



Safest People, Safest Places

Combined Fire Authority

25 October 2023

Notes of the Human Resources Committee held on 5 September 2023

Report of the Chair of the Human Resources Committee

Members Present: Cllr C Martin in the Chair

Cllrs A Batey, C Marshall, J Quinn and D Ray

Purpose of the report

1. The purpose of this report is to provide members with an update on the discussions and recommendations of the Human Resources Committee held on 5 September 2023

Sickness Absence Performance Report Quarter One 1 April 2023 to 30 June 2023

2. K Metcalfe introduced the report which provided an update on sickness performance for the period 1 April 2023 to 30 June 2023.

Members discussed reasons for absence, the sickness absence management system and possible links between absence figures and culture with in Services.

Members **noted** the report.

Health and Safety Report Quarter One 1 April 2023 to 30 June 2023

3. Members received a summary of the Service's health and safety performance for the end of the first quarter of the 2023/24 reporting period.

Members discussed testing following near miss reports, vehicle accidents and parked cars, insurance arrangements and appliance cameras.

Members **noted** the report.

Removal of A Roles from the Establishment

4. K Metcalfe introduced the report which advised the committee of a change in the Service establishment whereby Watch Manager and Station Manager A roles across the Service have been removed and replaced with that of B level.

Discussion took place around staff progression routes, moves and transfers.

Members **noted** the report.

Values and Culture in Fire and Rescue Services Spotlight Report Action Plan Update

5. K Metcalfe introduced the report which updated the committee on the progress made towards completion of the action plan relating to HMICFRS Values and Culture Report and the recommendations made.

Discussion took place regarding national guidance for DBS checks and it was noted that a further paper would be prepared for a future CFA meeting.

Members **noted** the report.

Additional Workforce Healthcare Benefit

6. K Metcalfe introduced the report which proposed an enhanced wellbeing offering in the form of a trial of an additional workforce healthcare benefit that is complimentary to NHS provision and our existing Occupational Health Service.

Members discussed staff feedback from other services, the referral process and the NHS position.

Resolved:

- a) The Committee **approved** the proposed trial for an 18 month period
- b) The Committee **agreed** to review the trial at 18 months with a view to adopting as a permanent employee benefit.

Part B

Flexible Retirement Application

7. K Metcalfe introduced the report which sought approval of a flexible retirement application from a control Watch Manager.

Following discussion and debate the Committee agreed to approve the flexible retirement application.

Recommendation

8. Members are requested to **note** the report.