

Human Resources Committee

Quorum - 4

Members - 7

Peter Adams (Conservative)
Joyce Barrow (Conservative)
Karen Blundell (Liberal Democrat)
Terry Kiernan (Conservative)
Leon Murray (Labour)
Roy Picken (Labour)
Mal Price (Conservative)

Meeting Dates

2011

29 September 2011

2012

19 April 2012

All meetings take place at 2.00 pm in the Conference Room at Service Headquarters, unless otherwise advised.

Terms of Reference

To consider human resource strategies and make recommendations to the Authority

To consider reports on the progress of regional and national human resource activities and make recommendations to the Authority, where appropriate

To consider and monitor staffing requirements, the establishment scheme and human resource policies for the Authority and make recommendations to the Authority

To consider fundamental amendments to locally determined conditions of service and make recommendations to the Authority

To consider reports regarding the induction, training and development needs of Members and officers, regularly review those needs and make recommendations to the Authority

To make recommendations to the Authority on the process for appointments to the posts of Chief Fire Officer, Deputy Chief Fire Officer, Treasurer, Monitoring Officer, Deputy Monitoring Officer and Clerk, as necessary

To review at least annually, and more frequently, if changes are required sooner, its terms of reference to ensure that they are up-to-date, and make recommendations for change to the Fire Authority

To consider and determine appeals against dispute in accordance with the Collective Disputes Procedure

To ensure that equality of opportunity and diversity at work issues are promoted, implemented and monitored by the Authority and the Service

To consider reports on employee pension schemes and make recommendations to the Authority

To review and amend, where required, the processes and procedures for dealing with:

- Appeals against grading and market factor supplement decisions (including rank to role)
- Grievances
- Appeals against the application or interpretation of conditions of service
- Appeals against dispute in accordance with the Collective Disputes Procedure
- Appeals Hearings cases

To ensure the provision of appropriate training and development to ensure that all Members of the Committee are able to discharge their responsibilities

Appeals Hearings

Quorum – 3

Members – 7

Although all Members of the Human Resources Committee will be eligible to participate in appeals hearings, the number participating in any hearing will be limited to 3. Steps will be taken to ensure that wherever practicable political balance is achieved.

Terms of Reference

To undertake the following functions which apply to those employees who come within the jurisdiction of the Fire Authority:

- To consider and determine appeals against grading and market factor supplement decisions (including rank to role)
- To consider and determine grievances in accordance with the Grievance Procedure
- To consider and determine appeals against the application or interpretation of conditions of service
- To consider and determine any appeal against a decision of a Brigade Manager / Brigade Managers relating to individual cases of long-term sickness and pay
- To consider and determine any appeal against a decision of a Brigade Manager / Brigade Managers relating to the ill-health retirement or dismissal for health-related reasons of any employee
- To consider and determine any appeal against a decision of a Brigade Manager / Brigade Managers relating to powers exercised under the Firemen's Pension Scheme and the New Firefighters Pension Scheme and related legislation in respect of ill-health retirements, except where that appeal is against a medical decision
- To consider and determine appeals at Internal Dispute Resolution Procedures Stage 2 with regard to the Firemen's Pension Scheme, the New Firefighters Pension Scheme, National Firefighters' Pension Scheme and the Firefighters' Compensation Scheme
- To consider and determine appeals against dismissal under the disciplinary process

Meeting Dates

There are no scheduled meeting dates for appeals hearings, which take place on an "ad hoc" basis as and when there are cases to consider.