

UNIVERSITY OF CAMBRIDGE
COUNCIL AND GENERAL BOARD
HUMAN RESOURCES COMMITTEE

11 March 2010

There will be a meeting of the Human Resources Committee on
Thursday 11 March 2010 at 2.00 p.m. in the Syndicate Room.

Starred (*) items will be treated as matters of straightforward business and, unless members make a specific request, will not normally be discussed at the meeting.

1. Declarations of Interest

2. Minutes*

TO CONFIRM, at 11/03/10/HR44 the Minutes of the meeting held on 4 February 2010.

3. Matters Arising

4. North West Cambridge Project – Report on University Housing Proposals

[Roger Taylor will attend for this item]

TO RECEIVE, at 11/03/10/HR45, a paper on the updated accommodation proposals for the North West Cambridge Site. Committee members are asked to comment on eligibility, prioritization and to provide further comment to inform conversations with the Planning Authorities.

5. Proposed Introduction of an Internships Scheme

TO APPROVE, at 11/03/10/HR46, a paper on the proposed introduction of an internship or 'work-experience' scheme.

6. (Not for further circulation)

7. On-line learning – update

TO RECEIVE, at 11/03/10/HR48, a paper detailing progress made towards the development and implementation of online, blended and face to face learning.

8. Career Pathways - Pilot Project Report

TO RECEIVE, at 11/03/10/HR49, an update on the pilot with mechanical technicians and departmental librarians.

TO APPROVE the extension of the pilot pathways for administrators and that work can commence to explore the link between career pathways and the staff review and development (SRD) scheme.

9. Recruitment Project Systems Developments

TO RECEIVE, at 11/03/10/HR50, a paper on the use of IT systems in the future recruitment process, along with details of initial systems developments which will result in earlier delivery of benefits.

TO APPROVE a revised application form and application cover sheet which will support the recruitment project's work on systems developments.

10. SAP Review Group – interim report

TO RECEIVE, at 11/03/10/HR51 a paper submitted to General Board in December 2009 on the initial recommendations of the SAP Review Group.

11. Equal Pay Review 2009

TO RECEIVE, at 11/03/10/HR52, a modified Equal Pay Report and Notice following comments from General Board and Council. A covering note is attached to highlight the key points arising from these discussions.

12. HR Director's Report

TO RECEIVE, a verbal update from the Director of Human Resources on the CPS Pension Scheme and Staff Survey.

13. HR Management Information

TO RECEIVE, at 11/03/10/HR53 staff data for all staff in Council and General Board Institutions.

14. Extensions beyond Retirement Age

TO CONSIDER at 11/03/10/HR54 seven applications from members of academic staff due to retire by 30 September 2012.

Details of the requests received are set out at paper 11/03/10/HR54. These requests have been considered by a committee of the relevant School under the retirement procedure, and against the criteria for academic staff. Under the procedure the Human Resources Committee are required to scrutinise any application to ensure consistency of treatment, and that proper process has been followed before forwarding to the General Board for approval as the competent authority.

15. Any Other Business

16. Dates of meetings of the Committee in 2009/10

The following dates have been agreed for 2009/10. Meetings of the Committee will be on Thursdays at 2.00 p.m.

29 April 2010
10 June 2010

Old Schools Meeting Room
Old Schools Meeting Room