

<b>REPORT REFERENCE NO.</b>	HRMDC/15/5
<b>MEETING</b>	<b>HUMAN RESOURCES AMANAGEMENT AND DEVELOPMENT COMMITTEE</b>
<b>DATE OF MEETING</b>	11 JUNE 2015
<b>SUBJECT OF REPORT</b>	<b>APPOINTMENTS TO THE INTERNAL DISPUTES RESOLUTION PANEL</b>
<b>LEAD OFFICER</b>	Director of People and Commercial Services
<b>RECOMMENDATIONS</b>	<i>To appoint from amongst its Members a Panel of three Members with delegated authority to consider and determine complaints made by individuals under Stage 2 of the Firefighters' Pensions Scheme Internal Dispute Resolution Procedure"</i>
<b>EXECUTIVE SUMMARY</b>	<p>The Firefighters' Pension Scheme Internal Dispute Resolution Procedure (IDRP) enables complaints related to a pension to be considered by the Service and Authority under a two stage process as follows:</p> <p><b>Stage One:</b> the matters should be considered by the Chief Fire Officer, or a senior manager specified by him, 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 which may in turn delegate this function to a smaller grouping.</p> <p>It should be noted that the Service procedures for grievances, discipline or dismissals now align with ACAS practice and guidance (which replaced the statutory discipline regulations) and do not provide for any ultimate recourse to the Authority. The Service has no intention to change this arrangement but, given the revised Internal Disputes Resolution Procedure are linked to statutory pensions schemes, it is necessary in the case of pensions complaints to provide an ultimate recourse to the Authority.</p> <p>This matter has been delegated by the Authority to this Committee for determination (Minute DSFRA/10 refers). The Committee is requested, therefore, to appoint three of its Members to serve on the IDRP.</p> <p>In 2014/15, the Membership of the Panel was Councillors Bown, Brooksbank and Smith. Given the changes in membership of the Authority recently, it is suggested that the appointments should be Members who already have some experience of the Committee's work.</p>
<b>RESOURCE IMPLICATIONS</b>	An initial assessment has revealed no equality issues in this matter sufficient to warrant a full equality impact assessment.
<b>EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)</b>	Nil.

<b>APPENDICES</b>	None.
<b>LIST OF BACKGROUND PAPERS</b>	Firefighters' Pensions Scheme Circular 1/2009 – Firefighters' Pension Scheme: Internal Dispute Resolution Procedure (IDRP).