



Safest People, Safest Places

Combined Fire Authority

12th November 2021

Notes of the Human Resources Committee: 16 September 2021

Report of the Chair of the Human Resources Committee

Members Present: Cllr L Mavin in the Chair
C Marshall, J Quinn, J Cairns and H Crumbie

Apologies: Cllr Alison Batey

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 (HR) Committee held on 16 September 2021.

Terms of Reference

2. The Committee were presented with the Terms of Reference for the newly formed HR Committee as outlined in the Combined Fire Authority Constitution.

The Committee **noted** the report.

Sickness Absence Performance Quarter 4: 1 April 2020 – 31 March 2021

3. The Committee were updated on the sickness absence performance for the period including how absence is calculated for the various shift rotas and how targets and performance indicators are set. Members scrutinised in detail the sickness absence performance for Q4.

The Committee **noted** and **commented** on the report.

Sickness Absence Performance Quarter 1: 1 April 2021 – 30 June 2021

4. The Committee were updated on and scrutinised in detail the sickness absence performance for the period.

The Sickness Absence Performance Quarter 1 report is attached at Appendix A.

The Committee **noted** and **commented** on the report.

Culture Survey Results

5. The Committee considered the findings of the third culture survey conducted by Durham University Business School in April 2021.

The Committee **noted** and **commented** on the report.

Equality, Diversity and Inclusion

6. The Committee were presented with an update of the work carried out by the Service's Equality Diversity and Inclusion Group (EDIG) for the period April 2021 – September 2021.

The Committee **noted** and **commented** on the report.

Health and Safety Performance Quarter 1: 1 April 2021 – 30 June 2021

7. The Committee considered a summary of the Service's health and safety performance for Quarter 1, 1 April 2021 – 30 June 2021.

The Committee **noted** and **commented** on the report.