



Safest People, Safest Places

Combined Fire Authority

20 January 2025

Notes of the Human Resources Committee held on 26 November 2024

Report of the Chair of the Human Resources Committee

Members Present: Cllr S Zair in the Chair

Cllrs C Marshall, G Lee, C Martin 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 26 November 2024.

Sickness Absence Performance Report Quarter Two 1 April 2024 to 30 September 2024

2. K Metcalfe introduced the report which provided an update on sickness absence performance for the period 1 April 2023 to 30 September 2024.

Members discussed sickness by section, Benenden referrals and fire service data comparison report.

The committee **noted** the report.

Health and Safety Report Quarter Two 1 April 2024 to 31 September 2024

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

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

Members **noted** the report.

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

4. 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 and the action plan.

Members **noted** the report.

Options for addressing HMICFRS Recommendations relating to the provision of a professional standards function

5. K Metcalfe introduced the report which highlighted a range of options which would address the recommendation relating to the provision of a Professional Standards Function highlighted in the recent inspection report.

Members discussed the options in turn.

The Committee **agreed** to the proposed progression of option 2 collaboration with the police.

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 2024 to 30 September 2024.

Members commented on the information.

The Committee **noted** the report.

Recommendation

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