

Appointments and Disputes Committee

Terms of Reference

1. To make the appointments of the Chief Fire Officer/Deputy Chief Fire Officer to determine the terms and conditions on which they hold office, including remuneration, and to deal with any related issues concerning their employment.
2. To deal with the investigation of complaints against the Chief Fire Officer/Deputy Chief Fire Officer and to take action on behalf of the Fire and Rescue Authority (the Authority) under the appropriate discipline regulations prescribed for those officers.
3. To consider and decide on disputes referred to the Authority when there is a recorded 'failure to agree' between the Chief Fire Officer/Deputy Chief Fire Officer and a nationally recognised representative body.
4. To consider and decide on grievances between an employee and the Chief Fire Officer/Deputy Chief Fire Officer.
5. To consider a complaint where the complainant is not satisfied that the complaint has been dealt with satisfactorily.
6. To authorise, following their retirement, the re-appointment of any Brigade Manager or Area Manager to their previous or a similar post, only in exceptional circumstances; when this is necessary in the interests of public safety, having regard to openness, justification and duration of the re-appointment.

Membership: Number of Members: any five members appointed on a politically proportionate basis. The Appointments and Disputes Committee has no standing membership. Instead, members will be appointed from amongst the whole membership of the Authority as the need to meet arises.

Quorum: 3

Chair: To be appointed on each occasion from amongst the membership of the Committee

Meetings: No standing meetings

Reporting arrangements: To the Authority

Appeals Committee

Terms of Reference

Where the policies of the Fire and Rescue Authority (the Authority) provide for an appeal to elected members the role of the Appeals Committee is to hear and determine an appeal against dismissal brought by any member of staff (conditioned to the Grey Book or the Green book), whether the termination is for a disciplinary matter, ill health, redundancy or some other substantial reason.

Note: Issues related to the employment of the Chief Fire Officer/Deputy Chief Fire Officer

Any member of Strategic Leadership Team subject to Gold Book terms and conditions shall be referred in the first instance to the Appointments and Disputes Committee for decision. Where Gold Book conditioned officers are entitled to appeal a decision of the Appointments and Disputes Committee then any such appeal shall be to the Appeals Committee.

Membership: Any five members appointed on a politically proportionate basis. The Appeals Committee has no standing membership, instead members will be appointed from amongst the whole membership of the Authority as the need to meet arises

Quorum: 3

Chair: To be appointed on each occasion from amongst the membership of the Committee

Meetings: No standing meetings

Reporting arrangements: To the Authority