £7.24    | + | £0.65        | +             | £3.16  | <b>£11.35</b> | £21.93 | +             | £0.65 | + | £3.16 | <b>£26.39</b> |

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.

**ACTION – PUT NEW ELECTRONIC MEMBERSHIP FORMS ON WEBSITE - CJ**

## 10. Correspondence

1. DVD from fire authority about sprinklers
2. Resolutions for conference
3. Audit commission briefing sheet
4. FBU response Audit commission
5. Fire Fighter safety EDM
6. Establishment forecast
7. Skills for life
8. Insufficient feeding forms – on Hants FBU Website
9. Thanks you letter from Steve May
10. Response BT advert
11. Up to date branch officials list
12. FBU response to Service Plan
13. Letter to Dave Riley non – attendance policy
14. Response from Dave Riley non – attendance policy
15. Pension abatement effecting equality and diversity

[www.hantsfbu.org.uk](http://www.hantsfbu.org.uk)



**11. Guest Speaker**

None

**12. Report From HFA**

I attended the FA meeting on the 10<sup>th</sup> December to deliver a deposition on the reasons why we are presently against co-responding. I also hand delivered our FBU response to the Service Plan to every FA member present.

I intend to organise a meeting with FA members to try and get closer links. They only see us criticising the Service, they do not see what we do and achieve.

At the next full meeting I will hand out invites and a letter explaining the benefits of coming to a meeting with the FBU.

**13. Health and Safety**

Possible hearing problem due to pump noise. Service looking into a way of correcting this problem. Looking into improving female facilities on stations. ie showers and toilets.

**14. Fairness and Dignity**

None

**15. Education**

None

**16. Minutes of Previous Meeting**

Correct after amendments.

**17. Matters Arising**

Service order on leave, leave year to be changed – has gone to technical advisory panel.  
 FDS duty system officers trail – Group Managers are on the new systems, Station Managers to follow shortly.  
 Maternity Policy – Targeted completion April.

**18. Branch / Section Reports.**

|                 |   |
|-----------------|---|
| Andover         | Nothing to report   |
| B&EMM           | Nothing to report   |
| Basingstoke     | Nothing to report   |
| Bishops Waltham | Nothing to report   |
| Control         | Concerns over amount of CM coming out of rank to role process, service not got enough funds to pay them all. Service looking at structure in control. next meeting in Feb. Will report back.<br>Recruitment for control from West Sussex waiting list.<br>Stations should start to see changes in PDA etc by April.<br>RCC costing £136K a month and is standing empty. |
| Copnor          | Nothing to report   |
| Cosham          | Nothing to report   |
| Droxford        | Nothing to report   |
| Eastleigh       | Nothing to report   |
| Fareham         | Want to encourage FBU members/officials to express an interest to Dan Tasker and Nick Derham about attending future meetings ref PR, Crewing and shift changes.<br><b>ACTION – CONTACT SURREY’S FBU TO DISCUSS THEIR PROCEDURES AND POLICIES ON THIS MATTER - EB</b>  |
| Fleet           | Nothing to report   |
| G&L             | Rewriting HIV policy, has gone to H and S FBU dept for consultation.  |
| Gosport         | Nothing to report   |

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|                 |   |
|-----------------|---|
| Hamble          | Nothing to report   |
| Hardley         | Nothing to report   |
| Havant          | Have concerns over travel claims, need to find relevant paperwork.  |
| Headquartes     | Nothing to report   |
| Hightown        | Are having branch meeting and have requested attendance from union officials.   |
| Kingsclere      | <b>ACTION – PB AND PT TO ATTEND</b>   |
| New Milton      | Nothing to report   |
| Odiham          | Nothing to report   |
| Officers        | Nothing to report   |
| Petersfield     | Concerns about the Bright Sparks part of website. Some comments and ideas are published that are not appropriate.<br><b>ACTION – INVESTIGATE FILTRATION SYSTEM FOR IDEAS PUBLISHED AND TO CONFIRM SERVICE ORDER ON SUBJECT - EB</b> |
|                 | Also concerns over possibility of FBU members joining Co-responding scheme – will monitor situation   |
| Portchester     | Nothing to report   |
| Redbridge       | Concerns over agreement that personnel forced to transfer out of 53 had priory to transfer back to 53 over other transfers. This is not being honoured by service. Relevant paperwork needs to be found.                            |
| Retained        |   |
| Romsey          |   |
| Rushmoor        | Nothing to report   |
| Southsea        | Nothing to report   |
| 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      | Nothing to report   |
| Women           | Nothing to report   |
| USAR            | Nothing to report   |

## 19. A.O.U.B.

HR said we had a reasonability to report any bullying and harassment to HR. – we act for our members independently of service and HR and we will carry out the wishes of the member.

**ACTION – SEE ACTION PLAN ON SECTION 7- PB**

Health and Safety will take the issue of protected sunglasses to wellbeing strategy group meeting after a recent post accident report.

