

HUMAN RESOURCES POLICY COMMITTEE

Wednesday 1 July 2015

MINUTES

Present:

Professor Michael Arthur (Chair)
Dame Nicola Brewer
Professor Nick Brook
Professor Mary Fulbrook
Mr Phil Harding
Professor Chris Husbands
Mr Rex Knight
Professor Alan Penn
Professor David Price
Professor Geraint Rees
Professor Anthony Smith

Apologies for absence were received from: Professor Anthony Finkelstein; Professor Dame Hazel Genn; Professor Graham Hart; Professor David Lomas; Professor Alan Thompson; Professor Sir John Tooke; and Professor Jo Wolff.

In attendance: Mr Jon Everard (Head of Pensions, Employment Contract Administration and Payroll and Senior User, HRST Project); Dr Marguerite Nolan (Secretary); Mr Mark Rice (Reward Manager HR); Mr Nigel Waugh (Director of Human Resources).

Key to abbreviations used in these Minutes:

HOD	Head of Department
HRPC	Human Resources Policy Committee
JNC	Joint Negotiating Committee
UCEA	Universities and Colleges Employers Association

ITEMS FOR CONSIDERATION

1. R

- (ii) The proposed development of an ‘Impact Framework for Promotion’;
- (iii) A consideration of whether UCL should adopt a single title of Associate Professor at Grade 9; and,
- (iv) A proposal to include and describe the characteristics of a Professorial Teaching Fellow at Grade 10.

1.2 The Committee discussed the four recommendations included in the report and in particular the proposal to adopt a single title of Associate Professor at Grade 9, and the proposal to include and describe the characteristics of a Professorial Teaching Fellow at Grade 10. It was acknowledged that having argued that UCL should recognise the overall leadership role of an academic and not seek to subdivide the role into different pathways, retaining both the titles Senior Lecturer and Reader at Grade 9 had become difficult to justify. The Committee highlighted the need to get the criteria right for the Associate Professor role. It could need to be re-visited with the Trade Union.

1.3 **Resolved:** The Committee gave its broad support for the report with some issues to be taken forward and in particular the criteria for the Associate Professor role.

2.

Oracle HR system that would replace the current Northgate HR and Payroll system as part of the HR System Transformation (HRST) project.

- 3.2 In order to meet the phase 1 implementation timeline and to manage efficiently future costs of the HR system, it was proposed in the report that UCL should adopt a “vanilla” approach to implementation. This would result in the Oracle product being implemented with some configuration but very small amounts of customization. This would require the streamlining and simplifying of some of UCL’s current HR policies and processes, most critically around recruitment. The Committee supported the flexibility that the “vanilla” approach would provide.
- 3.3 The Committee noted the importance of implementing a staff training programme for the new HR system.
- 3.4 **Resolved:**
- a) The Committee noted the phasing of the project implementation and that implementation and timing of phases 2 and 3 were dependent on future budget approval;
 - b) The Committee approved limits on both configuration and customization of the Oracle HR product through the adoption of a “vanilla” approach to implementation.

4. A paper seeking approval of an approach to the development of a new HR Strategy in light of UCL2034 **HRPC 5-4 (14-15)**

- 4.1 **Considered:** The Committee considered the report on Implementing UCL2034: Valuing our Staff and Delivering on Equality and Diversity. The report proposed arrangements for the development of a new HR strategy in the context of UCL2034.
- 4.2 It was noted that the arrangements for the development of the new HR strategy were predicated on research and development of objectives and strategies by a number of working groups. These would be resourced from each School and the Professional Services Divisions, along with UCL HR, and would form the basis of a new HR strategy for broader consultation with UCL staff over the summer of 2016, before approval and implementation in 2016-17.
- 4.3 **Resolved:** The Committee noted the resource requirements and timeframe and approved the approach outlined for the review and development of a new HR Strategy for UCL.

5. Any other business

- 5.1 There was no other business discussed.

Dr Marguerite Nolan
Secretary to Human Resources Policy Committee