



Safest People, Safest Places

Combined Fire Authority

25 June 2024

Notes of the Human Resources Committee held on 23 May 2024

Report of the Chair of the Human Resources Committee

Members Present: Cllr A Batey in the Chair
Cllrs 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 23 May 2024.

Sickness Absence Performance Report Quarter Three 1 April 2023 to 31 March 2024

2. K Metcalfe introduced the report which provided an update on sickness absence performance for the period 1 April 2023 to 31 March 2024.

Members discussed sickness by section, mental health and the resources the service offered to assist staff back to the workplace.

The committee **noted** the report.

Health and Safety Report Quarter Three 1 October 2023 to 31 March 2024

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

Members discussed accidents to personnel, vehicle accidents and health and safety investigations.

Members **noted** the report.

Additional Health Care Benefit

4. K Metcalfe introduced the report which provided an update on the implementation of the trial of additional workforce healthcare benefit, through Benenden Health.

Members commented on the report.

Members **noted** the report.

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

5. K Metcalfe introduced the report which provided an update on the progress made towards completion of the Action Plan relating to HMICFRS Values and Culture report and the recommendations made.

Members commented on the report.

The Committee **noted** the report.

PART B

Employee Relations Update

6. 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 31 March 2024.

Members commented on the information.

The Committee **noted** the report.

Recommendation

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