

DISCLAIMER

The attached minutes are DRAFT minutes. Whilst every effort has been made to ensure the accuracy of the information, statements and decisions recorded in them, their status will remain that of a draft until such time as they are confirmed as a correct record at the subsequent meeting.

AGENDA ITEM NO 4

BRISTOL CITY COUNCIL

**MINUTES OF A MEETING OF THE
HUMAN RESOURCES COMMITTEE
HELD ON 12 SEPTEMBER 2013 AT 2.00 p.m.**

- P Councillor Champion-Smith (substituting for Councillor Morgan)
- P Councillor Eddy
- P Councillor Hopkins (substituting for Councillor Hance)
- P Councillor Jackson (substituting for Councillor Wollacott)
- P Councillor Langley
- A Councillor Payne

Also in attendance: Cllr Geoff Gollop in his capacity as Cabinet member responsible for Finance and Corporate Services.

**HR
21.9/13**

APOLOGIES AND SUBSTITUTIONS (agenda item 1)

Apologies were received from Councillors Hance, Morgan, Payne and Wollacott. The substitution arrangements (as indicated above) were noted.

**HR
22.9/13**

ELECTION OF CHAIR FOR DURATION OF THE MEETING

On noting that the Chair of the committee (Councillor Wollacott) and the Vice-Chair of the committee (Councillor Hance) had both submitted their apologies for absence, it was

**RESOLVED -
That Councillor Langley be elected as Chair for the duration of the meeting.**

**HR
23.9/13**

DECLARATIONS OF INTEREST (agenda item 2)

There were no declarations of interest.

HR

24.9/13

MINUTES - HUMAN RESOURCES COMMITTEE - 11 JULY 2013

(agenda item 4)

RESOLVED -

That the minutes of the meeting of the Human Resources Committee held on 11 July 2013 (including the exempt section) be confirmed as a correct record and signed by the Chair.

HR

25.9/13

PUBLIC FORUM (agenda item 5)

Public forum items were received from the GMB and from UNITE in relation to agenda item 6. Copies have been placed in the committee minute book.

HR

26.9/13

PEOPLE PANEL (agenda item 6)

The committee considered a report of the Service Director, Human Resources setting out:

1. the terms of reference of the People Panel, which would scrutinise and authorise spend on people related expenditure.
2. a proposal to delegate authority to the People Panel to authorise payment of additional increments and overtime for staff graded at BG11 and above, in circumstances where a robust business case was demonstrated which, as a consequence, would save the Council money.

During the ensuing discussion, the following main points were raised / noted:

- a. In relation to issues raised in the above mentioned public forum statements, it was noted that the report had been submitted to this meeting at the request of the committee Chair.
- b. Following discussion, it was agreed that the proposal to delegate authority to the People Panel to authorise payment of additional increments and overtime for staff graded at BG11 and above (in circumstances where a robust business case could be demonstrated) should not be pursued / approved. It was noted that the development of this particular proposal had been unrelated to decisions taken at

the full Council budget meeting in February 2013 concerning the capital programme.

RESOLVED -

That the terms of reference for the People Panel (as set out in appendix A of the report) be noted.

HR

27.9/13

EXCLUSION OF PRESS AND PUBLIC (agenda item 7)

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 item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act (as amended).

HR

28.9/13

ORGANISATION REDESIGN - RESTRICTED REPORT OF THE CITY DIRECTOR (agenda item 8)

The committee considered an exempt report of the City Director.

Note:

- a. This item was discussed in exempt session.
- b. The committee agreed to approve the recommendations as set out in the report.
- c. In approving the report, the committee noted comments from Cllrs Hopkins and Jackson in relation to the Safer Bristol function. It was noted that the position in relation to this function would be kept under review, as necessary.
- d. The full minute of this discussion is an exempt minute, not for publication on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

CHAIR