



Safest People, Safest Places

Combined Fire Authority

14 March 2025

Notes of the Human Resources Committee held on 20 February 2025

Report of the Chair of the Human Resources Committee

Members Present: Cllr S Zair in the Chair

Cllrs A Batey, 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 20 February 2025.

Sickness Absence Performance Report Quarter Three 1 April 2024 to 31 December 2024

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

K Metcalfe noted that sickness has increased compared to the previous year and each area was discussed in turn.

The Committee **noted** the report.

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

3. S Linfoot introduced the report which provided Members with a summary of the Service's health and safety performance for the end of quarter three 2024/25 reporting period.

The Committee **noted** the report.

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

4. K Metcalfe highlighted the HMICFRS Handling of Misconduct Improvement Plan which sets out 15 recommendations and the outstanding actions were discussed in turn.

The Committee **noted** the report.

Equality Diversity and Inclusion Strategy and Action Plan

5. JParry introduced the revised Equality, Diversity, and Inclusion (EDI), strategy which will go live in April 2025 and supporting Action Plan covering 5 key priorities.

The Committee thought the Strategy had progressed a lot since the last one and thanked Justin and the staff involved for this.

The Committee **noted** the EDI Strategy and Action Plan contents.

Equality Reporting 2024

6. The purpose of this report is to update the Human Resources Committee (HRC) on the annual reports published by the Service for Public Sector Equality Duty (PSED) and Gender Pay Gap (GPG).

Copies of these reports are available on the service website via the following link:

[Equality, Diversity and Inclusion | County Durham and Darlington Fire and Rescue Service](#)

The Committee **noted** the report.

PART B

Employee Relations Update

7. K Metcalfe discussed the report.

The Committee **noted** the content of the report.

Recommendation

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