



Fire Brigades Union - Southern Region

Berkshire, Buckinghamshire, Oxfordshire, Hampshire & Isle of Wight



Speak Up & Shout Out!!!

In this months Regional Bulletins new feature "Speak Up & Shout Out" Region 12 reflects on the Immediate Detriment postcode lottery.

Postcode Lottery for Firefighter Pensions!!!

Since our last bulletin it is great to report that some progress has been made both nationally and locally here within Region 12 with regards to Firefighter Pensions.



Previously we gave FBU member Mark Hilton the opportunity to speak out about his frustration at the guidance being removed by the Home Office that assisted Fire and Rescue Services to facilitate a Memorandum of Understanding that addressed Immediate Detriment for those currently being penalised by the lack of movement in Government legislation required to action formal Pension changes that were won by the Fire Brigades Union.

Despite our win in 2018 declaring the 2015 Pension illegal, due to discrimination, a widespread sweep of Services chose to withdraw from the MOU and remove Immediate Detriment.

Fortunately for some Brigades, their employers had a moral compass more aligned to that of those on the frontline and reinstated the MOU and ID.

It is clear some employers still wish to hide behind this lack of progress in legislation to protect a perceived risk of cost to the organisation rather than honour pensions to those who quite rightly deserve it. Individuals that face being penalised further with every day they continue to work beyond their legally won retirement date.

Whilst this postcode lottery of pension rights continues the Fire Brigades Union refuses to rest, applying pressure to ensure Firefighters get what they are entitled to, when they are entitled to it and without penalty.

Fighting for the Fire & Rescue Service



Protecting Firefighters & Control Staff

DECON Regional Working Group

Although this Region is newly formed it has made significant progress in connecting the right people with the right passion to drive projects forward.

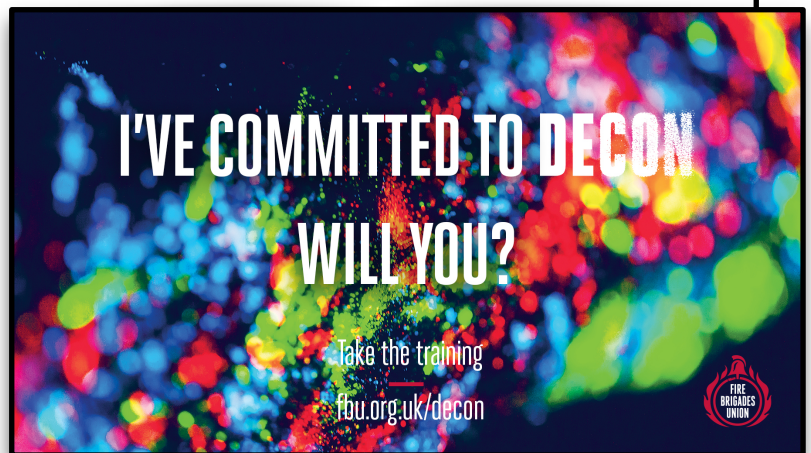
The Region was formed after a de-merge in May last year following an online conference.

Following that Conference the Fire Brigades Union Launched the national DECON campaign in September of the same year. A campaign aimed at driving down the level of exposure Firefighters have to Cancer causing Contaminants.

The campaign provided resources such as posters and stickers to promote positive cultural change within the workplace and included the 11 steps recommended by Professor Anna Stek.

Following the launch Region 12 formed a sub-committee that embraced the passion and drive of those who really wanted to drive this campaign into the heart of their respective service and ensure DECON was taken seriously and didn't just fizzle out.

The aim of the group is to share information and resources so that the four Brigades can level up to the highest standard without having to repeat work already undertaken elsewhere. Boxing clever in this way results in the Services within our Region saving money, time and effort, which can be put to better use.



The Group is made up of James Hunt (Berks), Kieron Thomas (Bucks), Steve Burns (HLOW) and Lee Newport (Ox).

The Group has direct access to Steve Wright (EC), Mark Chapman (RS) and Matt Nind (Regional H&S Rep) to assist where necessary.

Types of work already undertaken and shared are training packages, Exposure forms, Equipment, zoning etc.

