

BRISTOL CITY COUNCIL

**MINUTES OF THE MEETING OF THE
HUMAN RESOURCES COMMITTEE
HELD ON 25TH FEBRUARY 2010 AT 2.00 P.M.**

P Councillor Comer (in the Chair)
P Councillor Bees
A Councillor Eddy
P Councillor Negus
P Councillor Popham

**HR
68.2/10 APOLOGIES AND SUBSTITUTIONS**

Apologies were received from Councillor Eddy, who was substituted by Councillor Lewis.

**HR
69.2/10 DECLARATIONS OF INTEREST**

There were none.

**HR
70.2/10 MINUTES – HUMAN RESOURCES COMMITTEE – 21ST
JANUARY 2010**

RESOLVED - that the minutes of the meeting of the Human Resources Committee held on 21st January 2010 be confirmed as a correct record and signed by the Chair.

**HR
71.2/10 PUBLIC FORUM**

The following items of public forum were received:

AGENDA ITEM	AUTHOR OF STATEMENT	SUBJECT(S) OF STATEMENT	No.
6 7	UNISON	Redundancy Framework Workforce Strategy progress and consultation	1
n/a n/a 6 7	GMB	HR Dispute Hearing Employees replaced by volunteers Redundancy Framework Workforce Strategy progress and consultation	2
6 7	UNITE	Redundancy Framework Workforce Strategy progress and consultation	3

It was noted that the public forum statements that referred to agenda items would be received immediately prior to the item to which they referred.

Two submissions within the GMB statement were not related to items on the agenda.

HR Dispute Hearing - It was confirmed that there had been a challenge of the minutes of the hearing on the 5th January 2010. The minutes were to be discussed later on the agenda and it was confirmed that a report about the issue of ringfences within Residential Futures programme.

With regards to the specific issue of taxi costs for staff displaced to other homes. It was confirmed that those costs after 10pm should be paid by the residential homes. HR Officers agreed to check the policy was being implemented properly.

Employees Replaced by Volunteers - It was directed that the statement should be directed through the Directorate JCCs and JERB in the first instance.

HR

72.2/10

PAY REVIEW FOR SCHOOL IMPROVEMENT STAFF

The Committee considered a report of the Service Director - Learning Achievement and Schools (agenda item no. 5) to approve revised Soulbury Salary ranges for the Senior School Improvement Officers, School Improvement Officers and a revised salary range for Advisory Headteachers, and approve methods of appointment and implementation dates.

During the discussion the following points were raised:

- The proposals helped respond to the white paper in Parliament and the changed role of the local authority with stronger challenge mechanisms.
- Officers had spoken to perspective candidates, secured feedback and comments and were convinced that the current level of pay caused the failure to secure suitable candidates for posts. Although transport, cost of living and housing may contribute, pay was the paramount factor. That was a challenge not unique to Bristol.
- Multiple vacancies within the team meant that staff were over-stretched.
- Members suggested that money may not be the only solution to the problem.
- Members suggested that comparisons with other core cities would have been more helpful.
- It was clarified that School Improvement Officers held schools to account and intervened only if appropriate.
- It was confirmed that the current salaries at Bristol City Council were the median average of other authorities.
- Added increments had been used, as well as market supplements, in the hope of a short terms solution but it had been determined that the issue was structural and required a permanent solution.
- The salary for headteachers were set by school governors and had been increased in Bristol over time. Headteachers were those most likely to be sought for school improvement officer roles.
- The proposals showed a better use of the same amount of money.
- Staff on the Soulbury scale specify a range and SPA points that were not necessarily used.
- Officers confirmed that the proposal was supported by

the relevant Executive Member.

Members voted, with 3 for, 1 against and 1 abstention.

- RESOLVED -**
- (1) that the revised Soulbury Salary ranges for the Senior School Improvement Officers, School Improvement Officers and Advisory Head Teachers, as set out in paragraph 5.1 of the report, be approved;**
 - (2) that the Methods of Appointment, as set out in paragraph 5.2 of the report, be approved; and**
 - (3) that the implementation date of 1st March 2010 be approved.**

HR

73.2/10

REDUNDANCY FRAMEWORK

The Committee considered a report of the Service Director - Strategic Human Resources and Workforce Strategy (agenda item no. 6) noting the framework for redundancies following a dispute heard in January 2010.

It was confirmed that although it had been previously stated that there would be no compulsory redundancies in relation to the Residential Futures programme, it was clarified that the Redundancy Framework agreed by the HR Committee stated that redundancies would only be served when all other efforts had been exhausted.

It had been hoped that within the changes there would be sufficient opportunities to keep people in employment. Discussions with employees revolved around whether alternative employment offered was considered 'suitable' in that it met the needs of individuals. The definition used for suitable alternative employment is the legal definition and includes consideration of job content, remuneration, status, hours, and location.

Further information would be presented to the next meeting of the Committee.

RESOLVED - that the report be noted.

HR

74.2/10

WORKFORCE PEOPLE STRATEGY 2010/15

The committee considered a report of the Service Director - Strategic Human Resources and Workforce Strategy (agenda item no. 7) which considered the Workforce Strategy in its initial stages and advised regarding any amendments or additions which members considered should be included.

It was confirmed that comments made through public forum would be addressed through consultation and the next draft presented to the Committee in March.

Members suggested the inclusion of the following:

- Skills transference through the use of experts brought in could be incorporated into the 'growing skills' area.
- The introduction of a required level of IT competence throughout the authority to aid productivity and efficiency.

RESOLVED - that the report be noted.

HR

75.2/10

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 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

76.2/10

EXEMPT MINUTES - HUMAN RESOURCES DISPUTE

HEARING - 5TH JANUARY 2010

(Exempt under paragraph 4)

It was agreed that the last sentence of the minutes would be removed.

RESOLVED - that, subject to the agreed deletion, the exempt minutes of the Human Resources Dispute Hearing held on 5th January 2010 be confirmed as a correct record and signed by the Chair.

HR

77.2/10

APPLICATION FOR FLEXIBLE RETIREMENT

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

The Committee considered an exempt report of the Strategic Director - Resources (agenda item no. 9) setting out the request for flexible retirement of the Service Director for HR & Workforce Strategy.

The proposal would mean that skills, knowledge and experience would be retained and transferred over a period of 18 months during which time a new Service Director would be recruited.

RESOLVED - that the flexible retirement of the Service Director - Strategic Human Resources and Workforce Strategy be approved.

(The meeting ended at 3.45pm)

CHAIR