

Human Resources Committee Agenda



Date: Thursday, 24 November 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, 16 November 2016



Agenda

- 1. Welcome, Introductions and Safety Information** **2.00 pm**
(Pages 4 - 5)

- 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 6 - 13)

- 5. Chair's Business (verbal update)**

To receive announcements from the Chair:

1. HR team changes
2. Exit payment cap and exit payment recovery update
3. Culture Steering Group update including:
 - a) Staff survey update
 - b) Over view of the culture steering group

- 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 **5pm on Friday 18th November 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 23rd November 2016**.

7. Chief Executive terms & conditions and performance management (report)

2.15 pm

The report seeks the Committee’s approval for proposals relating to the terms and conditions and performance management of the job of Chief Executive.

(Pages 14 - 19)

For approval/recommendation to the Full Council.

8. Voluntary Severance Update (report)

2.45 pm

The report updates the Committee on the progress to date in delivering the first phase of workforce reductions intended to contribute to the required financial savings of £29 million, as set out in the Section 188 notice issued in August of this year.

(Pages 20 - 28)

Committee to note the report for information.

9. Use of agency staff (report)

3.15 pm

The report updates the Committee on the Council’s progress towards getting better value from its use of agency staff.

(Pages 29 - 32)

Committee to note the report for information.

10. Pay reform (report)

3.45 pm

The report updates the Committee on local and national plans in relation to the reform of the “Single Status” (Green Book) pay spine.

(Pages 33 - 41)

Committee to note the report for information.

