

BRISTOL CITY COUNCIL

**MINUTES OF THE MEETING OF THE
HUMAN RESOURCES COMMITTEE
HELD ON 29TH MAY 2009 AT 10.00 AM**

P Councillor Comer (in the Chair)
P Councillor Bees
A Councillor Eddy
A Councillor C. Price
P Councillor Wright

HR

104.5/09 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies for absence were received from Councillor Eddy.

HR

105.5/09 DECLARATIONS OF INTEREST

There were no declarations of interest.

HR

**106.5/09 MINUTES – HUMAN RESOURCES COMMITTEE – 14TH
MAY 2009**

RESOLVED - that consideration of the minutes of the meeting of the Human Resources Committee held on 14th May 2009 be deferred until the next meeting of the Human Resources Committee.

HR

107.5/09 PUBLIC FORUM

There were no public forum items.

HR

108.5/09 EXCLUSION OF PRESS AND PUBLIC

RESOLVED - that under Section 100A(4) of the Local Government Act 1972, the public be excluded from the

meeting for the consideration of the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A to the Act (as amended).

HR

109.5/09 REDUNDANCY - NEIGHBOURHOODS DIRECTORATE

(Exempt under paragraph 1 - information relating to an individual)

The Committee considered an exempt joint report of the Strategic Director of Resources (Acting) and Strategic Director of Transformation (agenda item no. 6) approving redundancy costs.

The Human Resources Manager presented her report. The post-holder had been unsuccessful in the recent recruitment/interview process. No compassionate grounds had been made in this case which was an application for redundancy only. It was envisaged that the redundancy would take effect at the end of June 2009.

- RESOLVED -**
- (1) that the redundancy costs of the Head of Housing Operations be approved with effect from no later than 31 August 2009; and**
 - (2) that early retirement benefits were not applicable in this instance.**

HR

110.5/09 SERVICE DIRECTOR: TRANSPORT - MARKET SUPPLEMENT

The Committee considered an exempt report of the Strategic Director: City Development (agenda item no. 7) in relation to the application of a salary supplement to the post of Service Director Transport, in order to secure the appointment of the best person for the job.

The HR Manager presented her report. The following comments were made during the presentation and ensuing discussion:

- Following an external advert and additional headhunting by Rockpools, only 6 applicants were put through to the interview stage. 2 applicants withdrew and only 2 were successful in passing the assessment centre process. However, at interview stage no candidate showed the breadth of knowledge and experience considered necessary for the role of Service Director: Transport.
- It was acknowledged that there had been problems recruiting staff in this area for some time.
- Concern was expressed that a market supplement would take the remuneration for the role beyond that of Grade Q. However, it was considered that a market supplement was the best option on this occasion.
- Tendering arrangements were in place to recruit an alternative head-hunting company for this recruitment process. Whilst the company used previously had proved successful for the corporate recruitment at Chief Officer level, it was considered that other, more specialist companies, would be better placed to headhunt for more technical posts.
- A more specific advertisement would be used for the next recruitment campaign.

RESOLVED - that the request to apply a Market Supplement to the post of Service Director Transport be approved.

(The meeting ended at 10.15 am)

CHAIR