

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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Date: Monday, 10 March 2025



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Agenda

1. Welcome, Introductions and Safety Information

2. Apologies for Absence

3. Declarations of Interest

4. Minutes of the Previous Meeting

To agree the minutes of the last meeting as a correct record.

(Pages 5 - 9)

5. Public Forum

A maximum of 30 minutes is allowed for this item.

(Pages 10 - 12)

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



6. Trade Union Forum

A total of **15 minutes** is permitted for Trade Union Forum.

Each Trade Union will be allowed up to 5 minutes to speak to their submitted statements or raise a supplementary question arising from a submitted question. If only one trade union is in attendance a 5-minute time slot will be allowed.

All statements and questions must be in writing and the following deadlines apply:

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 12th March 2025**.

Statements - 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 submissions to democratic.services@bristol.gov.uk

7. HR Committee Action Sheet

(Page 13)

8. Health & Safety Update (Flagging, Safety Management & System Compliance)

Verbal Update.

9. Health & Safety Annual Report

That the Committee notes the report and provides it views on the work being done to improve performance and culture for health, safety and wellbeing.

(Pages 14 - 43)

10. Apprenticeships, Learning & Development, and Organisational Development

That the Committee notes report.

(Pages 44 - 49)

11. Workforce Strategy - Progress Update



That the Committee notes progress in developing the refreshed Workforce Strategy and provides comments on the emerging priorities and actions.

(Pages 50 - 54)

12. HR Dashboard - Sickness Absence

(Pages 55 - 64)

13. Report on Chief Officer Recruitment

(Pages 65 - 69)

