

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



HAMPSHIRE BRIGADE COMMITTEE

Wednesday 2nd December 2009

WINCHESTER RUGBY CLUB

Agenda

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

1. **Apologies.**

Brothers; S Brimble(02) R Whittaker(17)

2. **Members Present.**

Brothers; E Burrows(Chair) P Mcmillan(H&S) P Bates(C Div Rep/54) C McGill(Retained) A Eades(Officers) G Jackson(Officers) N McCullen(Vice Chair/24) G Pike(18) A Davis(32) P Trew(Sec) D French(16/29) A Glasspool(23) R Stone(31) J Jowett(30) S Eade(A Div Reo/01) Sisters; A Burrows(Control/G&L) G Carswell(Assist Sec)

3. **Service Plan**

Out of over 800 FBU members only 40 have responded to the service about the Service Plan document. This is not good enough. The Chair has asked that all members take time to respond.

It is suggested that every FBU member emails a similar response to the service; 'I have read the FBU's response to the Service plan and Fully understand, agree and support what it says. I would like this to be recorded as my individual response.'

4. **Nominations / Elections**

None.

(see AGM Minutes Dated 2nd December 2009)

5. **This Months meetings**

8th Dec-Review of Stations Botley etc

9th Dec-Fire Authority meeting

10th Dec-JTU Meeting

11th-RDS recruitment process

14th-HSE

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17th-Regional Committee meeting

18th-RDS Strategy on contracts

6th Jan 2010-BCM

6. Draft Service Orders

Coaching and Mentoring-AE

Community and employment engagement strategy-PT

Crewing level and leave-PB

7. Resolutions for Conference

Chaz McGill spoke to the committee about the retained resolutions for conference. It was decided that Chaz would compile a resolution on fitness for the retained and return to the committee by 17th Dec.

The committee had a discussion about the other resolutions to take to conference.

It was suggested that the figures be removed from this resolution and should read, development firefighters should pay the equivalent to 1% of their development wage. This resolution should be taken to conference as a suggested rule change that the EC could take to the next rule change conference. It should be sold to conference that this should encourage younger ff's to join the FBU.

Vote: Resolution carried

It was suggested by some members of the committee that the name of the political fund is an accurate one and that is peoples perception of the fund that needs changing.

Vote: resolution falls

This resolution will be changed to better educate members on the use of the political fund.

8. Chairs Report and A.O.B

On the 5th Nov. I attended a meeting with Mark Rayner about fitness criteria being linked with CPD. We accept that the test can be linked to CPD, but the outcome is a second punishment for not achieving the service standard, when there is already a capability SO for this. Also CPD is about moving beyond the standard and improving, this is just another way of saving money at the expense of our members.

6th Nov. RDS recruitment strategy to get RDS staff on the pumps for experience before they are basically qualified and trained, they would be observers and not part of the crew.

11th Nov. Meeting with Andy Bowers about H&S in the service. Stronger links being made with our new H&S rep Paul McMillan. Waiting for service response on the outcomes of the H&S Audit due this month.

12th Nov. Regional committee Meeting, discussing the attacks on conditions of service faced by HFRS staff.

30th Nov. EFC Project Board, more changes to the PR system, to much to manage so watches and station managers will have to do it. Savings made do not include the costs of the department or the cost of staff involved to run it. We will ballot members on whether they want shift changes or not.

A.O.B

The Chairs is going to compose a letter to the service about the potential loss of ff's lifes due to the lack of training and crewing shortfalls as a result of the EFC project.



9. Efficient and Flexible Crewing

Staff Bank;

Notes from meeting-

The staff bank will be open to all WM's, CM's, FF's WT and RT.

Standard hourly rate with no travel time and no travel expenses.

The FBU chair wants to encourage members to stick together and ask for double time for a recall to duty as stated in the grey book conditions. This will be investigated further.

Members are advised that if this is contracted that it will count as a second contract and have implications on their pensions.

The FBU are in support of a staff bank but only for extreme situations such as a pandemic or act of terrorism. It should be treated as a recall to duty and should be double time.

Next meeting on staff bank – 7th Dec JJ and EB to attend.

EFC project:

The project board are trying to smooth out the extraction lines. Looking at TOIL, Leave and sickness.

Leave needs to be more strictly enforced as per the service orders ie if someone moves watch their leave is not guaranteed.

Service intends to give JO's better training on leave service orders.

Service want to include a leave review in pdp interview.

The FBU would like WM's to be left to manage leave on their own watches. Bu also to make WM's aware that if this does not smooth out the extractions lines other routes will be explored by the service ie block leave.

10. Secretaries Report and A.O.B

Malcolm Pinchin asked PT to attend an Incident task analysis meeting. This is a regional matter so region are now dealing.

FBU have successfully persuaded the service not to use conflict management for disciplines as per the grey book.

FBU need to ask at the next NJC what can be done at discipline with regards giving multiple sanctions for the same offence.

Pensions: the recent national statement saying that the retirement age will be 55 for everybody has been clarified and Police, Fire and Armed services are still exempt from this and will continue to be able to retire at 50.

