



Safest People, Safest Places

Combined Fire Authority

20 June 2023

Notes of the Human Resources Committee held on 16 May 2023

Report of the Chair of the Human Resources Committee

Members Present: Cllr J Cairns in the Chair
Cllrs C Marshall and A 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 Committee held on 16 May 2023

Sickness Absence Performance Report Quarter Four 1 April 2022 to 31 March 2023

2. K Metcalfe introduced the report which provided an update on sickness performance for the period 1 April 2022 to 31 March 2023.

Members **noted** the report.

Health and Safety Report 2022/23

3. Members received a summary of the Service's health and safety performance for 2022/23.

Members thanked the Health and Safety team for their work over the year.

Members **noted** the report.

Private Medical Care

4. K Metcalfe introduced the report which provided details of the potential benefits of utilizing private medical care or interventions to proactively reduce sickness absence.

Discussion took place around a potential reduction in waiting times for treatment which could result in a speedier return to full duties.

Members **noted** the report.

Values and Culture in Fire and Rescue Services Spotlight Report

5. K Metcalfe introduced the report which informed the Committee of the outcomes of His Majesty's Inspectorate of Constabulary and Fire and Rescue Services Values and Culture Report and the internal review of CDDFRS practices against the recommendations made.

A gap analysis had been carried out and an action plan produced which would be monitored by the HR Committee moving forward.

Members **noted** the report.