

BRISTOL CITY COUNCIL

**MINUTES OF A MEETING OF THE
HUMAN RESOURCES COMMITTEE
HELD ON 23RD FEBRUARY 2012 AT 2.00 P.M.**

P Councillor Wollacott (in the Chair)
P Councillor Beynon
A Councillor Comer
P Councillor Eddy
P Councillor Emmett
A Councillor Hance (sub = Councillor Leaman)

**HR
53.2/12 APOLOGIES AND SUBSTITUTIONS**

Apologies were received from Councillors Comer and Hance.
Councillor Leaman substituted for Councillor Hance.

**HR
54.2/12 DECLARATIONS OF INTEREST**

There were none.

**HR
55.2/12 MINUTES - HUMAN RESOURCES COMMITTEE - 5TH JANUARY
2012**

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

**HR
56.2/12 PUBLIC FORUM**

Public Forum business had been circulated to the Committee in
advance of the meeting and a copy placed in the Minute Book.
The items were heard prior to the item to which they referred.

**HR
57.2/12 AGENCY SPEND IN HEALTH AND SOCIAL CARE**

The Committee considered a report of the Strategic Director, Health and Social Care (agenda item no. 5) concerning agency spend in Health and Social Care.

The Committee heard and noted related public forum items.

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

- Officers confirmed that Health and Social Care Management had many schemes in place to reduce sickness rates, which had reduced from 16 to 10.9 days through the promotion of healthy lifestyles and health checks in partnership with NHS and Occupational Health. Projects aimed to educate employees about lifestyle choices and staff at each care home had developed their particular interests.
- It was acknowledged and congratulated that sickness levels had been reduced, although the rate remained higher than the average across the Council. Reports about sickness rates within the Council were presented periodically to the HR Committee for discussion and comment.
- The practice of 'block-booking' agency staff had not been used within Health and Social Care for a number of years and was not normal practice. If there were any examples of their use, HR officers should be informed.
- Extra work hours were offered to permanent staff initially, although sometimes there was a maximum hours level that needed to be considered. If there were any examples or instances where hours had been offered for agency work first, HR officers should be informed.
- The H&SC Directorate had been through a major change programme within which 83 staff had taken voluntary redundancy. Vacancies across the directorate had been held and 169 staff had been redeployed into roles. Large savings had been made on redundancy costs.
- Work was ongoing to receive data which monitored the number of placements in a comparable way with FTE equivalents. Although it was difficult to ascertain the number of FTE agency workers being utilised, it was roughly estimated that it could be 1% of the workforce.

RESOLVED - that the report be noted.

HR

58.2/12

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

59.2/12

RE-EVALUATION OF SERVICE DIRECTOR

(Exempt paragraph 1 - Information relating to an individual)

The committee considered an exempt report of the Service Director, HR and Transactional Services (agenda item no. 7) regarding the re-evaluation of a Service director.

**RESOLVED - (1) that the outcome of the recent external HAY job evaluation of Service Director – Business Change & IM&T be noted.
(2) that the post be graded at HAY P.**

HR

60.2/12

DATE OF THE NEXT MEETING

RESOLVED - that the next meeting be held on the 9th March 2011 at 10.30am

(The meeting ended at 2.30pm)

CHAIR