



# HUMAN RESOURCES POLICY COMMITTEE

Held on Wednesday 9 March 2016 at 8.30 a.m. in the South Wing Council Room

## MINUTES

*Present:*

Professor Michael Arthur (Chair)  
Ms Wendy Appleby  
Dr Paul Ayris  
Dame Nicola Brewer  
Professor Nick Brook  
Professor Andrew Brown  
Mr Simon Cane  
Dr Celia Caulcott  
Dr Mike Cope  
Professor Mark Emberton  
Professor Mary Fulbrook  
Mr Phil Harding  
Professor Graham Hart  
Mrs Lori Houlihan  
Mr Rex Knight  
Professor Charles Mitchell  
Professor Alan Penn  
Professor David Price  
Mr Tom Rowson  
Professor Anthony Smith  
Mr Mark Sudbury  
Professor Nigel Titchener-Hooker  
Mr Nigel Waugh  
Professor Jo Wolff

Apologies for absence were received from Dame Hazel Genn, Mr Andrew Grainger, Professor David Lomas, Professor Geraint Rees and Professor Alan Thompson.

In attendance: Mr Geoff Lang, Director, HR Policy and Planning, Ms Sarah Guise, Head of Equalities and Diversity (for Item 5), Ms Charlotte Croffie, Director of Organisational Development (for Item 5), and Dr Marguerite Nolan, Committee Secretary.

*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



**4.**

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4.6 It was agreed that the areas for UCL action should include action being taken to address IT and Estates issues raised in the survey.

4.7 **Resolved:** The following was resolved:

- a) The Committee noted the headline results, including the most and least positive responses and the biggest increases and falls in positive responses as set out at HRPC 2-2 (15-16).
- b) The Committee approved the proposed areas for UCL action, subject to the addition of an IT/Estates item as noted above.
- c) The Committee noted the UCL-wide summary report of responses to each question.

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**OTHER BUSINESS FOR APPROVAL OR INFORMATION**

- 6. 2015 Key Workforce Indicators (KWI) Report (HRPC 2-5 15-16)**
- 6.1 **Received:** The Committee received the 2015 Key Workforce Indicators (KWI) report at HRPC 2-5 (15-16).
- 6.2 **Resolved:** The Committee resolved the following:
- a) Members of the Committee noted the latest set of Key Workforce Indicators at HRPC 2-5 (15-