

UNIVERSITY OF CAMBRIDGE
COUNCIL AND GENERAL BOARD
HUMAN RESOURCES COMMITTEE

21 January 2016

There will be a meeting of the Human Resources Committee on
Thursday 21 January 2016 at 2 p.m. in the Council Room, The Old Schools

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. If you wish to unstar a specific agenda item, please advise the Secretary at least 24 hours in advance.

AGENDA

Apologies have been received from the Registry and the Academic Secretary.

1. Declarations of Interest

2. Minutes

TO CONFIRM, at 21/01/16/HR454, the Minutes of the meeting held on 10 December 2015.

3. Matters Arising

4. Changes in membership

TO NOTE, the following changes to the membership of the HR Committee.

- Ms Anne Jarvis will continue to serve on the Committee (class d)
- Professor Rob Wallach, Director of the Office of Postdoctoral Affairs (co-opted)
- Professor James Wood, Department of Veterinary Medicine (class b) subject to the approval of the General Board.

SECTION A - PEOPLE STRATEGY

5. Strategic Work Streams

TO AGREE the Terms of Reference and membership for the work streams set out in papers HR455-HR458.

- 21/01/16/HR455 - Academic Career Paths
- 21/01/16/HR456 - Appointment Committees and Recruitment
- 21/01/16/HR457 - Contribution Reward Schemes
- 21/01/16/HR458 - Market Pay
- Induction – Emma Stone will provide a verbal report

A draft reporting template is provided at 21/01/16/HR459. It is proposed that this template is completed to inform Committee members of progress on the work streams at each Committee meeting. Does the Committee agree the format for reporting?

SECTION B – POLICY & OPERATIONAL BUSINESS

6. Employer Justified Retirement Age (EJRA) – Paper to follow

TO RECEIVE, at 21/01/16/HR460, a paper reporting the deliberations of the EJRA Working Group and its recommendations.

TO APPROVE the recommendations for consideration by the General Board and Council.

6. Car Parking Working Group

TO RECEIVE, at 21/01/16/HR461, a paper setting out proposals to establish a Car Parking Policy Project Board.

TO APPROVE the establishment of the Project Board.

7. Statistical information

TO RECEIVE, at 21/01/16/HR462, a paper which presents staff statistical information published annually in Reporter.

TO AGREE the Draft Notice for publication in the Reporter.

8. Market Pay Report

TO RECEIVE at, 21/01/16/HR463, data showing recently approved market pay applications for Grade 12 appointments.

9. Other Operational Matters

The Director of Human Resources will report.

10. Any other business

11. Dates of meetings of the HR Committee 2016

Meetings of the HR Committee take place on Thursdays at 2pm in the Old Schools.

Thursday 10 March 2016	Syndicate Room
Thursday 9 June 2016	Syndicate Room
Thursday 28 April 2016	Syndicate Room

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