UNIVERSITY OF CAMBRIDGE
COUNCIL AND GENERAL BOARD
HUMAN RESOURCES COMMITTEE

11 October 2012

There will be a meeting of the Human Resources Committee on
Thursday 11 October 2012 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 11/10/12/HR247, the Minutes of the meeting held on 21 June 2012.

3. Matters Arising

4. Scheme to Support Returning Carers

TO RECEIVE, at 11/10/12/HR248, a paper outlining a new scheme to support individuals in their career development, after returning from periods of leave for caring purposes.

TO NOTE, a pilot scheme will be run between October 2012 and March 2013 in the Schools of Technology and Physical Sciences.

5. Rewarding Grade 12 Academic-related staff through a Single Contribution Payment Scheme

TO RECEIVE, at 11/10/12/HR249, a paper from the Pay and Reward Working Group proposing a scheme for rewarding Grade 12 Academic-related staff through a single contribution payment.

TO APPROVE, the scheme for consideration by the General Board and Council.
6. **Equal Pay Review 2012**

   TO RECEIVE, at 11/10/12/HR250, HR data to identify and explain gender-related pay differences.

   TO APPROVE, the paper for submission to Council.

7. **Recognition of Holders of Teaching-only Posts**

   TO RECEIVE, at 11/10/12/HR251, a paper on unestablished posts primarily concerned with the delivery/organisation of teaching.

   TO APPROVE, and recommend that the General Board should consult on the introduction of two new grades of University Office.

8. **Auto-enrolment (Pensions)**

   TO RECEIVE, at 11/10/12/HR252, a paper updating the Committee on the procurement process relating to the selection of the supplier for auto-enrolment for pensions.

   TO APPROVE, the appointment of the recommended supplier.

9. **Shared Equity Scheme**

   TO RECEIVE, at 11/10/12/HR253, a paper proposing changes to the shared equity scheme to assist employees who do not have indefinite leave to remain to be able to purchase a property.

   TO APPROVE, amendments to the scheme.

10. **Pay & Reward Consultation Paper - confidential**

11. **Cambridge University Assistants’ Contributory Pension Scheme**

   TO RECEIVE, at 11/1/0/12/HR255, a paper on the changes to the CPS Pension Scheme.

   TO NOTE, that the changes to CPS and the rule changes are being progressed through the Committee structure.

12. **HR Director’s Report**

   TO RECEIVE, at 11/10/12/HR256, a report from the Director of Human Resources.

13. **HR Management Information**
TO RECEIVE, at 11/10/12/HR257, data for all staff in Council and General Board Institutions.

14. Voluntary Research Agreements (reserved)

15. AOB

16. Dates of meeting of the HR Committee 2012/2013

Meetings of the Committee in 2012/13 will be held on the following Thursdays at 2pm in the Old Schools Meeting Room.

15 November 2012   OSMR   21 February 2013   OSMR
13 December 2012    OSMR   18 April 2013       OSMR
17 January 2013     OSMR   13 June 2013        OSMR