



## People and Culture Committee

Wednesday 3 July 2022, 2:00pm – 3:45pm

### Minutes

#### MEMBERS OF THE PEOPLE AND CULTURE COMMITTEE

Professor Adam Dennett; Professor Peter Fonagy; Mr Felipe Fouto; Professor Jennifer Hudson; Ms Fiona Naughton; Professor Martin Oliver; Professor Geraint Rees; Ms Fiona Ryland; Dr Jolene Skordis; Ms Tania Trosini; Mr Martin Wedlake; Ms Donna Williams

Ms Andie  
or Paola Lettieri; Ms Aloma

#### **In attendance:**

Ms Kate Brooks; Dr Sian Christina; Ms Angela Clark; Ms Loleta Fahad; Mrs Kate Faxen; Mrs Megan Gerrie; Mrs Sarah Henderson; Ms Juliet Lambe; Mr Charles Marson; Miss Shelley McPherson; Ms Chloe Milano; Ms Lorren Rea; Mr Mark Rice; Ms Claire Rowlinson; Ms Joanna Ryan; Professor Peter Scully; Mr Grant Skinner; Ms Catherine Stow Ms Donna Swann; Ms Emma Todd; Ms Laura Tomson; Mrs Teresa Williams

#### **Officer:**

Ms Hannah Swallow (Secretary)

### **Part I: Preliminary Business**

#### **21. Minutes (3-01)**

21.1. People and Culture Committee approved the minutes of the meeting held by the People and Culture Committee on Wednesday 16 March 2022. There were no matters arising.

## **Part II: Strategic Items for Discussion**

### **22. Confidential: My UCL Experience – staff survey actions (3-02)**

22.1. Exempt from publication, please see confidential minutes.

22.2. Exempt from publication, please see confidential minutes.

22.3. Exempt from publication, please see confidential minutes.

### **23. The Future of Work at UCL – New Hybrid Working Guidance and implementing the new arrangements (3-03)**

23.1. Mr Charles Marson, Head of HR delivered an update on the new hybrid working arrangements. (10)

24.2. The following points were raised in discussion:

- a. There were no comments on the update.

24.3. People and Culture Committee received the update.

**25. Amendment to the Probation of PGTAs (3-07)**

25.1. Ms Laura Tomson, Employment Policy Manager provided an update on the actions arising from the continuous improvement PGTA project. The following points were made during the presentation:

- a. It was confirmed that departments have provided feedback on the continuous improvement project. This has led to the amendments which were summarised in the accompanying paper.
- b. The committee was asked to note the additional appendix which reflects the updates.

25.2. The following points were raised in discussion:

- a. There were no comments raised.

25.3. People and Culture Committee noted and agreed to the updated appendix.

**26. Launch of Talentlink – New End to End Recruitment System for UCL (3-05)**

26.1. Ms Angela Clark, Head of Recruitment presented an overview of the new recruitment system. The following points were made during the presentation:

- a. It was explained that the new recruitment system should offer an end-to-end process for recruitment at UCL.
- b. The system should work together with policies and staff should be able to intuitively use the system. It should reduce time to hire staff and allow UCL to access recruitment data easily.

26.2. The following points were raised in discussion:

- a. The new system was welcomed by the committee.
- b. It was asked whether it was possible to delegate tasks to different staff. It was confirmed that this would be possible. Administrative tasks can be done by other team members and not just the line manager or hiring manager.
- c. It was asked whether there would be a support system for the system. It was confirmed that there would be.

26.3. People and Culture Committee received and welcomed the overview of the new system.



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- a. It was asked whether internal recruitment would happen first by default. It was confirmed that this is only the case for re-deployment candidates and other internal candidates would need to use this scheme which would need to be selected by the recruiting line manager. Redeployees are offered the job for five days; the internal recruitment would then take place for a further 2 weeks or there is the option to go straight to external after redeployees.
- b. It was raised that it may be beneficial for it to continue as a pilot in the new recruitment system.
- c. There were some concerns raised over internally recruiting and EDI.

28.3 People and Culture Committee requested that the scheme continues as a pilot for both professional service and academic roles and further feedback be brought back to the committee next academic year.

Hannah Swallow  
July 2022