

BRISTOL CITY COUNCIL

**MINUTES OF THE MEETING OF THE
HUMAN RESOURCES COMMITTEE
HELD ON 6TH SEPTEMBER 2012 AT 2.00 PM**

P Councillor Beynon
P Councillor Comer
P Councillor Eddy
P Councillor Emmett
P Councillor Hance
P Councillor Wollacott

**HR
23.9/12 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

No apologies were received

**HR
24.9/12 DECLARATIONS OF INTEREST**

There were none.

**HR
25.9/12 MINUTES - HUMAN RESOURCES COMMITTEE - 5TH
JULY 2012**

**RESOLVED - that the minutes of the meeting of
the Human Resources Committee
held on 5th July 2012 be confirmed
as a correct record and signed by
the Chair.**

**HR
25.9/12 MINUTES - HUMAN RESOURCES COMMITTEE - 23rd
JULY 2012**

**RESOLVED - that the minutes of the meeting of
the Human Resources Committee
held on 23rd July 2012 be
confirmed as a correct record and
signed by the Chair.**

HR
26.9/12 PUBLIC FORUM

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

HR
27.9/12 REVIEW OF APPRENTICESHIP RECRUITMENT AND RETENTION

The Committee considered a report of the Strategic Director Corporate Services (agenda item no. 5) requesting views and observations on the outcomes of the work that has been undertaken to date.

The Committee received and noted the public forum statements presented for this item.

During the ensuing discussion, the following points were made:

- It was highlighted that BCC had a responsibility to make a positive contribution to the local economy and provide training opportunities. In a wider context the scheme then benefitted smaller companies within Bristol that did not have those training resources.
- Training a younger workforce was an issue throughout the European Union and the Bristol scheme provided a good example of what was needed. It was important to continue to review and improve the system.
- Useful engagement regarding opportunities within 'call to learn' was welcomed.
- It was clarified that there would not be a cost implication from reducing the working hours in a week 35 to 30 hours to allow time for training. It was confirmed that the working week reduction would formalise working practice and acknowledge the allocation of learning time within the placement. Weekly pay would not change and there was no additional cost to the authority.
- Officers reiterated the difference between apprentices and fully trained workers and highlighted that in the first year of a placement, the contribution from apprentices was limited as each task was learnt.
- Councillors encouraged the possibility of a pay award in November and acknowledged the gap between £2.50p/h and

BG1.

- Officers highlighted work with the Welfare Benefits Team to ensure there were no adverse impacts on benefits, and also confirmed that travel expenses were paid.

RESOLVED - (1) that the report be noted; and

- (2) that a further report be brought back to this committee in November 2012 with recommendations for change.**

HR

28.9/12

MARKET SUPPLEMENTS FOR TECHNICAL AND PROGRAMME/PROJECT POSTS

The Committee considered a report of the Strategic Director, Corporate Services (agenda item no. 6) requesting consideration of the recommendations contained within the report.

The Committee received and noted the public forum statements presented for this item.

RESOLVED - that the following be noted:

- (1) the Council is running a large number of significant programmes and projects requiring a mix of highly specialist skills over fixed periods of time of up to 18 months. A mix of up to 20 specialist posts are anticipated to be required over the next year;**
- (2) that Business Change and ICT have made significant progress in resourcing projects through investing in our own staff and recruiting on a fixed term basis to avoid utilising day rate consultants. The aim is to only source consultants for high end specialist skills for short periods**

where this is critical to the delivery of a programme or project and without these skills the delivery of benefits would be put at risk;

- (3) that the Council pays significantly less than the market in certain critical skill areas and consequentially, in some cases has been unable to attract candidates for key fixed term roles required to successfully deliver Programmes and Projects; and**
- (4) that delegated authority be requested for the Service Directors of HR and Business Change & ICT to approve market supplements for up to 20% on a range of specialist/hard to fill fixed term posts within Business Change and ICT over the next 12 months, and that monitoring reports be provided to HRC, as appropriate.**

**HR
29.9/12 DATE OF NEXT MEETING**

The next meeting of the Human Resources Committee will be held on Thursday 8th November 2012 at 2.00 pm.

(The meeting ended at 2.30pm)

CHAIR