

Bristol City Council

Minutes of the Human Resources Committee

8 March 2018 at 10.00 am



Members Present:- Councillors: Kye Dudd (Chair), Paula O'Rourke (Vice-Chair), Claire Hiscott (sub for Richard Eddy), Harriet Clough (sub for Gary Hopkins), Mike Langley, Don Alexander (sub for Jo Sergeant) and Jon Wellington

Officers in Attendance:- James Brereton (HR Consultant), John Walsh (Interim Director: HR, Workforce & Organisational Development), Mark Jefferson (Analytics Adviser), Claudette Campbell (Democratic Services)

1. Welcome, Introductions and Safety Information

The Chair welcomed all parties to the meeting and introductions were made.

2. Apologies for Absence

Apologies were received from Councillor Gary Hopkins (substituted by Councillor Harriet Clough) Councillor Richard Eddy (substituted by Councillor Claire Hiscott) and Councillor Jo Sergeant (substituted by Councillor Don Alexander).

3. Declarations of Interest

There were no declarations of interest.

4. Exclusion of the Press and Public

Resolved – that under Section 100 (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.



5. Salary for the role of Head of Paid Service

The Committee considered a report which set out the proposed salary for the role of Head of Paid Service.

It was noted that:

- The recruitment process had included a discussion with all candidates regarding salary expectations;
- The living wage comparison showed that the proposed salary fell within the 10:1 pay ratio;
- The employment contract would not include a bonus payment;
- There would be robust performance management;
- The post was a permanent position;
- That a six month probation period would apply;
- A report would be brought back to the HR Committee prior to the end of the probation period in respect of performance information.

Resolved – that the salary for the role of Head of Paid Service, as set out in the report, be approved.

Meeting ended at 15:45

CHAIR _____

Meeting ended at 12.30 pm

CHAIR _____

