12 May 2011

There will be a meeting of the Human Resources Committee on Thursday 12 May 2011 at 2.00 p.m. in the Syndicate 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 the Registrary.

1. Declarations of Interest

2. Minutes*

TO CONFIRM, at 12/05/11/HR144, the Minutes of the meeting held on 24 March 2011, subject to the following amendment to Minute 1268/11.

“The launch of the Employment and Career Management Scheme (ECMS) for researchers which would increase the awareness of career management processes including appraisal.

The proposals for 2011, which included taking forward on-line appraisal, were approved. It was agreed that Heads of Schools should be consulted on the nature of further details for academic staff, and that this information would need to be adapted for clinical academic staff to accommodate the particular requirements of joint NHS appraisals.”

3. Matters Arising

4. HR Policies

a) TO APPROVE, at 12/05/11/HR145, a Compulsory Redundancy Avoidance policy.

b) TO RECEIVE, at 12/05/11/HR146, (reserved).
5. **Default Retirement Age (update) Min 1266/11 refers**

TO RECEIVE, at 12/05/11/HR147, the final notice issued in the *Reporter* on 5 May 2011.

6. **Voluntary Severance Scheme (update)**

7. **Pension Tax Relief – New Limits**

TO RECEIVE, at 12/05/11/HR149, a paper on the implications arising from the Pension Tax Relief changes effective from 6 April 2011.

8. **Market Supplement Review 2011**

TO RECEIVE, at 12/05/11/HR150, a paper confirming the recommendations of the Market Supplement Review Group Meeting held on 11 April 2011.

TO APPROVE the recommendations made in the paper.

9. **Equality and Diversity Training Requirements for Appointment Committees**

TO RECEIVE, at 12/05/11/HR151, a paper proposing training requirements for Appointment Committees.

10. **Developing University Equality Objectives**

TO RECEIVE, at 12/05/11/HR152, a paper detailing the proposed objectives for further development

TO APPROVE the establishment of the Equality Objectives Working Group. To endorse the proposed objectives for further development as outlined in the plan.

11. **VRA Annual Report**

TO RECEIVE, at 12/05/11/HR153, a report on the number and respective grant values of VRA's currently in place.

12. **HR Director’s Report**

TO RECEIVE, at 12/05/11/HR154, a report from the Director of Human Resources.

13. **HR Management Information**
TO RECEIVE, at 12/05/11/HR155, data for all staff in Council and General Board Institutions.

14. Extensions beyond Retirement Age (reserved)

15. Voluntary Research Agreements (reserved)

16. Dates of meetings of the Committee in 2011

The final meeting of the Committee for 2010/2011 will take place on Thursday 16 June at 2.00 pm in the Old Schools Meeting Room.

17. Dates of meetings of the Committee in 2011/12

Meetings of the Committee for 2011/2012 will be held on Thursdays at 2pm.

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