

**MINUTES OF THE  
MEETING OF THE OFFICERS SECTION OF THE  
HAMPSHIRE FIRE BRIGADES UNION  
TO BE HELD ON WEDNESDAY 24<sup>TH</sup> FEBRUARY 2010  
AT 1600HRS IN THE  
BAR AT EASTLEIGH FIRE STN**

**1. Members Present**

Andy Eades (Chair), Gary Jackson (Sec) , Mark White, Andy Lock, , Al Heinrich, Gary Roe, Steve Ransley, Nick Davies, Shaun Rowlatt, Malcolm Freemantle, Niall Hayden, Peter Watson, Charlie Harris,

**2. Apologies**

Steve Ash, , Dave Graham, David Hodge, Ryan Thurman, Martin Walters, Dave Smith, Alec Martin, Alan Murray, Ben Smith, Chris Stephens, Geoff Vaine, Keith Jones, Tim Spencer-Peet, Tony Deacon, Tim Gates, Bob Wythe, Mick Crennell, Steve Robinson, Lee Fisher, Steve Hamm, Mark Wittcomb, Mick Johns, Ian Gray, Mark Palmer, Malcolm Pinchin, Andy Bowers, Dave Turner.

**3. Minutes of Last Meeting**

Minutes of the last meeting were agreed and all 'ACTIONS' were recorded as complete.

**4. Provided vehicles**

An update was given confirming the Service's wish to resolve the provision of vehicles for FDS Officers. It was reported that the next stage would be scrutiny of the report from Wendy Lambert to SMT and from this whether any proposal constituted negotiation or consultation ( essentially around how it impacts upon members' pay and tax liability). Gary Jackson stated that he has yet to see Wendy's report, however at the last meeting the feeling of the provided vehicles group was that nothing would happen until April 2011. Consequently members wishing to renew their lease car arrangements should carry on in the interim. Members who currently provide their own vehicles and either do not wish to lease or are ineligible (due to restricted mileage) are asked to contact Gary Jackson if this is causing issues. There is a folder on the Shared drive with minutes and FAQ for provided cars and any further questions should be directed to the project group (copy to Gary Jackson).

**5. Radios/Mobile phones fitted to vehicles**

Following a number of concerns that were raised by members that the current arrangements for 'informatives' and 'Stops' being relayed to members responding to incidents is not working. Anecdotal evidence was given that FDS Officers are still arriving at incidents long since resolved and that in certain circumstances the

arrangements in place to inform officers en-route are unworkable. Following notification that Officers' cars would not be fitted with radios by reason of cost, a reply from the Branch was sent to Andy Kettle. A meeting was called and Gary Jackson reported on his discussions with Andy Kettle on this issue where Andy stated he had no evidence that this was a problem. Andy Kettle also questioned that it was a Health and Safety issue. It was pointed out to him that the Risk Assessment records the use of phone equipment as a 'significant finding', and it is clear there is some question as to the suitability of the control measures in place. Further discussion at the meeting resulted in the following action point.

***Action- All members who have experienced a period of 'blue light' response driving where they subsequently discover the incident had been resolved are to complete form FM/8/2/1 and send to [accident@hantsfire.gov.uk](mailto:accident@hantsfire.gov.uk) and copy to - [garyjackson@hantsfire.gov.uk](mailto:garyjackson@hantsfire.gov.uk)***

## **6. FDS numbers / timesheets / workloads**

Gary Jackson and Andy Eades gave details of a meeting held between themselves, FOA and Andy Bowers/Jerry Leonard where it was agreed (upon the suggestion of the Rep bodies) that a last man phone-in policy would be introduced to the FDS rota to try to ensure Officer cover levels. The details should have been circulated by Jerry Leonard and it was reported that this had not been done as yet.

Gary Jackson reported that he had received an early 'heads up' that the Staff review will incorporate a review of FDS numbers. Currently the Grey book conditions still ensure the FDS allowance can ONLY be removed voluntarily or by way of discipline, however reports from FBU head office state that the Employers side wish to bring this forward as an agenda item in the future. Discussion over the rationale behind the current 64 FDS officers took place as well as pointing out that ICS level 1/2/3 mobilisation was the way forward. Andy Eades clarified that in principle we had already agreed to the separation of the Operational and day role of individuals and that in the future it is possible that these would be allied to ICS level and not role. However under the Grey book conditions of service ANY member on the FDS duty system must receive 20% of their basic pay as an allowance irrespective of the duties or responsibilities they take on at operational incidents. Concerns were raised that there are some 'day time' FDS officers within the Service however these are seen (presently) as development opportunities and additional to the FDS compliment rather than a replacement. Members were adamant that the Section should robustly resist a reduction in FDS numbers arguing that a reduction would result in more calls for those remaining and a subsequent loss of available time for their 'daytime' role. A discussion took place as to the correct completion of the timesheet. Members were urged to complete the sheet accurately and that accrued hours should be kept within the agreed levels. Detail of how to complete for Bank Holidays was outlined as well as the procedure for sickness.

***Action – Gary Jackson to remind Andy Bowers that the phone-in policy needs to be circulated.***

***Action – Gary Jackson to review all old paperwork re FDS numbers and see if the agreed position between Management and FBU is still applicable.***

***Action – ALL – Any queries on the correct way to complete the timesheet, please contact Gary Jackson***

**7. Promotion freeze/Temporary promotion**

Gary Jackson provided details of outline discussions he and Eddie Burrows had with Geoff Howsego where it was brought to his attention that yet again the Rep bodies had received no early 'heads up' on a change of policy.

A lengthy discussion followed where the reasons to hold back on substantive promotion pending a staff review were fully discussed. However it was felt that the duration of this policy should have a finite length. Members on temporary promotion were reminded that there was nothing to prevent them collecting evidence whilst on temporary promotion (it should have a currency of 12 months), towards competency within role.

*Action – Gary Jackson to continue to discuss at next BCM (03/03/10) and an FBU position to be taken to JTU (18/03/10)*

**8. Chair stepping down**

Andy Eades announced that as he retires 12<sup>th</sup> March 2010 this would leave a vacancy for a Chairman of the Officers' Section. Andy Eades and Gary Jackson explained their ways of working and that clearly involvement in the FBU as an elected Officer had not hindered promotion prospects (cited examples of Fred Brown and Andy Bowers both former holders of the posts, ) They both agreed that the work involved was interesting and gave a much wider perspective to the workings of the Service. They emphasised the need for two officers to share the workload and provide reasoned proportional responses to issues. It was suggested that the prospect of being voted in as Chairman may be too daunting for some and that Gary Jackson could assume the title Chairman and that notionally the vacant post would be Secretary. Gary Jackson agreed and it was proposed and seconded that from March 12<sup>th</sup> Gary Jackson would be the new Chair of the Officers' Section, this was passed unanimously by those present.

There was a unanimous vote of thanks for all the work Andy Eades has done in his time as Chairman and the section wished him well for the future.

There was a vote of thanks for Gary Jackson for being stupid enough to stay and volunteer to assume the role of chairman.

*Action – Gary Jackson to confirm the numbers present constitute a quorum for the purposes of electing him to Chair*

*Action – Gary Jackson will send out electronically for expressions of interest in the post of Secretary*

**9. A.O.B.**

None

**10. Date and Time of Next Meeting**

To be confirmed.