It is felt there is a lack of vegetarian options on the catering vehicle.

**ACTION – EMAIL ROY MARSH ABOUT CATERING OPTIONS FOR MUSLIM AND VEGETARIANS - SE**

Basingstoke have concerns; rumour that all CFS WM roles are going over to GDA's. Concerns that service are slowly reducing non operational promotional opportunities

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## RECENT FBU SUCCESSES

FBU recently had input into the new service policy on charging for non attendance at course. The service are not going to charge the individual but the department they belong to instead.

FBU has managed to get maternity pay increased from 8 weeks paid leave to 16 weeks at full pay and 20 weeks at half pay with the possibility of flexibility.

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

**Brigade Committee meeting**  
**Wednesday 4<sup>th</sup> February 2009**  
**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

### 2009

#### January

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

#### March

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

#### May

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

Annual Conference Southport 19-23

#### July

1<sup>st</sup> Hampshire BCM

#### September

2<sup>nd</sup> Hampshire BCM

Submission of resolutions for Conference

#### November

4<sup>th</sup> Hampshire AGM

4<sup>th</sup> Hampshire BCM

#### February

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

#### April

1<sup>st</sup> Hampshire BCM.

#### June

3<sup>rd</sup> Hampshire BCM.

#### August

5<sup>th</sup> Hampshire BCM

Branches resolutions for Conference

#### October

7<sup>th</sup> Hampshire BCM

Nominations for Conference

#### December

2<sup>nd</sup> Hampshire BCM

Delegates to Conference 2010

Voting on Resolutions for Conference 2010

**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><br>chair@hantsfbu.org.uk                                | A01<br>Blue        | 07917065877          |                      |
| Paul Trew<br>(twmp 3 months)  | <b>Secretary</b><br>secretary@hantsfbu.org.uk                        | Group HQ<br>53     | 07918888253          | 023 80442932         |
| Gary Sams                     | <b>Membership Secretary</b><br>mem.sec@hantsfbu.org.uk               | A31<br>Retained    | 07917065878          |                      |
| Nigel McCullen                | <b>Vice Chair</b><br>vice.chair@hantsfbu.org.uk                      | B24<br>White       | 07719534535          | 023 92871303         |
| Gemma Carswell                | <b>Assistant Secretary</b><br>assist.sec@hantsfbu.org.uk             | A01<br>Blue        |                      |                      |
| Simon Stokes                  | <b>Assistant Membership Secretary</b><br>assist.mem@hantsfbu.org.uk  | A01<br>Basingstoke | 07852117361          |                      |
| Stuart Eade                   | <b>Communications Co-ordinator</b><br>comms@hantsfbu.org.uk          | 01<br>Basingstoke  | 07779111584          | 01256 818883         |
| <b><u>Sections</u></b>        |  |                    |                      |                      |
| Steve Evans                   | <b>Health &amp; Safety Co-ordinator</b><br>hsw.chair@hantsfbu.org.uk | B23<br>Green       | 07973 845111         | 023 92371044         |
| Paul Trew                     | <b>Fairness &amp; Dignity</b><br>fairness@hantsfbu.org.uk            | Group HQ<br>53     | 07918888253          | 023 80442932         |
| Andy Eades/Gary<br>Jackson    | <b>Officers</b><br>officer.chair@hantsfbu.org.uk                     | B20                | 07918888003          | 023 92662926         |
| Alli Burrows                  | <b>Control</b><br>allison.burrows@fbu.org.uk                         | Control<br>Green   |                      | 023 80644000         |
| <b>VACANT</b>                 | <b>Women</b><br>women.chair@hantsfbu.org.uk                          |                    |                      |                      |
| Alli Burrows                  | <b>G+L</b><br>allison.burrows@fbu.org.uk                             | Control<br>Green   | 07917 065860         | 023 80644000         |
| <b>VACANT</b>                 | <b>B&amp;EMM</b><br>baemm@hantsfbu.org.uk                            |                    |                      |                      |
| Conrad Jordan                 | <b>Education</b><br>education@hantsfbu.org.uk                        |                    | 07505365025          | 023 92371044         |
| Martin Merrit                 | <b>UNIONLEARN</b>  | A30<br>Retained    |                      |                      |
| <b>VACANT</b>                 | <b>Retained (On Call)</b><br>retained.chair@hantsfbu.org.uk          |                    |                      |                      |
| <b><u>Divisional Reps</u></b> |  |                    |                      |                      |
| Bryce Allcorn                 | <b>A Division</b><br>adiv.rep@hantsfbu.org.uk                        | A02<br>Retained    | 07880 713375         |                      |
| Conrad Jordan                 | <b>B Division</b><br>bdiv.rep@hantsfbu.org.uk                        |                    | 07505365025          | 023 92371044         |
| Pete Bates                    | <b>C Division</b><br>cdiv.rep@hantsfbu.org.uk                        | C54<br>Red         | 07786 292045         | 023 80333254         |