



HUMAN RESOURCES POLICY COMMITTEE

Wednesday 23 May 2012

MINUTES

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

1 MINUTES

APPROVED:

- 1.1 The Minutes of the last meeting of 07 March 2012 were confirmed by HRPC and signed by the President and Provost.

2 HR DIRECTOR'S REPORT

NOTED:

- 2.1 Notice of approval of waiver of advertisement policy to be circulated in the Week@ UCL newsletter on Friday 25th May 2012
- 2.2 New HR Strategy document will be presented at the next HRPC meeting in July 2012
- 2.3 Provost recruitment progress will be presented at the next HRPC meeting in July 2012
- 2.4 HR working with Hay Group to review the remuneration policy for Professional Services posts at grade 10 with a view to introducing bandings to improve consistency and transparency of remuneration outcomes.
- 2.5 Recent advice on the operation of the Shared Appreciation Mortgage Investment (SAMI) Scheme will require a review of the Scheme and its potential replacement. While such a review is undertaken, Deans and Vice-Provosts were asked to consult closely and early with senior Finance Division staff prior to entering into any new commitments in relation to the Scheme.

3 POSITIVE ACTION IN RECRUITMENT

RECEIVED:

- 3.1 A paper proposing the implementation of positive action in recruitment at UCL as permitted by The Equality Act 2010 APPENDIX 1 / 2012.

DISCUSSION:

- 3.2 HRPC members indicated support for the proposal given the diverse community in which we work.
- 3.3 Concern was expressed about how the proposal would be presented and potential for confusion of positive action with affirmative action.
- 3.4 HRPC members were of the view that positive action in recruitment was more likely to impact on recruitment to Professional Services posts.
- 3.5 HRPC members advised that focus should be on the application stage and ensuring the quality of applicants

APPROVED:

- 3.6 On the basis of advice from the HRPC, the Provost and President approved the recommendations of the paper.

4. EXCELLENCE AND THE UCL COMMUNITY

RECEIVED:

- 4.1 A revised paper was received at APPENDIX 2/2012.

APPROVED:

- 4.2 On the basis of advice from the HRPC, the Provost and President approved the proposed amendments to “Excellence and the UCL Community”.

5. AOB

- 5.1 There were no items.

ANNE SKINNER
HR Director's office
[telephone 0207 679 1270, internal extension 41270, email: anne.skinner@ucl.ac.uk
23 May 2012