Valuing Research Staff
Implementing the Concordat at UH
Welcome to the Concordat Launch

- National Concordat Document
- UH Concordat Booklet
- Provides a broad framework for the personal, professional and career development of research staff
- Consistency between HEIs
- Supported by the funders of research
  - Research councils, government, TSB, Royal Society, Charities, etc
New University Strategic Plan (2010 – 2015)

• We will be known for:
  - The international excellence of our research (as recognised by HEFCE in the REF) in a number of selected areas.
  - High quality, responsive and impactful research, consultancy and client engagement with demonstrable outputs, which meet the needs of partner organisations.
  - The application of our world-leading research through the development of successful knowledge transfer partnerships.
The Concordat

Principle 1: Recruitment & Selection
Principle 2: Recognition & Value
Principle 3 & 4: Support & Career Development
Principle 5: Researchers Responsibilities
Principle 6: Diversity & Equality
Principle 7: Implementation & Review
Review Process

• Cross University Concordat Working Group established
• Gap Analysis and Audit
  – HR, Careers, Training / Development, Equality …
• Workshops
• Action Plan
  – HR, Graduate Futures, Business & Research, Equality Office.
• Implementation
HR Gap Analysis (Scope)

- Policies Reviewed against Concordat Principles
  - Recruitment & Selection
  - Fixed Term Contracts
  - Appraisals
  - Retirement
  - Training & Development
  - Induction
  - Job evaluation (Equate) in context of researchers
HR Key Findings

Key Areas for Improvement:

- Fixed term contracts
- Induction – Central/ Local
- Appraisals
- Retirement
- Training & Development
What does this mean for Research Staff?

• Fixed Term Contracts reviewed
• New Appraisal Process
• Improvements to Central Induction
• Currently reviewing Local Induction
• Clarification of retirement policy
• Training & Development
• Equate – Job Evaluation
• Continuing Process
Moving Forward

• Engage with the Concordat
• Continuous Improvement
  – Concordat@herts.ac.uk
• UH staff survey
  – Key data to express your opinion and for us to work to better supporting you
  – Closes 30th April.
• Careers in Research Online Survey (CROS)
  – 28th April – 21st May
  – You will be emailed the link