

University of Hertfordshire Concordat Implementation Timeline

Date	Summary Item
25 June 2008	Concordat National Launch
23 October 2008	Report by Head of HR Strategy to Research Committee on implications of the Concordat. A cross University Concordat working group established, chaired by Dr R Day.
26 February 2009	Gap analysis of the Concordat presented to Research Committee. Agreed to produce an action plan to address issues arising from gap analysis.
4 June 2009	Action plan (dated 19 th May 2009) presented to Research Committee and approved. Agreed to run a number of workshops with contract and early career research staff to explore issues surrounding the Concordat and address some of the gaps identified.
22 October 2009	Guidance proposed by Head of Equality and Diversity Unit for staff approaching or working after the age of 65. Guidance recommended for approval by Chief Executive Group. Progress update from Dr R Day on Concordat action plan. Agreed that the University would participate in CROS 2010. Agreed that an event would be held in early 2010 to announce the Concordat and the University's response to it.. Agreed that a leaflet would be produced to promote the Concordat and how the University and research staff can engage with it. Dr R Day appointed as Concordat champion.
27 February 2010	Progress update from Dr R Day on implementation of the Concordat action plan. Agreed that the Concordat event would take place towards the end of April 2010.
28 April 2010	Concordat Event held for research staff and Principal Investigators. Attended by over 70 members of staff. Brochure 'Valuing Research Staff' launched and distributed to all Principal Investigators and Research Staff
April – May 2010	Participation in Careers in Research Online Survey (CROS)
19 March – 30 April 2010	Research staff included as a group in the University Staff Survey
21 October 2010	Paper presented to Research Committee on an update on implementation of the Concordat action plan. Agreed to include research staff representation on Concordat working group. Agreed to a series of briefing events for Principal Investigators, Research Leaders and Research Managers covering topics such as Concordat, Research staff development and Researcher Development Framework