

**UNIVERSITY OF CAMBRIDGE**  
**COUNCIL AND GENERAL BOARD**  
**HUMAN RESOURCES COMMITTEE**

**12 March 2015**

There will be a meeting of the Human Resources Committee on  
Thursday 12 March 2015 at 2 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.
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**AGENDA**

Apologies have been received from Mr Graham Allen Professor Simon Deakin and Professor Nigel Slater.

**1. Declarations of Interest**

**2. Minutes**

TO CONFIRM, at 12/03/15/HR411, the Minutes of the meeting held on 29 January 2015.

**3. Matters Arising**

At the meeting on 29 January 2015 the Committee agreed changes to the format of the Annual Staff Statistical Information Report. A draft Notice and annex reflecting those changes is attached at 12/03/15/HR412.

TO APPROVE the draft Notice for publication.

**4. UCEA 2015-2016 Pay Negotiating Round**

TO RECEIVE, at 12/03/15/HR413, a briefing document following the first consultation meeting for the 2015/16 pay round, between the Universities and Colleges Employers Association (UCEA) and members.

**5. Universities UK/USS Consultation on Benefit Reform**

TO RECEIVE, at 12/03/15/HR414, an update on the consultation process to consider reforms to the USS pension scheme.

**6. UKVI Premium Customer Service**

TO RECEIVE, at 12/03/15/HR415, a paper providing information on the usage and benefits of the Premium Customer Service account purchased in 2014.

TO APPROVE renewal of the University's account for a further 12 months.

**7. Response to the Living Wage increase**

TO RECEIVE, at 12/03/15/HR416, a paper providing details of an increase in the rate of the Living Wage and a proposed response.

TO APPROVE the proposed response.

**8. Shared Parental Leave Policy (Minute 1615/15 dated 29/01/15 refers)**

The draft Shared Parental Leave Policy was discussed at the meeting on 29 January, where it was agreed that feedback on the Policy and pay arrangements be sought from the Equality & Diversity Committee and the Gender Equality Group before wider consultation took place.

Paper 12/03/15/HR417, sets out those Committees' views and proposes an approach to shared parental leave pay.

TO APPROVE the approach to shared parental pay.

TO NOTE the Policy will be discussed with the Trade Unions in due course.

**9. Draft Equality & Diversity Information Report 2013-14**

TO RECEIVE, at 12/03/15/HR418, a draft report incorporating staff, student and Equality Assurance Assessment (EAA) data for publication in line with the legislation. The report was considered by the Equality & Diversity Committee at their meeting on 25 February.

TO APPROVE, the paper for consideration by the General Board and Council.

**10. HR Director's Report**

TO RECEIVE, at 12/03/15/HR419, a report from the Director of Human Resources.

**11. HR Management Information**

TO RECEIVE, at 12/03/15/HR420, data for all staff in Council and General Board Institutions.

**12. Voluntary Research Agreements (RESERVED)**

TO RECEIVE, at 12/03/15/HR421, 4 applications for VRAs\*.

**13. Any other business**

**14. Dates of meetings of the HR Committee 2015**

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

23 April

11 June

\* Full documentation for these applications is available from the Secretary to the Committee on request.

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