

BRISTOL CITY COUNCIL

MINUTES OF THE MEETING OF THE  
HUMAN RESOURCES COMMITTEE  
HELD ON 5TH JULY 2012 AT 2.00 PM

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

HR  
15.7/12 **APOLOGIES FOR ABSENCE AND SUBSTITUTIONS**

Apologies were received from Councillor Comer

HR  
16.7/12 **DECLARATIONS OF INTEREST**

There were none.

HR  
17.7/12 **MINUTES - HUMAN RESOURCES COMMITTEE - 1SXT  
JUNE 2012**

**RESOLVED - that the minutes of the meeting of  
the Human Resources Committee  
held on 1st June 2012 be  
confirmed as a correct record and  
signed by the Chair.**

HR  
18.7/12 **PUBLIC FORUM**

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

The public forum items would be heard prior to the item to which they referred. It was respectfully requested that following the presentation of the report, supplementary

comments from the trade unions should be held until after the Councillors have made their comments.

**HR**

**19.7/12**

## **NON-CONSOLIDATED PAY AWARD**

The Committee considered a report of the Strategic Director Corporate Services (agenda item no. 5) which requested consideration of a non-consolidated pay award for 2012-13 to those employees identified as earning below the 'living wage'.

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

During the ensuing discussion, the following points were made:

- There would be information and signposting to sources of greater expertise including information on the effects on benefits. A list of potential impacts and mitigations would be provided.
- The 'living wage' had been based upon a minimum income standard which took into account costs of living, childcare and groceries.
- Other options considered included a flat rate payment, which would have meant certain people below the threshold would not reach the correct level and others would exceed it.
- The proposals had been presented to, and agreed by, the Schools Forum on the 3<sup>rd</sup> July 2012.
- The award would not affect individuals pensions contributions but would be subject to tax and national insurance.
- Each individual would be informed in writing of what they would receive and how it had been calculated.
- Within the national context, Bristol City Council would be one of the few councils to make the pay award although other Councils were considering it.
- A consolidated solution would take time but was planned for the future. Negotiations and discussions were taking place.

**RESOLVED - (1) that approve a non-consolidated pay award for 2012/13 to those employees identified as earning below the 'living wage', by**

**awarding eligible employees with a lump sum which will raise their hourly rate to that of £7.30 per hour be approved; and**

- (2) that the committee is also asked to note that the payment will also be made to eligible employees who work within schools, subject to the Schools' Forum endorsing the proposal on 3<sup>rd</sup> July 2012.**

**HR**

**20.7/12**

## **PEOPLE PROGRAMME**

The Committee considered a report of the Strategic Director, Corporate Services (agenda item no. 6) which noted the work being undertaken as part of the People Programme and to note the schedule of reports it was envisaged would be brought to the HR Committee for consideration at subsequent meetings.

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

During the ensuing discussion, the following points were made:

- In response to concerns regarding future Trade Union consultation, it was confirmed that the trade unions were considered a very important part of the process and there was no intention to diminish their role. The sharing of information was of great importance.
- There was the requirement on the organisation to ensure high employee representation and reflection to ensure effective consultations.
- The Bristol Workplace proposals for office accommodation had been agreed by Cabinet on 4<sup>th</sup> July 2012. The need for Bristol Workplace and People Programme teams to work closely together was recognised and key teams would be co-located.
- There had been a lot of focus on employee Health and Wellbeing and how to support people through change. It was planned to introduce a new employee assistance programme from April 2013 which employees can

access outside of working hours.

**RESOLVED - (1) that the work that is being undertaken as part of the People Programme be noted; and**

**(2) that the schedule of reports it is envisaged to be brought to this committee for consideration at subsequent meetings be noted.**

**HR**

**21.7/12**

**DATE OF NEXT MEETING**

The next meeting of the Human Resources Committee will be held on Thursday 6th September 2012 at 2.00 pm.

(The meeting ended at 14.35)

CHAIR