



The
University
Of
Sheffield.

The Council, 8 July 2019

Report of the Human Resources Committee

Date: 20 June 2019

Chair: Mr Richard Mayson

Secretary: Ms Gayle McKeachie

SECTION C – Items for information

1. Public Interest Disclosure (Whistleblowing) policy

The procedure has been reviewed and amended to take account of the University Secretary role at the University and the impact of this on the governance arrangements concerning Public Interest Disclosures. The amendments were discussed and agreed by JUCC and formally approved by the HR Committee.

The updated version of the policy is attached for information as Appendix 1 via the Diligent Reading Room.

2. Pay and Pensions

The USS Trustee is seeking to conclude the 2018 valuation of USS. At a local level, work continues by the joint USS Valuation Working Group to attempt to find a mutually acceptable resolution and avoid future industrial action.

The 2019 national pay award negotiations continue. The final employer offer includes an award of 1.8% with weighting of up to 3.65% on lower points, including the deletion of point 2 of the national spine (the University's Grade 1.2). The offer also includes joint work and actions on gender and ethnicity pay, the casual workforce and workload issues. The trade unions are now consulting with their members and branches on whether to accept or reject the final offer. It is likely that this process will run until June.

3. Brexit

The University continues to actively monitor the implications of Brexit on staff. The EU Operational Group continues to meet on a regular basis to review and discuss staff and student support to provide a coherent University approach. Support for EU staff continues in the form of a staff immigration legal helpline (now hosted by Eversheds), 1-2-1 Android appointments to support staff in their EU Settlement Scheme applications, and most recently on 10 June the University held 'A Part of Sheffield' celebration event which brought together 148 staff and students to celebrate our international community and the inclusion of students in the 'A Part of Sheffield' exhibition.