

## **HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE**

(Devon and Somerset Fire and Rescue Authority)

21 January 2011

### Present:-

Councillors Cann (Chair), Bown, Boyd, Burridge-Clayton, Healey (vice Mrs Turner) and Leaves (vice Mrs Nicholson).

### Apologies:-

Councillors Manning, Mrs. Nicholson and Mrs Turner

### **\*HRMDC/22. Minutes**

**RESOLVED** that the Minutes of the meeting held on 12 November 2010 be signed as a correct record.

### **\*HRMDC/23. Declarations of Interest**

Members of the Committee were asked to consider whether they had any personal/personal and prejudicial interests in items as set out on the agenda for this meeting and to declare any such interests at this time.

No interests were declared.

### **\*HRMDC/24. Absence Management**

The Committee received for information a report of the Director of People and Organisational Development (HRMDC/11/1) that set out the overall performance of the Service in relation to absence management in 2010/11.

The Human Resources Manager advised that, whilst performance was still ahead of the target of 9.0 days/shifts per person in 2010/11, it was unlikely that the Service would be able to exceed the absence level of 8.02 days/shifts which was achieved in 2009/10. He added that there had been an increase in absence levels for non uniformed staff in October and November 2010, whilst the figures for Control staff remained over the target level.

In terms of long term absence, this had shown an improvement during 2010/11, particularly for retained staff. It was noted that, in January 2011, the number of staff absent for over 6 months had dropped to 6 over the figure for November for 2010 (12). There had been investigations into the reasons behind sickness absence and musculoskeletal issues was the most frequently reported, followed by mental health issues, although the "various" category had seen the biggest increase recently. The musculoskeletal issues had been investigated in more depth and it had been ascertained that only 2.4% of these injuries were work related. Further work was being undertaken in this area as a result.

It was reported that uniform staff were managing the return to work interviews well. The Service was to issue a Bulletin in respect of return to work interviews and would be giving guidance to staff on how to deal with absence together with a training course.

**\*HRMDC/25. Exclusion of the Press and Public**

**RESOLVED** that, in accordance with Section 100A(4) of the Local Government Act 1972 the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 4 of Part 1 of Schedule 12A (as amended) of the Local Government Act 1972, namely information relating to consultations on labour relations matters between the Authority and its employees.

**Redundancy Compensation for Compulsory & Voluntary Redundancies**

At this point, the Committee considered a report (APRC/11/2) submitted for consideration by the Director of People and Organisational Development.

**\* DENOTES DELEGATED MATTER WITH POWER TO ACT**

The public part of the meeting started at 14.00hours and finished at 14.35hours