

<b>REPORT REFERENCE NO.</b>	<b>PC/22/8</b>
<b>MEETING</b>	<b>PEOPLE COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>29 JULY 2022</b>
<b>SUBJECT OF REPORT</b>	<b>APPOINTMENTS TO THE INTERNAL DISPUTES RESOLUTION PANEL</b>
<b>LEAD OFFICER</b>	<b>Director of Governance &amp; Digital Services</b>
<b>RECOMMENDATIONS</b>	<i>The Committee is asked to determine appointments to the IDRP Panel to run until the first meeting of the Committee after the Authority's Annual General Meeting in June 2023.</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> <ul style="list-style-type: none"> <li>• <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</li> <li>• <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.</li> </ul> <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.</p> <p>For ease of reference, previous membership of the Panel in 2021 was Councillors Hannaford, Clayton and Bown.</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>BACKGROUND PAPERS</b>	Firefighters' Pensions Scheme Circular 1/2009 – Firefighters' Pension Scheme: Internal Dispute Resolution Procedure (IDRP).