

UNIVERSITY OF CAMBRIDGE
COUNCIL AND GENERAL BOARD
HUMAN RESOURCES COMMITTEE

13 March 2014

There will be a meeting of the Human Resources Committee on
Thursday 13 March 2014 at 2.00 p.m. in the Old Schools Meeting 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.

AGENDA

1. Declarations of Interest

2. Minutes

TO CONFIRM, at 13/03/14/HR355, the Minutes of the meeting held on 23 January 2014.

3. University Approach to the Living Wage

4. Update from the Office of Postdoctoral Affairs

TO RECEIVE, at 13/03/14/HR357, a paper from the OPDA seeking to offer alumni benefits to existing and former postdoctoral researchers.

TO APPROVE, the proposals in the paper.

5. University Approach to Staff Working Overseas

TO RECEIVE, at 13/03/14/HR358, a paper bringing forward proposals to be considered when University staff are planning to work overseas.

TO DISCUSS the proposals put forward, with a view to making the guidance available on the HR, RSO and ISO websites.

6. Gender Equality Group Action Plan

TO RECEIVE, at 13/03/14/HR359, the Gender Action Plan agreed by the GEG Committee in January 2014.

TO APPROVE, the action plan.

7. Athena Swan Award – University Silver Application

TO RECEIVE, at 13/03/14/HR360, recommending the University Silver application is made in April 2014.

TO CONFIRM, the decision taken by the Athena Swan Governance Panel to applying for a University Silver application in April 2014.

8. Equality & Diversity information Report

TO RECEIVE, at 13/03/14/HR361, the draft Equality & Diversity Information Report which provides an overview of equality information for staff and students at the University of Cambridge.

TO APPROVE, the report for publication.

9. Wellbeing Annual Report 2012-2013

TO RECEIVE, at 13/03/14/HR362, the Annual Report from the Wellbeing Steering Group.

TO NOTE, the report and approve the recommendations.

TO COMMENT, on the proposed wellbeing initiatives for 2013/14.

10. Update on preparations for a UK Visa and Immigration Audit

TO RECEIVE, at 13/03/14/HR363, an update on the Division's preparation for an audit by UK Visas and Immigration (UKVI).

TO CONFIRM, approval of the application for the Premium Customer Service and to note the cost involved.

11. Updated Children and Vulnerable Adult Safeguarding Policy

TO RECEIVE, at 13/03/14/HR364, an updated Children and Vulnerable Adults Safeguarding Policy in light of significant legislative changes since the policy was first introduced in 2009.

TO APPROVE, the draft update for discussion with the trade unions.

12. Use of Social Media in Recruitment

TO RECEIVE, at 13/03/13/HR365, a paper proposing the use of social media such as Twitter and Linked In to enhance the recruitment processes within the University.

TO APPROVE, the proposal noting that the HR Divisional will provide funds for the initial implementation costs.

13. HR Management Information

TO RECEIVE, at 13/03/13/HR366, data for all staff in Council and General Board Institutions.

14. Voluntary Research Agreements (RESERVED)

TO CONSIDER, at 13/03/14/HR367, six applications for VRAs.

15. Dates of meetings of the HR Committee in 2014

Meetings of the Committee in 2014 will be held on the following Thursdays at 2pm in the Old Schools Meeting Room.

24 April 2014

30 June 2014 (revised date, time and venue) 10am-12 noon in the Council Room

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