

Human Resources Committee Agenda



Date: Thursday, 22 September 2016

Time: 2.00 pm

Venue: City Hall, College Green, Bristol, BS1 5TR

Distribution:

Councillors: Helen Godwin (Chair), Paula O'Rourke (Vice-Chair), Kye Dudd, Richard Eddy, Gary Hopkins, Mike Langley and Jo Sergeant

Copies to: Richard Billingham (Service Director HR), Mark Williams, James Brereton and Louise deCordova (Democratic Services Officer)

Issued by: Louise deCordova, Democratic Services
City Hall, PO Box 3167, Bristol, BS3 9FS
Tel: 0117 35 26151

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

Date: Wednesday, 14 September 2016



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Agenda

1. Welcome, Introductions and Safety Information

2.00 pm

(Pages 5 - 6)

2. Apologies for Absence

3. Declarations of Interest

To note any declarations of interest.

4. Minutes of the Previous Meeting

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

(Pages 7 - 14)

5. Chair's Business

6. Public Forum

Up to 30 minutes is allowed for Public Forum

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** at the back of 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 at the latest by **5 pm on Friday 16th September 2016**.

Petitions and Statements - Petitions and statements must be received on the working day prior to the meeting. For this meeting this means that your submission must be received in this office at the latest by **12.00 noon on Wednesday 21st September 2016**.

7. Chief Executive pay and conditions and performance management (report)

2.30 pm

For Committee decision.

(Pages 15 - 20)



8. Voluntary severance scheme and restructuring (report)

3.00 pm

The report updates the Committee on plans to avoid compulsory redundancies arising from the requirement to reduce spending by £29m in the current financial year.

(Pages 21 - 28)

Committee to note the report for information.

9. Protected officer investigation and disciplinary process (report)

3.30 pm

For recommendation to the Full Council.

(Pages 29 - 37)

10. 'Ban the Box' (report)

3.35 pm

The report briefs the Committee on the Ban the Box initiative and asks the Committee to consider if the Council should become a Ban the Box employer.

(Pages 38 - 45)

For Committee decision.

11. Disability Confident (report)

3.40 pm

The report updates the Committee on the launch of the Government's Disability Confident scheme, which is due to replace the Disability Symbol ("Two Ticks") scheme from 1st July 2017.

(Pages 46 - 85)

The Committee to note the report.

12. Living Wage Foundation accreditation (report)

3.45 pm

The report updates the Committee on the Council's progress towards becoming accredited by the Living Wage Foundation.

(Pages 86 - 90)

Committee to note the report for information.

13. Apprenticeship Levy (report)

3.50 pm

The report explains the implications for the Council of the Apprenticeship Levy.

(Pages 91 - 95)

Committee to note the report for information.



14. Collective agreement on holiday pay (report)

3.55 pm

The report explains the reason for the introduction of a holiday pay supplement to employees.

(Pages 96 - 99)

Committee to note the report for information.

15. Exclusion of the Press and Public

4.00 pm

The Committee is asked to pass the following resolution:

That the Committee resolves under s.100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 4 (respectively) of Part 1 of schedule 12A of the Act.

16. Voluntary redundancy of a Service Director (report)

The report requests the Committee's approval for the voluntary redundancy of a Service Director with effect from 31st October 2016.

(Pages 100 - 103)

For Committee decision.

