

Minutes of the meeting of the Human Resources Committee
held at 4pm on Wednesday, 18 June 2014
in Room 1B16, Technopark, London Road, London SE1

Present

Anne Montgomery	Chair
Prof David Phoenix	Vice Chancellor
Prof Hilary McCallion	
Mee Ling Ng	

In attendance

Katie Boyce	Director of Human Resources
Prof Phil Cardew	Pro Vice Chancellor (Academic)
Mandy Eddolls	Interim Executive Director of Human Resources and Organisational Development
Richard Flatman	Chief Financial Officer
Ian Mehrtens	Chief Operating Officer
James Stevenson	University Secretary and Clerk to the Board of Governors
Michael Broadway	Governance Manager

Welcome and Apologies

1. Apologies had been received from Steve Balmont and Jon Warwick.
2. The committee welcomed Hilary McCallion and Mandy Eddolls to their first meeting of the committee.

Declarations of Interest

3. No interests were declared on any item on the agenda.

Minutes of the meeting held on 24 February 2014

4. The minutes of the meeting held on 24 February 2014 were approved (paper **HR.08(14)**). The redactions were approved for publication.

Matters Arising

5. Matters arising were covered elsewhere on the agenda. It was noted that the recommendation regarding national pay bargaining had not been circulated prior to the Board meeting.

Update on Developing our Structures

6. The committee noted a presentation from the Vice Chancellor on the change programme 'Developing our Structures'. The University strategy for 2015-2020 was being developed and would be considered by the Board at its meeting of 8 July 2014. The strategic plan to implement the strategy would be considered by the Board at its meeting of 9 October 2014. The change programme consisted of 15 projects which would help achieve the strategic objects.
7. Consultation with staff on the change programme and the strategy had been generally positive.
8. The committee noted that the Deans of the following schools had been appointed: Arts and Creative Industries; Applied Science; Engineering; and Built Environment and Architecture. Following the recruitment process, appointments had not been made for the Deans of Law and Social Sciences; or Business. A further recruitment process was being undertaken to fill these positions. The importance of supporting the new Deans in understanding the new strategy was noted.
9. The committee were encouraged by the positive nature of the consultation and level of staff engagement.

Strategic HR matters

10. The committee noted an update on strategic HR matters (paper **HR.09(14)**). It was noted that as part of national pay negotiations a 2% pay rise for staff nationally had been agreed which had ended the dispute with the unions. The 2% pay rise had been factored into the budget for 2014/15.

Equality and Diversity action plan

11. The committee noted the equality and diversity action plan for 2013/14 (paper **HR.10(14)**).
12. It was noted that the number of female leaders in higher education was low and that this was reflected in the University's senior leadership team. The University was mindful of these diversity issues when appointing the Deputy Vice Chancellor and Deans. The University was participating in the Athena Swan programme which aimed to help develop female leaders in higher education science, technology, engineering, medicine and mathematics.

13. A report on equality, diversity and inclusion data of employees would be presented to the next committee meeting.

Recruitment and selection policy and procedures

14. The committee noted revised recruitment and selection policy and procedures (paper **HR.11(14)**).

HR Committee forward plan

15. The committee noted its annual forward plan (paper **HR.12(14)**). The committee requested regular reports on staff statistics benchmarked against competitor universities to be reported to the committee.

Date of next meeting

16. The date of the next meeting was confirmed as Tuesday 14 October 2014 at 4pm.

Confirmed as a correct record:

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Chair