



The
University
Of
Sheffield.

Office
Of
The President &
Vice-Chancellor.

UEB/2020/0303/02

Minutes

University Executive Board

Date:

11 February 2020

Present:

Professor K Lamberts (KL) (in the Chair)

Professor J Derrick (JD), Professor S Fitzmaurice (SF), Professor S Hartley (SH), Professor M J Hounslow (MJH), Ms J Jones (JJ), Professor W Morgan (WM), Professor C Newman (CN), Professor D Petley (DP), Mr R Sykes (RS), Professor C Watkins (CW)

In attendance:

Dr T Strike (TS), Dr R Birch (RB) (item 1); Mr R Hebblethwaite (RH) (item 2); Mr I Wright (items 2 & 3); Mr J Busson (item 4)

Apologies:

Professor G Valentine (GV)

Secretary:

Mr N Button (NB)

1. Closed Minute and Paper

2. Good Work Plan – IR35

(Mr R Hebblethwaite & Mr I Wright in attendance for this item)

2.1 UEB considered recommended actions for managing casual workers and individuals working off-payroll within the University. Attention was drawn to the recommendations of the Taylor Review of Modern Working Practices that sought to strengthen rights for these kinds of workers. It was proposed to use the Eploy technology, running in parallel with the Student Job Shop, to manage casual workers. There would also be changes to employment practices through determining employment status before engagement and agreeing appropriate forms of payment following status determination. This would have training requirements for hiring managers, and HR and Finance colleagues.

2.2 During discussion, UEB noted the following:

- These proposals were likely to have very limited cost implications for the University.
- The same solutions should apply to higher cost and higher profile off-payroll workers with whom the University had an ongoing relationship.
- These proposals would not affect the material arrangements for Graduate Teaching Assistants as these were considered full employees.

2.3 UEB approved the recommendations contained in the paper.

3. Closed Minute and Paper

4. Access and Participation Plan – pre-Council update and monitoring return submission

(Mr J Busson in attendance for this item)

- 4.1 UEB considered and agreed the Access Agreement 2018-19 monitoring return that would be submitted to the OfS ahead of the 28 February deadline. UEB noted the changes to the process and the University's actual spend compared against forecasted expenditure.

5. Closed Minute and Paper

6. Report of UEB Information Management and Security Group

- 6.1 UEB considered the report of the most recent UEB Information Management and Security Group held on 8 January 2020 and approved the Group's updated Terms of Reference that reflected the broadened scope of the Group in covering information management, governance, and security.

7. Round Table

- (a) University Council: TS informed UEB that Dr David Forrest of the School of English had replaced Professor Janine Kirby as the non-Professorial Senate representative on Council.