11. Membership Secretary 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 Please fill in all details, such as National Insurance number D.O.B etc and send to Martin Merrit (Winchester 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.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	£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 Martin Merrit Winchester FS.

12. Correspondence

- Road risk management email
- Acting up allowance email
- E communication board letter
- Fitness standard CPD email

13. Guest Speaker

None

14. Report from HFA

None

15. Report from Health and Safety

- Service is to review UV eye protection
- Raised manual handling issue on new stowage of SEU's
- Ear protection review has been completed. New ear protection will be issued and warning stickers are on appliances and equipment.
- Involved in investigating Petersfield incident
- Process of contacting FBU H&S rep through control when a H&S issue arises is working.
- Service suggesting Retained BAI's. FBU concerned how they will keep up with their competences.

16. Fairness and Dignity

A trail of a female welfare pack has on the appliances has not gone well at the first attempt. A further trail will be conducted after a review of the pack.

17. Education

None

18. Matters Arising

None

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19. Branch / Section Reports.

Basingstoke

- PR's being called at home on days off to change deployment.
- Make up drills (see recent routine notice) concerned that members are losing out on money. Need to be investigated.

St Mary's

- RDS- no more 3 riders, 5 stations exempt. PB to send letter

Southsea

- Concerns over lack of support from occupational health with regards recent incident. This matter will be investigated.

Redbridge

- ARA service has been changed. Have FBU been consulted? No This will be investigated. FA were invited to station by the watch. Service unhappy with this. There are protocols to follow.

Officers

- Had section meeting. Discussed cover levels at weekends, course leave and phone in's. FBU went to service with the solution to this problem.
- Service orders are being taken offline and draft orders replacing them. This is no right.

Andover

- 2 part time workers came back after retiring. They have each been placed back on their original watches bringing the watch strength down. This will be investigated as conditions of part time working were that 2 become 1.

Petersfield

- Injured firefighter being looked after by Thompsons.

Havant

- PR causing problem with TOIL. Always on a phone in.

Control and G&L

- Reports to follow

A.O.U.B

The officers section would like the subject of provided vehicles to be taken to JTU. I it negotiation or consultation?

RTC at Winchester; why was SEU not turned out on initial call. Watch reps to investigate quoted figures of '95% of RTC's are resolved without intervention of the SEU'

Twinnings in Andover are planning massive job cuts. AB has asked Andover rep to make contact with effected workers to show FBU support.

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Brigade Committee meeting

Wednesday 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

2010

January

6th Hampshire BCM.

March

3rd Hampshire BCM.

May

4th Hampshire BCM.
Annual Conference

July

6th Hampshire BCM

September

7th Hampshire BCM
Submission of resolutions for Conference

November

2nd Hampshire AGM
2nd Hampshire BCM

February

3rd Hampshire BCM.

April

7th Hampshire BCM.

June

1st Hampshire BCM.

August

3rd Hampshire BCM
Branches resolutions for Conference

October

5th Hampshire BCM
Nominations for Conference

December

7th 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>
<u>Brigade EC</u>				
Eddie Burrows	Chair chair@hantsfbu.org.uk	A01 Blue	07917065876	01256 818883
Paul Trew	Secretary secretary@hantsfbu.org.uk	Group HQ 53	07917065877	023 80442932
Martin Merrit	Membership Secretary mem.sec@hantsfbu.org.uk	30		
Nigel McCullen	Vice Chair vice.chair@hantsfbu.org.uk	B24 White	07719534535	023 92871303
Gemma Carswell	Assistant Secretary assist.sec@hantsfbu.org.uk	A01 Blue		01256 818883
Simon Stokes	Assistant Membership Secretary assist.mem@hantsfbu.org.uk	A01 Red	07852117361	01256 818883
VACANT	Communications Co-ordinator comms@hantsfbu.org.uk			
<u>Sections</u>				
Paul Mcmillan	Health & Safety Co-ordinator hsw.chair@hantsfbu.org.uk	B23 Green	07973 845111	023 92371044
Paul Trew	Fairness & Dignity fairness@hantsfbu.org.uk	Group HQ 53	07917065877	023 80442932
Andy Eades/Gary Jackson	Officers officer.chair@hantsfbu.org.uk	B20	07918888003	023 92662926
Alli Burrows	Control Control.chair@hantsfbu.org.uk	Control Green	07917065860	023 80644000
Emma Morgan	Women women.chair@hantsfbu.org.uk		07918887514	
Alli Burrows	G+L gl@hantsfbu.org.uk	Control Green	07917 065860	023 80644000
VACANT	B&EMM baemm@hantsfbu.org.uk			
Conrad Jordan	Education education@hantsfbu.org.uk		07505365025	023 92371044
Martin Merrit	UNIONLEARN	A30 Retained		
Rob Whittaker	Retained (On Call) retained.chair@hantsfbu.org.uk	Gosport	07817444154	
<u>Divisional Reps</u>				
Stu Eade	A Division adiv.rep@hantsfbu.org.uk	A01 Blue	07779111584	
Conrad Jordan	B Division bdiv.rep@hantsfbu.org.uk		07505365025	023 92371044
Pete Bates	C Division cddiv.rep@hantsfbu.org.uk	C54 Red	07786 292045	023 80333254