

County Durham and Darlington Fire and Rescue Service

At a meeting of the **Human Resources Committee** held at the CDDFRS Headquarters on **Thursday 18 November 2021 at 1000 hours.**

Present: Cllr L Mavin in the Chair

Durham County Council: Cllrs A Batey and J Quinn

Darlington Borough Council: Cllr H Crumbie

Officers: S Natrass, K Metcalfe

Part A

1 **Apologies**

Apologies were received from Cllrs C Marshall and J Cairns.

2 **Welcome and Introductions**

Cllr Mavin welcomed everyone to the meeting.

3 **Minutes of previous meeting**

The minutes of the meeting held on 16 September 2021 were agreed as a true record.

4 **Sickness Absence Performance Quarter Two 2021/22**

K Metcalfe provided members with an update on sickness absence performance for the period 1 April 2021 to 30 September 2021.

Cllr Quinn asked if the Service was expecting a spike in sickness over the winter period. K Metcalfe explained the strategies in place for planning and trying to mitigate any potential spikes in sickness.

Cllr Quin queried if the sector would follow the NHS in making Covid vaccinations mandatory and noted the need for caution. K Metcalfe noted that there was currently no discussion within the sector to do this.

Cllr Batey queried additional data to be added to the reporting on Covid. K Metcalfe noted that absence from Covid by age could be monitored.

It was noted that managers had been speaking to their staff who hadn't had Covid vaccinations as part of welfare discussions.

The Committee **noted** and **commented** on the report.

5 **Equality, Diversity and Inclusion Strategy**

S Natrass introduced the report which provided members with the Service's approach to improving the diversity of the organisation through gaining a greater understanding

of the communities the Service serves and developing positive action strategies to address the improvements in the key areas identified within the report.

Cllr Quinn noted it was pleasing to see the ethnic demographic for the Service was higher than that of the Service area.

Stigma for female fire fighters was discussed and barriers to progression. It was discussed that this area would be explored as part of the 'Development of Underrepresented Groups' project identified within the report.

The committee **noted** and **commented** the report.

6 Health and Safety Performance Quarter Two 2021/22

S Natrass introduced the report which presented members with a summary of the Service's health and safety performance to the end of the second quarter 2021/22 reporting period.

The Committee **noted** and **commented** on the report.