

HUMAN RESOURCES POLICY COMMITTEE

Wednesday 6 February 2013

M I N U T E S

Present:	Provost and President, Professor Malcolm Grant (CHAIR) Vice-Provost (Enterprise), Professor S Caddick Dean, Mathematical and Physical Sciences, Professor C R A Catlow Dean, Life Sciences, Professor M K L Collins Dean, Engineering Sciences, Professor A C W Finkelstein Director of Finance, Mr P Harding Vice-Provost (Operations), Mr R Knight Dean, Medical Sciences, Professor D Lomas Dean, Built Environment, Professor A R Penn Vice-Provost (Research), Professor G D Price Vice-Provost (Education), Professor A Smith Dean, Social and Historical Sciences, Professor S R Smith Vice-Provost (Health), Professor Sir John Tooke Dean, Arts and Humanities, Professor J Wolff Vice-Provost (International), Professor M J Worton
Apologies:	Dean, Laws, Professor Dame Hazel Genn Dean, Population Health Sciences, Professor G J Hart Dean, Brain Sciences, Professor A J Thompson
In Attendance:	Director of Human Resources, Mr N Waugh Secretariat, Ms A Skinner

Part A: Preliminary Matters

A1 Minutes of the previous meeting were approved

Part B: HR Director's Report

B1 Statute 18 Reform Project

It was confirmed that at a special Academic Board meeting held in the previous week members present voted to adopt a resolution that a working group be formed to develop a proposal regarding Statute 18. The meeting was advised that the Provost had received an invitation that a member of the Senior Management Team join this working group and the Provost invited members to put themselves forward for this working group.

B2. Annual Allowance /Life time allowance pension issues

Members were reminded of the changes to Annual and Lifetime Allowances for pensions and were advised of the decision of the Remuneration and Strategy Committee in relation to how UCL would be managing the likely consequences of the changes.

Part C – Matters to note

C1. Key work force indicators Report

Members were advised of the move to a more data driven approach to assessing performance against a range of key workforce indicators at both the University and Faculty level. Members were told that the report presented to the Committee was to be regarded as a starting point from which, depending upon some additional staffing requests currently under consideration, would evolve a more comprehensive report and, importantly, analysis. Members were asked to provide feedback on the utility of the report to the HR Director.

DISCUSSION :

- C1.1 Members welcomed the report and noted it was an improvement on previous HR reporting.
- C1.2 Some concern was expressed about the effect that the abolition of default retirement was having on the University's age profile. A request was made for age data to be provided on a Faculty basis.
- C1.3 A preference was expressed for more data on staff performance and reward. Members were particularly interested in data around the duration spend in grades before promotion and re-grading as well as gender balance in these activities.
- C1.4 The reduction in the gender pay gap indicated by the data was noted as being particularly pleasing.
- C1.5 It was noted that Deans needed to be empowered to discuss the data in the report with their Heads of Department.

C2 . Equal Pay Report 2012 (Professoriate)

The report was presented to members for information. Members were advised that the report showed that UCL is working to successfully reduce gender based pay deficits across the board but that there are discrepancies when looking at Faculties.

DISCUSSION :

- C2.1 Members thanked the HR Director for the report.
- C2.2 There was some discussion about the use of market supplements as well as executive search firms and their effect on remuneration.

Part D – Any Other Business

There was no other business.

ANNE SKINNER
Secretariat