



# Minutes

## Executive Committee

---

Date: 10 April 2015

Time: 11.30 am

Venue: Conference Room, Oakroyd Hall, Fire and Rescue Service Headquarters

---

Present: Councillor J Hughes (in the chair), T Austin, J Dodds, P Harrand, H Middleton (as substitute for Councillor Townsley) and B Smith (as substitute for Councillor J Cummins)

In Attendance: None

Apologies: Councillors J Cummins and C Townsley

---

### **36 Minutes of the last meeting**

#### **RESOLVED**

That the Minutes of the last meeting held on 20 February 2015 be signed by the Chair as a correct record.

### **37 Urgent items**

None.

### **38 Admission of the public**

There were no items which required the exclusion of the public and press.

### **39 Declarations of interest**

No declarations of disclosable pecuniary interest were made in any matter under consideration at the meeting.

## **40 Task and Finish Group – final report : Long Term Mental Health Sickness Absence**

Members considered a report of the Chief Legal and Governance Officer which introduced the final recommendations of the Authority's Task and Finish Group in respect of its 3-month review of long-term mental health sickness absence within the West Yorkshire Fire and Rescue Service.

The Director of Service Support, as lead officer of the review, commented that the report was welcomed and had proved a valuable piece of work in terms of the various analyses which had been done at the request of Members.

Members of the Task and Finish Group had further requested that specific information be provided to the Executive Committee in respect of the following;

- Total number of employees with a disability
- Total number of shifts lost per person due to ill health related to domestic causes

It was reported that data on employees with a disability was no longer recorded following the withdrawal of the requirement to collect the information by central Government. This would be reinstated within this Authority by means of self-referral via the SAP system.

In respect of the total number of shifts lost due to ill health related to domestic causes (not including bereavement or special leave), Members were advised that, over the most recent 3.5 year period, 35 such absences had been recorded.

In conclusion, Members specifically noted that the Group had found that the perceived levels of stress and anxiety amongst employees had not been borne out by sickness absence figures related to mental health issues.

### **RESOLVED**

- a) That the report be noted; and
- b) That consideration be given at a future meeting of the Executive Committee to the establishment of further Task and Finish Groups as appropriate.

Chair