

Human Resources Committee Agenda



Date: Tuesday, 18 March 2025

Time: 10.00 am

Venue: 1D01 - City Hall, College Green, Bristol, BS1
5TR

Distribution:

Councillors: Kye Dudd (Chair), Paula O'Rourke (Vice-Chair), Kerry Bailes, Jos Clark, Richard Eddy, Mark Weston, Zoë Peat, Jerome Thomas, David Wilcox and Tim Wye

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Issued by: Magdalena Burr, Democratic Services
City Hall, PO Box 3399, Bristol, BS1 9NE

Tel:

E-mail: democratic.services@bristol.gov.uk

Date: Monday, 10 March 2025

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Agenda

5. Public Forum

A maximum of 30 minutes is allowed for this item.

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Members of the press and public who plan to attend a public meeting at City Hall are advised that you will be **required to sign in** when you arrive and you will be issued with a visitor pass which you will **need to display at all times**.

Any member of the public or councillor may participate in Public Forum. The detailed arrangements for so doing are set out in the Public Information Sheet attached to this agenda. Please note that the following deadlines will apply in relation to this meeting:

Questions - Written questions must be received 3 clear working days prior to the meeting. For this meeting, this means that your question(s) must be received in this office by **5 pm on the 12th March 2025**.

A maximum of **three** questions per member of the public is permitted.

Petitions and Statements - Petitions and statements must be received by 12 noon 2 working days before the meeting. For this meeting this means that your submission must be received in this office at the latest by **12.00 noon on 14th March 2025**.

Please send all Public Forum submissions to democratic.services@bristol.gov.uk



Public Forum

HR Committee
18th March 2025



Questions	
Number	Name
Q01	Dan Ackroyd

Questions

Q01 – Dan Ackroyd

Question Title: Change in data for Average working days lost

While the decrease in the long-term sickness is to be celebrated, I am confused by the graph provided. I compare the graph "Sickness - Trends" in Agenda item 12 to the similar graph given to this committee at the meeting on 15th February 2024.

The time period Q4 2021/22 to Q4 2023/24 is present on both graphs, but the numbers appear not to be the same. They appear to start the same in this period but then diverge.

What explanation is there, other than possibly me understanding the information presented. Has there been a change in methodology?

The previous graph is recorded here:

https://www.youtube.com/watch?v=S_EKU2-SCwg&t=4860s&ab_channel=Danack&t=3681

Response:

"There has been no change in methodology for the sickness absence data presented. The data exists in a live system, which is subject to constant change. The overall number of Council employees has gradually increased recently, giving a higher denominator. Please also note that when an employee leaves the Council, any sickness absence they had is removed from the calculation, which means in effect that only the sickness absence of those who are currently employed by the Council is included."

