

HUMAN RESOURCES POLICY COMMITTEE

Wednesday 6 February 2013

MINUTES

Present:	Professor Malcolm Grant (CHAIR) Professor S. Jackson Professor J. Ward Professor K. L. Collins Professor C. W. Finkelstein Mr P. Hardie Mr F. Knight Professor D. R. ... Professor A. ... Professor G. ... Professor A. ... Professor S. R. Smith Professor S. J. ... Professor J. ... Professor M. J. ...
Apologies:	Dean, Law School, Professor Dame Hazel ... Dean, Population Health Sciences, Professor G. J. Hart Dean, Built Science, Professor A. J. Thompson
Attendance:	Director of Human Resources, Mr J. Waugh Secretary, Ms A. Skinner

Part A: Preliminary Matter

Minutes of the previous meeting were approved

Part B: HR Director's Report

Statute 18 Reform Project

It was confirmed that a special Academic Board meeting held in the previous week. The 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

DISCUSSION

- C2.1 Members welcomed the report and noted that it provided a clear improvement on previous reports.
- C2.2 Some concerns were expressed about the effect of the addition of the alternative remuneration package on the University's ability to attract and retain staff. A request was made for a copy of the data to be provided on a confidential basis.
- C2.3 A number of members expressed concern about the data on staff performance and reward. Members were particularly concerned about the data on staff performance and reward in the context of the gender pay gap and the duration of staff contracts.
- C2.4 The reduction in the gender pay gap indicated by the data was noted as being particularly pleasing.
- C2.5 It was noted that Deans need to be empowered to discuss the data in the report with the Heads of Department.

C2. Equality Report 2022 (Proposed)

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 SLINNER
Secretariat