

KENT & MEDWAY FIRE & RESCUE AUTHORITY

HEARINGS PANEL

TERMS OF REFERENCE

1. To consider and make decisions on behalf of the Authority on:
 - a) Appeals under the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme;
 - b) Appeals on matters that are the subject of collective negotiation;
 - c) Staff disciplinary appeals and grievance hearings as identified in the Conditions of Service and Service Orders;
 - d) Allegations that a Member has breached the Authority's Code of Conduct (following investigation in accordance with the Authority's Arrangements for Dealing with Code of Conduct Complaints under the Localism Act 2011).

All Members will be invited to undertake training to participate in hearings, to ensure that sufficient Members are available to constitute panels when required.

Hearings Panels will normally consist of 4 Members (2 Conservative (one of whom will chair), 1 Labour and 1 Liberal Democrat). Panels will be convened by the Clerk, calling on the pool of Members with relevant training.

Approved (as Appeals Panel) by the Authority on 15 June 2006 and amended by the Authority on 13 July 2009 and 16 February 2011. Change of name and amended Terms of Reference approved by the Authority on 14 June 2012, to take effect from 1 July 2012.