

# DEVON & SOMERSET FIRE & RESCUE AUTHORITY



<b>REPORT REFERENCE NO.</b>	<b>HRMDC/14/3</b>
<b>MEETING</b>	<b>HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>22 JANUARY 2014</b>
<b>SUBJECT OF REPORT</b>	<b>FIREFIGHTERS' PENSION SCHEME INTERNAL DISPUTE RESOLUTION PROCEDURE (IDRP)</b>
<b>LEAD OFFICER</b>	<b>Director of People and Commercial Services</b>
<b>RECOMMENDATIONS</b>	<b><i>That the Committee determines how it wishes to proceed on this matter with a view to progressing future cases.</i></b>
<b>EXECUTIVE SUMMARY</b>	<p>The Firefighters' Pension Scheme Internal Disputes Resolution Procedure (IDRP), enables complaints related to a pension to be considered by the Service and Authority under a two stage process:</p> <p><b>Stage One:</b> the matters should be considered by the Chief Fire Officer, or a senior manager specified by him/her, who will give a decision in the matters; and</p> <p><b>Stage Two:</b> the decision should be confirmed or replaced by the decision of elected members of the fire and rescue authority.</p> <p>It has previously been resolved that the Stage Two of the process would be considered by a sub-panel of the HRMD committee comprising one or more members with a maximum of 3. The membership of the Panel was decided upon at the previous meeting of the Committee held on 26 July 2013 (Minute HRMDC/8 refers) and Councillors Bown, Brooksbank and J Smith were appointed.</p> <p>Cases are normally considered, based on written submissions from the complainant, however, the FBU have requested that they should present the submission on behalf of the complainant.</p> <p>The guidance in Annexe 12 of the Appeals Procedure relating to the IDRP states "that the IDRP is essentially a written procedure and a complainant cannot be required to attend an oral hearing or interview in relation to Stage One or Stage Two".</p> <p>The Committee is asked to determine how it wishes to proceed on this matter with a view to progressing such future cases.</p>

<b>RESOURCE IMPLICATIONS</b>	None
<b>EQUALITY RISK &amp; BENEFITS ASSESSMENT</b>	None
<b>APPENDICES</b>	None
<b>LIST OF BACKGROUND PAPERS</b>	None