



UCL

People and Culture Committee

Wednesday 1 March 2023, 10.00am -11.50am

Minutes

Present Members:

Part II: Strategic Items for Discussion

3. HR Function – Aligning the profession (2-03)

3.1. Mr Stuart McLellan, Head of HR for transformation provided an update on the work being carried out as part of the HR Function Development initiative, within the wider UCL PS Function Development programme. The following points were made during the presentation:

- a. The work is part of wider activity td ()T43Td 2 (hi)68. 5HDC 0.B. ar2 Tc 26eas t Tc -

b. This latest update brings together all the guidance for all staff.

4.2. The following points were raised in discussion:

a.

- b. It was raised that although it is useful to have the figures across all staff, it would be good to have the breakdown across academic, research and PS staff. It was confirmed that this will be done when the team approach faculties, but this is the public facing report.
- c. It was noted that Inside UCL can be used by staff to update their individual data which will help improve the accuracy of these reports. This will be promoted to all staff to encourage keeping information up to date.
- d. It was suggested that UCL East recruitment and selection practices can be seen as a good example. By starting with clean slate at UCL East, it has been possible to try new things to recruit more diverse staff.

5.3. People and Culture Committee approved the report.

6. Voluntary Resignation Scheme (Verbal Update)

- 6.1. Stuart McLellan, Head of HR for Transformation, presented an update on the voluntary resignation scheme. The following points were made during the presentation:
 - a. It was advised that the scheme closed on 15 January 2023. There were 304 eligible applications, and 263 applications were approved. Decisions have now been communicated and the offers have been made. This will release 7.4m of savings across UCL
 - b. It was noted that in the current analysis of uptake of scheme, there has been no concerning patterns. The most likely group to take up the scheme have been older staff.
 - c. It was advised that a full review of the scheme will take place and a lessons learnt exercise once it has been completed. The team also intends to undertake exit interviews with those completing the scheme. Exit trends shall also be monitored over the next few months to see how this scheme has affected normal turnover rates.
- 6.2. The following points were raised in discussion:
 - a. The committee agreed that exit interviews could be useful.
 - b. It was suggested that the data should be refined once the scheme is finalised.

6.3. People and Culture Committee noted the update on the scheme.

7. Athena Swan Proposals (2-06)

- 7.1. Christine Forde, Interim Executive EDI Consultant & Director of EDI presented the proposals for Athena Swan. The following points were made during the presentation:
 - a. The committee were asked to approve the proposal. Ultimately, UMC will be endorsing the proposal.

