

REPORT REFERENCE NO.	HRMDC/19/9
MEETING	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
DATE OF MEETING	10 JULY 2019
SUBJECT OF REPORT	APPOINTMENTS TO THE INTERNAL DISPUTES RESOLUTION PANEL
LEAD OFFICER	Director of Corporate Services (Clerk to the Authority)
RECOMMENDATIONS	<i>The Committee is asked to review or confirm the appointments made to the IDRP Panel by the Authority on 7 June 2019 (Councillors Clayton, Hannaford and Vijeh).</i>
EXECUTIVE SUMMARY	<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> <ul style="list-style-type: none"> • Stage One: 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 • Stage Two: 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>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. The Service had received an application under Stage Two of the process on 25 April 2019, however, with a period of two months within which to hear and determine the appeal. In view of this, the Authority made initial appointments to the Panel at its meeting on 7 June 2019 (Minute DSFRA/5 refers) to facilitate the setting up of a Panel to hear this appeal. The appointments made on 7 June 2019 to the Panel were:</p> <p>Councillors Clayton, Hannaford and Vijeh.</p> <p>Ongoing membership of this ad hoc panel was, however, subject to consideration by the Human Resources Management & Development Committee.</p> <p>The Committee is asked to review or confirm the appointments made to the IDRP Panel by the Authority on 7 June 2019.</p>
RESOURCE IMPLICATIONS	An initial assessment has revealed no equality issues in this matter sufficient to warrant a full equality impact assessment.
EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)	Nil.

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