

UNIVERSITY OF CAMBRIDGE
COUNCIL AND GENERAL BOARD
HUMAN RESOURCES COMMITTEE

30 June 2014

There will be a meeting of the Human Resources Committee on
Monday 30 June 2014 at 10.00 a.m. in the Council 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

Apologies have been received from Professor Martin Daunton, Professor Fiona Gilbert and the Registry.

1. Declarations of Interest

2. Minutes

TO CONFIRM, at 30/06/14/HR382, the Minutes of the meeting held on 24 April 2014.

3. Matters Arising

4. Expansion of the University's Shared Equity Scheme

TO RECEIVE, at 30/06/14/HR383, a paper recommending changes to the University's Shared Equity Scheme to assist new members of staff relocating to Cambridge to purchase a property.

TO APPROVE, the recommendations and agree that the Finance Committee consider the proposals at their next meeting.

5. Appointments Committee Guidance

[Anne Pollintine will attend for this item]

TO RECEIVE, at 30/06/14/HR384, a guidance document for Appointments Committees on their roles and responsibilities and the procedures concerning the appointment of non-professorial established Academic Officers.

TO APPROVE the guidance and agree its dissemination throughout the University.

6. Relocation Services Policy

[Liz Timperley-Preece will attend for this item]

TO RECEIVE, at 23006/14/HR385, a paper proposing the introduction of a Relocation Services Policy to support individuals taking up employment at the University.

TO DISCUSS and APPROVE, the Relocation Services Policy.

7. Staff Survey

TO RECEIVE, at 30/06/14/HR386, a paper providing an update on the aggregation of the five most and least positive points of satisfaction across the five institutions that took part in the initial Staff Survey.

TO DISCUSS, the proposal to aggregate all common core questions in the staff survey to help identify key themes for action.

8. InterConnect Consultation and Draft Action Plan

TO RECEIVE, at 30/06/14/HR387, the findings of the Interconnect Consultations held in Lent Term 2014, together with the InterConnect Action Plan.

TO DISCUSS and APPROVE, the Action Plan for implementation between 2014-2017.

9. On-line Training Provision

TO RECEIVE, at 30/06/14/HR388, a paper agreed by the Equality & Diversity committee at its May 2014 meeting.

TO DISCUSS and APPROVE, the recommendations in the Action Plan for implementation during 2014-2015.

10. Family Leave Survey

TO RECEIVE, at 30/06/14/HR389, a paper which presents the initial survey results of the Family Leave Survey.

TO DISCUSS and APPROVE the recommendations contained within the paper.

11. Pay Award update

TO RECEIVE, at 30/06/14/HR390, a paper advising the outcome of the national pay negotiations for non-clinical and clinical academic staff for the 2014/15 pay rounds. A draft Notice and Grace is attached for approval by the General Board and Council.

TO NOTE, the content of the paper.

12. HR Management Information

TO RECEIVE, at 30/06/14/HR391, data for all staff in Council and General Board Institutions.

13. Assistant HR Director's Report

TO RECEIVE, at 30/06/14/HR392, the Assistant HR Director's Report.

14. Voluntary Research Agreements (RESERVED)

15. AOB

TO APPROVE, at 30/06/14/HR394, a Draft Report of the General Board on certain offices in the School of Clinical Medicine (a paper will be circulated before the meeting).

16. Dates of meetings of the HR Committee 2014/2015

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

30 October	12 March
04 December	23 April
29 January 2015	11 June

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