The Region is very fortunate to have such passionate individuals involved and there is no doubt this will be of huge benefit to our members moving forward and driving down Cancer amongst Firefighters

Click on the link to find out more about [DECON](https://fbu.org.uk/decon) and the resources available to you

***Fighting for the Fire &
Rescue Service***



***Protecting Firefighters &
Control Staff***

Grey Book - Overtime Explained

To some the Grey Book is this mythical term older hands make reference to but no one has seen on a shelf or necessarily knows where to find it.

Each bulletin we release from now moving forward will have a relevant segment of the Grey book explained with a link of where to find it. After all this is **YOUR** terms and conditions of employment and ultimately lays out **YOUR** rights and the expectations of **YOUR** employee of you as a Firefighter.

Sometimes those expectations can go off piste and so this segment may one day be of use to you.

Back to Overtime. Overtime is basically broken down into two categories which are "Casual Overtime" and "Pre-arranged Overtime". The latter being the most misunderstood in recent years where some managers have misinterpreted this as obliging Grey Book staff to be at a given destination other than their place of work at a given time prior to the start of their shift to ensure that they are at the different destination by the start of shift.

This is a misunderstanding of the term "Pre-arranged" which in this case means Firefighters have a choice of whether to volunteer for overtime or not. In paragraph 25 it states:-

"25. Employees are free to volunteer to work pre-arranged overtime for no more than twenty four hours per month arranged over a six month period."

A good example of this misinterpretation would be a manager knowing you live round the corner of an ongoing RTC and knowing you were on duty in an hours time. Misinterpreting this term to think they can order you to manage traffic or do scene safety. That simply isn't the case. The individual may wish to volunteer, but that is their choice and they can't be compelled to do it.

It's also worth noting paragraph 26 that states Pre-arranged overtime will not be used to make up any planned shortfalls in the overall staffing levels set out in the IRMP

"Casual overtime" is the term given to the overtime accrued by firefighters having had to respond to an operational incident that has taken them beyond the end of their shift. Simply put its a requirement to remain on duty at an operational incident.

This is the only time Firefighters are contractually obliged to take overtime. This overtime is not pre-arranged and is only when they are required to remain on duty at an operational incident

There are only two rates of pay for overtime and that is time and a half or double time on public holidays. None of this can be changed without formal negotiation with the Fire Brigades Union

For more information on the Grey Book please follow the [link](#)

Overtime

23. Payment for overtime applies to employees in the roles of Watch Manager and below (and, in the case of casual overtime, to Station Managers not on the flexible duty system) and shall be at time and a half, or double time on a public holiday. An employee who requests it may be granted time off in lieu at the appropriate enhanced rate, subject to the exigencies of the service, rather than receive overtime payment.

'Grey Book' 6th Edition (updated 2009) 19

24. Overtime rates of pay apply to employees on the retained duty system only where they work in excess of forty-two hours in a seven-day period.

Pre-arranged overtime

25. Employees are free to volunteer to work pre-arranged overtime for no more than twenty-four hours per month, averaged over a six-month period.
26. Pre-arranged overtime will not be used to make up any planned shortfall in the overall staffing levels set out in the fire and rescue authority's Integrated Risk Management Plan.
27. Part-time employees will be entitled to enhanced overtime rates only at those times and in those circumstances that full-time employees would qualify.
28. The arrangements for the application of pre-arranged overtime shall be the subject of consultation between the fire and rescue authority and recognised trade unions.

Casual overtime

29. An employee who works overtime as a result of a requirement to remain on duty at an operational incident shall be paid as follows:
- (1) Each period of overtime shall be treated separately.
 - (2) No payment shall be made for any period less than fifteen minutes.
 - (3) A period of fifteen minutes or more and up to one hour shall be treated as one hour.
 - (4) Where the period exceeds one hour, payment shall be made for complete periods of fifteen minutes.
30. Where an employee on the flexible duty system is detained at an operational incident beyond his or her normal rostered duty time and requests compensatory time off in lieu that request shall not unreasonably be refused.

**Fighting for the Fire &
Rescue Service**

**Protecting Firefighters &
Control Staff**

Region 12 talk DECON with OX FRS Jo Bowcock

On March 10th 2022 Executive Council Member Steve Wright and Regional Secretary Mark Chapman met with Oxfordshire Fire and Rescue Services newly appointed Deputy Chief Fire Officer Jo Bowcock.

