



The  
University  
Of  
Sheffield.

## **The Council, 9 July 2018**

### **Report of the Human Resources Committee**

**Date:** 13 June 2018  
**Chair:** Mr Richard Mayson  
**Secretary:** Ms Gayle McKeachie

#### **1. USS and Industrial Action**

An update was provided on the latest position.

Industrial action is currently suspended following agreement to form a Joint Expert Panel to assess the 2017 valuation and make recommendations. The panel will be tasked with reviewing the methodology and assumptions in the current valuation and is due to commence work at the end of May. The expectation is that the panel will submit a report to UUK and UCU in September 2018. UCU currently have a live mandate to strike until July.

USS has a statutory obligation to submit and conclude the valuation to the Pensions Regulator by the end of June and will need to undertake a member consultation whereby the University will enter a 60-day statutory consultation period.

#### **2. UK Visas & Immigration Higher Education Assurance Team (HEAT) Audit**

The UKVI's Higher Education Assurance Team (HEAT) has conducted an audit at the University from 23 to 25 May 2018 inclusive to ensure that compliance with Immigration Rules are being followed. UKVI has undertaken a series of audits across the sector since 2009 and the audit was part of their scheduled programme for all HEIs.

The final audit report is not expected for 6-8 weeks whereby it is expected that the report will indicate any recommendations to the University.

#### **3. International Staff Support**

Since the EU referendum in June 2016, the University has been developing ways to support non-UK EU staff. These have included the University hosting immigration briefing sessions led by an immigration expert from the immigration specialist legal firm Pennington Manches; the establishment of a legal helpline to provide free immigration advice for individuals; a reimbursement scheme for non-UK EU staff to reclaim the application fee for a UKVI registration certificate or permanent residency application as well as other briefing sessions and wellbeing events.

Proposals to support the University's non-EU international staff have also been delivered to bring this in line with the support offered to non-UK EU staff.

Support for non-UK EU and non-EU international staff is predominantly being delivered as two separate areas of work however opportunities to combine the support offer are being taken when it is possible to do so.

Further briefing sessions are currently being planned with a specific focus on the route to applying for Indefinite Leave to Remain.