

PRELIMINARY FORMAL BUSINESS

1. Constitution, Membership and Terms of Reference of the HRPC for 2018-19 HRPC 1-1 (18-19)

1.1 **Received:** The Committee received and noted the Constitution, Membership and Terms of Reference of the HRPC for 2018-19.

2. Minutes of the meeting of the HRPC held on 11 July 2018

2.1 **Approved:** The Committee approved the Minutes of the last meeting of the Human Resources Policy Committee (HRPC) held on 11 July 2018.

3. Matters arising from the Minutes

3.1 **Athena SWAN Silver Application:** At its meeting on 7 November 2018, the Senior Management Team (SMT) considered a paper on the Athena SWAN Silver Application. The application had been updated to take account of the feedback received from the SMT.

3.2 **Professorial Banding Criteria:** At its meeting on 14 November 2018, Academic Board had considered the Professorial Banding Criteria. It was intended that the consultation period would be extended. Revised proposals would be brought back to Academic Board in due course.

ITEMS FOR DISCUSSION

4. HR Strategy Update HRPC 1-2 (18-19)

4.1 **Considered:** The Committee considered the report on the HR Strategy at HRPC 1-2 (18-19). This provided an update on action taken to date on the HR Strategy since the last HRPC meeting on 11 July 2018.

4.2 The Executive Director of HR gave feedback on the developments since the last update as included in the report. The Committee discussed the length of time that it took to get jobs advertised

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