The aim of the meeting was to demonstrate how collectively we can achieve so much more to protect Firefighters from Cancer causing contaminants.

The purpose of the newly formed Regional Decon committee was explained and its intent to coordinate and share resources across the four brigades within our region and achieve our mutual goals which is to protect those we represent.

It is reassuring to report that Jo was open to the work we are undertaking as a region and welcomed the collaborative approach and assured the FBU that Oxfordshire Fire and Rescue was committed to reducing Firefighter exposure to cancer causing contaminants.

Should you need any further resources like stickers, posters or links to the UCLan register please follow this [link](#)



BREAKING NEWS

🔴🔴 [Pensions Win for our Retained Members!!!](#) 🔴🔴

The FBU has taken a big step forward in winning pension justice for retained members. Many retained firefighters will have more of their career taken into account when pension entitlements are worked out.

Previously, only employment dating back to the introduction of the Part Time Worker Regulations, on 1 July 2000, was counted for the purposes of retained – on-call, or part-time - firefighters' pension entitlements. However, in a similar case involving a Judge's employment (*O'Brien v Ministry of Justice*, November 2018) it was ruled that a scheme similar to this one discriminated against older workers, who would be more affected by this limitation. As a result of this case retained firefighters will now have the opportunity for their employment to be made pensionable much earlier in their careers. The ruling also included retained firefighters who have transferred to wholetime. The memorandum of understanding, which has been made public today after having been under negotiation for some time, will facilitate this taking place.

Mark Rowe, national officer, Fire Brigades Union said:

"This is very good news for retained firefighters who will now be provided the opportunity to have previous employment as a retained firefighter count towards their pension, under the conditions of the Second Options Exercise Memorandum of Understanding. Some retained firefighters were previously losing out, so we're delighted to successfully conclude these negotiations for our members. The government have been proved wrong time and time again when it comes to pensions, and we will continue to fight for justice for all of our members."

You can read more about this in the circular sent to members, available [here](#) and also in a previous circular available [here](#) (the section entitled RDS Employment Tribunal Pension Claims)

BREAKING NEWS

Mark Chapman - Regional Secretary Region 12



Mark joined Hampshire Fire and Rescue Service in 2000 and had his early years of service forged during the infamous 2002 pay dispute.

He has been actively involved in the FBU ever since as Branch rep, Brigade Chair and currently Brigade Secretary.

Mark is passionate about holding the line, protecting Firefighters terms and conditions and promoting the good work that the Fire & Rescue Service and the Fire Brigades Union can proudly lay claim to.

He has been politically active and engaged on a local and national level in each of these roles. Challenging Councillors and MPs whenever necessary and proactively engaging with them in order to ensure support for ongoing campaigns.

Mark has organised many public events to promote the Centennial film and commissioned two Firefighter 100 Lottery Red Plaques in his time as a Brigade Official.

Mark has fought for better provisions to mitigate the contamination exposure to Firefighters, signed his Service up to the TUC "Dying to Work Charter" and supported Firefighters and their families when they have needed us most.

During the Pension Campaign Mark rallied the Hampshire membership to attend the London Lobbies at Parliament Square and Westminster whilst also orchestrating a coordinated and successful attempt to sign respective MPs up to the Early Day Motion 454, which forced a debate in Parliament on Firefighter Pensions.

Mark has supported FBU National during multiple campaigns, defending our position through social and mainstream media. Most recently speaking on behalf of FBU National on Channel 4 News with regards to the Tri-Partite agreement, lack of provisions and pay for Key Workers on the front line during the Global C-19 Pandemic.

Mark is a fantastic organiser and effective trade unionist with a wealth of experience and a reputation for successful, effective campaigning that will prove invaluable in supporting Brigade Officials and members across the region.

Mark is and always be on the frontline standing shoulder to shoulder with members. Members in the Southern region can be assured that the region will have a strong, effective and committed regional secretary fighting on their behalf.

Fire Brigades Union - Southern Region

Exclusion of Control Staff Queens Platinum Jubilee Medal

As you will be aware, the Westminster government announced in November 2020 that the medal will be awarded to serving frontline members of emergency services.

