



The
University
Of
Sheffield.

The Council, 16 April 2018

Report of the Human Resources Committee

Date: 21 March 2018
Chair: Mr Richard Mayson
Secretary: Ms Gayle McKeachie

1. The Sunday Times Top 100 Best Companies to Work for 2018

The University has been successful in being placed in The Sunday Times 100 Best Companies to Work For List 2018 for the third consecutive year. We have been ranked 48th and are still the only Higher Education Institution included within the List.

The external recognition of being one of the best companies to work for adds to and supports our position as one of the top 100 Universities in the world, renowned for the excellence, impact and distinctiveness of our research-led learning and teaching.

We will continue to maximise the reputational benefits of this achievement and utilise the survey outcomes and free text comments in conjunction with our preparation and responses to the 2018 Staff Survey.

2. Mental Health & Wellbeing Strategic Priorities 2018-2020

A report was provided which outlined progress towards a strategic approach to staff mental health and wellbeing and the agreed approach to stress risk management. The latter, which includes the policy, guidance and approach to risk assessment at individual and organisational levels, was approved by the Health & Safety Committee at its meeting on 13th February 2018. Next steps relating to stress risk management will include the setting up of a steering group.

The Staff Mental Health & Wellbeing Strategic Plan outlines the actions suggested to support staff mental health and wellbeing. These have been developed following discussions with Student Support Services to ensure work aligns with the recently approved Student Mental Health Strategy (2017 – 2020).

The aim is to ensure individuals have the necessary support and have the option to take ownership of their own mental health; to ensure that line managers are supported in their duty of care role and any action they may need to take; and for the University's approach to show and demonstrate inclusivity to prospective employees.

There will be a pilot of mental health advocates as well as a number of training options and advice on easily locatable web-pages. Analysis of the success of the strategic plan and the different approaches will be taken via new starter surveys, pulse surveys and analytics from web pages.

3. USS and Industrial Action

An update was provided on the latest position following the USS valuation of a £6.1 billion deficit to the scheme.

UCU balloted members resulting in a mandated 14 days of strike action between 22 February and 16 March. UCU also have a mandate for action short of a strike on an ongoing basis.

During this period ACAS assisted with a joint revised proposal which was rejected at local and national level.

The UCU HE Committee have mandated a further 14 days of strike action although there is currently no formal indication or notice of when this will be.

In the meantime, UUK are establishing a working group to consider the valuation methodology.