



Safest People, Safest Places

Combined Fire Authority

21 October 2024

Notes of the Human Resources Committee held on 27 September 2024

Report of the Chair of the Human Resources Committee

Members Present: Cllr S Zair in the Chair
Cllrs A Batey, and Cllr G Lee

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 27 September 2024

Sickness Absence Performance Report Quarter One 1 April 2024 to 30 June 2024

2. K Metcalfe introduced the report which provided an update on sickness absence performance for the period 1 April 2024 to 30 June 2024.

The committee **noted** the report.

Health and Safety Report Quarter One 1 April 2024 to 30 June 2024

3. Members received a summary of the Service's health and safety performance for the end of the first quarter of the 2024/25 reporting period.

Members **noted** the report.

Equality, Diversity and Inclusion Update

4. Members received an update the on the Equality, Diversity and Inclusion work ongoing within the service including PRIDE events participation, progress and challenges of the current EDI strategy and the role of the EDI Group.

The Committee **noted** the report.

Additional Healthcare Benefit

5. Members were provided an update on the implementation of the trial of an additional workforce healthcare benefit, through Benenden Health.

The Committee **noted** the report.

Standards of Behavior: The Handling of Misconduct in the Fire and Rescue Service

6. K Metcalfe presented Members with the outcomes of the internal review of County Durham and Darlington Fire and Rescue Services practices against the recommendations made in HMICFRS Standards of Behaviour: The Handling of Misconduct in Fire and Rescue Services report.

Members were briefed regarding the HMICFRS Handling of Misconduct Improvement Plan which sets out 15 recommendations.

The Committee **noted** the report.

PART B

Employee Relations Update

7. 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 2024 to 30 June 2024.

The Committee **noted** the report.

Recommendation

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