

**Bristol City Council  
Minutes of the Human Resources Committee**

**5 March 2021 at 10.00 am**



**Members Present:-**

**Councillors:** Jon Wellington (Chair), Richard Eddy, Margaret Hickman (substitute for Jeff Lovell), Gary Hopkins, Paula O'Rourke, Ruth Pickersgill

**Officers in Attendance:-**

Husinara Jones, James Brereton (HR Advisor - HR Policy and Engagement) and John Walsh (Director: Workforce & Change) and Jeremy Livitt (Clerk – Democratic Services)

**Representatives of the Bristol Waste Company:** Tony Lawless, Frank Rodriguez and Karen Stephens

**1. Welcome, Introductions and Safety Information**

The Chair welcomed all parties to the meeting.

**2. Apologies for Absence**

Apologies for absence were received from Councillor Jeff Lovell (Councillor Margaret Hickman substituting).

**3. Declarations of Interest**

There were no Declarations of Interest made at the meeting.

**4. Public Forum**

Public Forum statements were made by the following. Details of these statements have been published and can be found on the relevant pages of the Bristol City Council website:

- (1) Jeff Sutton – GMB
- (2) Tom Merchant – UNISON
- (3) Steve Davies – UNITE



## 5. Delivery of Cleaning and Security Services

Following a request by the Deputy Mayor, Human Resources Committee had been reconvened to further discuss this issue.

A summary had previously been circulated of the recent discussion at the Overview and Scrutiny Management Board's meeting on 24th February 2021.

Members attention was drawn to the Cabinet report which had been withdrawn from the 25th February 2021 Cabinet meeting at the HR Committee's request and had been circulated to the Committee for discussion. A summary had also been circulated of the recent discussion at the Overview and Scrutiny Management Board's meeting on 24th February 2021.

It was noted that an additional meeting of Cabinet had been fixed for Tuesday 13th April 2021. The Chair advised that he had received indications that it was likely that this item would be considered at this meeting.

Members of the Bristol Waste Company introduced themselves – Tony Lawless, Frank Rodriguez and Karen Stephens.

The Committee was reminded that any detailed discussion of the Business Plan would require the meeting to move into exempt session.

The Chair noted with concern suggestions from one member of the Committee that staff had been unable to put their views forward on this proposal to the previous meeting of the HR Committee and advised that any such allegations be directed to the Monitoring Officer. The Democratic Services Officer confirmed that all Public Forum Statements sent to them were always submitted to meetings provided they complied with the required rules concerning deadlines.

Committee members noted the report and made the following comments:

- There was an overrepresentation of Over 55 and BAME staff in the workforce affected by the proposal. Further work was required on Bristol Waste Company's Policies and Governance
- If the Business Plan had been available at the time of the last HR Committee, this would have helped Councillors understand much clearer how the process would operate. Further scrutiny on the Business Plan was important to fully assess the proposal
- BWC seemed a very male-dominated Company. It was important that the process should take account of the needs of BCC staff, many of whom were cleaners from the Somali community and from particular parts of the city (ie Lawrence Hill)



- The scrutiny of Companies like this was a key element of effective governance. Auditors' previous recommendations to Full Council on this needed to be fully implemented. A checklist was required to show that this would take place and an effective monitoring process put in place.
- It was a concern that the last Job Evaluation within BWC had taken place 17 years ago. There was a lack of meaningful consultation and of feedback from customers on the proposal
- BWC did not appear to have the wider experience to carry out this work
- There was no reliable independent assessment of the proposal through audit

In response, officers and Bristol Waste Company representatives made the following points:

- All staff had to abide by the Code of Conduct and could not prevent any member of staff from expressing their view on any proposal
- There had been a statutory consultation process together with FAQs produced to explain how it would operate. Staff had also been able to meet collectively and individually throughout
- Any decision to proceed with the process would take place under TUPE. Since there were no proposed changes in Terms and Conditions, formal negotiations were not required. There would be an assessment of the contract cost and regular monitoring arrangements. Committee members were free to attend the Joint Executive Board to observe this process if they wished to do so
- As part of the contractual arrangements for the transfer of Terms and Conditions, a Diversity and Inclusion Policy had been created and BWC had its own staff led group. BWC also was involved in the Step Up Programme, Triodos Bank and the Translating and Interpreting Team. Monitoring of cultural issues would take place as part of the contract monitoring process
- Savings made during the process would either be re-invested in the business or returned to BCC

The Chair indicated that, in conjunction with the Clerk to the committee and Bristol City Council officers, he would prepare a note setting out the views of the Committee for submission to the Deputy Mayor.

At the end of the discussion, the Committee passed the following resolution:

Councillor Ruth Pickersgill moved, seconded by Councillor Paula O'Rourke and it was

**RESOLVED (5 for, 1 against) – that Cabinet is requested to note the concerns raised by the Committee and Trade Unions and to consider how Bristol City Council can influence the Bristol Waste Company's management of TUPE staff to ensure the highest level of support and wellbeing for them, to also request that Cabinet monitors the situation and reports back to HR Committee throughout the contract and to further request that any decision made is in line with the recent auditors' recommendations on governance made to Full Council concerning companies such as the Bristol Waste Company.**

The meeting ended at 11.40 am

**CHAIR** \_\_\_\_\_



