

REPORT REFERENCE NO.	HRMDC/16/8
MEETING	HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE
DATE OF MEETING	24 JUNE 2016
SUBJECT OF REPORT	APPOINTMENTS TO THE INTERNAL DISPUTES RESOLUTION PANEL
LEAD OFFICER	Clerk to the Authority
RECOMMENDATIONS	<i>To appoint from amongst the Committee 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>
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> <p>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</p> <p>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> <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 Panel.</p> <p>In 2015/16, the Membership of the Panel was Councillors Bown, Burrige-Clayton and Knight. Given the need for Panel Members to have some experience in this area, it is suggested that it would be appropriate for the current Members who have already built up some experience to continue to serve on this ad hoc Panel.</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).