

BRISTOL CITY COUNCIL

MINUTES OF THE MEETING OF THE  
HUMAN RESOURCES COMMITTEE  
HELD ON 24<sup>TH</sup> FEBRUARY 2011 AT 2.00 P.M.

P Councillor Beynon  
P Councillor Comer  
A Councillor Gollop (sub: Eddy)  
A Councillor Hance  
P Councillor Wright

HR  
80.2/11 **APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

Apologies were received from Councillor Hance and Councillor Gollop. Councillor Eddy substituted for Councillor Gollop.

HR  
81.2/11 **DECLARATIONS OF INTEREST**

None

HR  
82.2/11 **MINUTES - HUMAN RESOURCES COMMITTEE - 20th  
JANUARY 2011**

**RESOLVED - that the minutes of the meeting of the Human Resources Committee held on 20<sup>th</sup> January 2011 be confirmed as a correct record and signed by the Chair.**

**Matters Arising**

72.1/11 - In response to a Public Forum submission, it was confirmed that guidance notes on pensionable earnings would be produced. These would be discussed and progressed through the TU/Officer meetings.

HR  
83.2/11 **PUBLIC FORUM**

Public Forum business was circulated to the committee in advance of the meeting and a copy placed in the Minute

Book.

The remaining public forum items would be heard prior to the item to which they referred.

**HR**

**84.2/11**

### **AGENCY REVIEW (UPDATE)**

The Committee considered a report of the Service Director: Strategic HR & Workforce Strategy (agenda item no. 5) which updated members regarding the number of agency workers engaged by the Council as at 31 December 2010.

The Committee noted the items of public forum submitted.

The Committee accepted an addendum to the report which added Blaise Nursery Operatives (Seasonal) and Waste Disposal Operatives (extension of existing arrangements) to the proposed exemptions.

In response to the public forum submissions and Members questions, the following points were discussed;

- Figures for agency staff levels at Residential Homes within the Health and Social Care (HSC) Directorate had not been extracted as they recorded workers 'per shift' which would be difficult to translate into 'full time equivalent'.
- Officers were working on the presentation of the information for Residential Homes in an easier way.
- The next six monthly report would take place in September 2011. The review of HSC would be completed in October 2011.
- Officers clarified that the exemption within CYPS was not for the directorate as a whole, but specifically to cover emergency cover to children's homes, the Bush Residential Resource centre, housing projects and the short break unit for disabled children. Cover would be very specific and short term, not exceeding more than 12 weeks.

The exemptions agreed were; Integrated Customer Services, Housing Benefits, Residential Care, CYPS Statutory Services, Blaise Nursery Operatives (Seasonal) and Waste Disposal Operatives.

**RESOLVED - (1) that the exemptions be agreed  
(2) that the report be noted**

**HR**

**85.2/11**

## **VACANCY MANAGEMENT**

The Committee considered a joint report of the Chief Executive & Service Director Strategic HR (agenda item no. 6) which related to the review of the council's use of fixed term/temporary employments, secondments and acting ups.

The Committee noted the items of public forum submitted.

In response to the public forum submissions and Members questions, the following points were discussed;

- It was clarified and confirmed that if an employee who had more than two years continuous service and who accept a post of less than 12 months duration through the New Opportunities Policy that they did not forfeit an employees right to redundancy upon the expiry of the temporary secondment.
- A briefing note had been produced covering the principles re: fixed term contracts and it was requested that it be circulated to the TUs.
- Almost every case of acting up/secondment opportunities were specific to an individual. Individual cases and updates would be discussed at monthly TU/Officer meetings.
- Acting Up rights were covered under the Managing Change Procedure and the Pay Policy.
- Bristol City Council vacancy management had helped prevent a much higher level of redundancies. There remained the hope that any redundancies would be agreed voluntarily.

**RESOLVED - that the report be noted.**

**HR**

**86.2/11**

## **LOCAL GOVERNMENT PENSION SCHEME: CONSULTATION MODELS**

The Committee considered a joint report of the Chief Executive and Service Director: Strategic HR & Workforce Strategy (agenda item no. 7) which informed the Committee of the new contribution models published in a consultation

document by the Local Government Pension Scheme's (national) "Review Group".

The Committee noted the items of public forum submitted.

The following points were discussed;

- The consultation timescale for views to be fed to the pensions body had been extended.
- The proposal would increase employee contributions in advance of the conclusion of the Hutton Report.
- It was appreciated that there would be protection for those who earned under £24,000. However, it was also concerning that increased the pressure on those who earned above that rate could result in high earner employees opting out of the scheme.
- There was also concern that younger people would opt out and as such risk their long term future.
- If a large percentage of contributors dropped out of the LGPS, the employers may question their involvement. If the employer were to opt out then the scheme would be at high risk of collapse.
- The Committee questioned why it was not an option to increase the pensionable age to 68years, in line with the state pension age.
- The Committee strongly believed that the plans of the Treasury should be delayed to allow for the Hutton Report discussions and conclusions to be considered.

The Committee agreed to send the message to the local leadership/executive that they supported and endorsed the statement submitted by the Local Government Association.

**RESOLVED - (1) that the report be noted.  
(2) that the views of the Committee be forwarded to the Executive/Leadership.**

HR

87.2/11

**URGENT BUSINESS**

There was none

**HR**

**88.2/11**

**DATE OF NEXT MEETING**

**RESOLVED - The next meeting of the Human  
Resources Committee be held on  
Thursday 24<sup>th</sup> March 2011 at 2.00pm**

(The meeting ended at 2.40pm)

CHAIR