



**Safest People, Safest Places**

**Combined Fire Authority**

**5 January 2024**

**Notes of the Human Resources Committee held on 21 November 2023**

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**Report of the Chair of the Human Resources Committee**

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**Members Present:** Cllr C Martin in the Chair  
Cllrs J Cairns 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 21 November 2023

**Sickness Absence Performance Report Quarter Two 1 April 2023 to 30 September 2023**

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

Members discussed reasons for absence, commenting on the rise in covid related absence and noting that it was expected at this time of year.

Members **noted** the report.

## **Health and Safety Report Quarter Two 1 April 2023 to 30 September 2023**

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

The BA wash facility was discussed, and it was noted that this a fairly new process and procedures have been reviewed with Draeger.

Members **noted** the report.

## **Equality, Diversity and Inclusion**

4. K Metcalfe introduced a report which updated members on the work carried out by the Service's Equality, Diversity and Inclusion Group.

Cllr D Ray commented that Fire Service attendance at Darlington pride was appreciated.

Members **noted** the report.

## **PART B**

### **Employee Relations Update**

5. Members were provided with details of informal and formal complaints received by the Service from its workforce as well as the instigation of any disciplinary action for the period 1 April 2023 to 30 September 2023.

### **Recommendation**

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