Disappointingly and unlike previous years the criteria currently exclude Control staff.

Our members will all agree that control staff are a vital part of our emergency response and share our level of disappointment in this decision. Control Operators play a key role in resolving incidents and ensuring that lives are saved. They have also suffered the same pay restraint as the rest of our team over recent years. Their work ensures that all operational incidents are supported to their conclusion, and that our crews and communities are kept safe. The FBU strongly believes that these colleagues should not be excluded and should be recognised for their dedication and commitment to protecting our communities.



On 10th February 2022 the General Secretary wrote to all Chief Fire Officers outlining this Unions disappointment and requested the following:-

1. What steps have you taken to support control staff to receive the medal?
2. If you do believe that control staff's commitment should be acknowledged could you describe what steps you have taken or intend to take to communicate your position to staff.
3. Have you written to the Department for Culture, Media and Sport stating that control staff should be automatically included on the list of those eligible to receive the medal?
4. Have you exercised your discretion and submitted the names of control staff to the relevant department/agency in order to ensure that they receive the medal?
5. What steps do you intend to take in the event that control staff are denied the medal?

As a Region we ask you to support our Control Members and write to your Councilors and MPs expressing your disappointment in the regard shown for our brothers and sisters in Control.

Please do remember to include the short Bafta award winning film "[Operator](#)" which portrays the pressures faced in this unique role.

Fire Brigades Union - Southern Region



Stand Up To Racism Rally

Region 12 members represented at the UN Anti Racism rally.

The event brought together 'Stand Up To Racism' supporters and allies from across trade unions, faith groups, politicians and campaigns to organise for the TUC backed national demonstration in London.

The UN Anti Racism Day coincided with international actions in cities around the world under the slogan 'World Against Racism & Fascism'.

General Secretary Matt Wrack was one of the key speakers at the event where thousands came together to protest.

2022 LGA Annual Fire Conference

The 2022 LGA Annual Fire Conference took place in Gateshead - Newcastle from Tuesday 15th to Wednesday 16 March 2022.

There were two Keynote sessions at the event. The first was a ministerial address by Lord Stephen Greenhalgh, Minister of State for Building Safety and Fire, which took place on Tuesday 15 March. The second entitled 'inspections' and was led by Her Majesty Chief Inspector of Fire and Rescue Services.

The event was attended by EC member Steve Wright. It was an opportunity to speak direct with CFOs and Fire Authority Chairs across the Southern region. FBU officials were front and centre in all debates and ensured Firefighters voices were heard.

The FBU had a Decon stall at the event and used the opportunity to talk with those in the fire sector about the campaign.





Fire Brigades Union - Southern Region



Regional & Brigade Officials

Region Officials

- EC Member - Steve Wright
07961 421498 Steve.Wright@fbu.org.uk
- Regional Secretary - Mark Chapman
07725 007757 mark.chapman@fbu.org.uk
- Regional Chair - James Wolfenden
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- Regional Treasurer – Robyn Richardson
07725 996201 Robyn.Richardson@fbu.org.uk

Regional Representatives

- Fairness at Work - Spence Cave
07760224172 spencer.cave@hantsfire.gov.uk
- Firefighter Magazine - James Wolfenden
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- Officers - Gary Jackson & Nick Bourke
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- Regional H&S - Matt Nind
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- RELO - Stuart Eade
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- Retained Section - Steve Burns
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- Women's - Robyn Richardson
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- Control - Robyn Richardson
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Vacant Regional Positions

- B&EMM - Vacant
- RDS - Vacant
- LGBT - Vacant

Brigade Officials

Berkshire

- Brigade Secretary – Steve Collins
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- Brigade Chair – Paul Mortimer
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- Brigade Secretary – Chris Wycherley
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- Brigade Chair – Tony Brandon
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- Brigade Organiser - John Williams
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Hampshire & Isle of Wight

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- Brigade Chair – Dave Hunt
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- Brigade Organiser – Stuart Eade
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- Brigade Organiser – Rich Cullen

Oxfordshire

- Brigade Secretary – Nick Bourke
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- Brigade Chair – Jonathan Shuker
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THE PROFESSIONAL VOICE
OF YOUR FIREFIGHTERS



FIREFIGHTERS 100
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