									2009											2010						
	Specific actions arising to meet outcomes	Owner	May '09	Feb '10	Sept '10	Apr	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Student recruitment & selection	1. Review recruitment processes in light of research needs.	Human Resources		~	~																					
	Work with research managers with aim of understanding the barriers that prevent researchers taking up training opportunity. Identify actions to remove barriers.	Human Resources		~	~																					
	Investigate how well Equate works for research roles. Identify next steps from outcome of investigation.	Human Resources		~	~																					
	 Research Committee to review Universities Policies and Regulations for approved titles HR01 (formerly PER/B/1) 	Business & Research Office																								
	Research Grants Team to ensure that Principal Investigators are aware of salary scales at costing stage and publicised in Business and Research Office StudyNET pages.	Business & Research Office		✓	~																					
Recognition & value	1. Develop & implement a programme of policy review.	Human Resources	ongoing	ongoing	~																					
	Review the Fixed Term contract policy against requirements contained within Concordat (n.b: policy change, if required, will need RTU consultation).	Human Resources		~	~																					
	Gather information to better understand application of that policy. Develop recommendations for moving forward.	Human Resources		~	~																					
	 Work with nominated researcher/s to map line management responsibilities. Identify development intervention/s to enable researchers to deliver against responsibilities. 	Human Resources		~	~																					
Support and career development	 Ensure researcher needs are included in fundamental review of how training needs are identified and prioritised across UH. Consideration should be given to including Generic Trainign Programme for Researchers programme in the review. 	Human Resources		ongoing	✓																					
	Incorporate researcher requirements into existing projects relating to induction and appraisal. Brief current project owners.	Human Resources		ongoing	~																					
	 Clarify who has responsibility to identify development needs of research staff. Ensure management are aware of processes available to them (see also above points re development of Research managers). 	Human Resources		~	~																					
	 Where possible, create a direct link for researchers, and 'sign post' relevant training and development provision. Work with Line managers to clarify their responsibilities and ensure they are skilled to deliver these (see earlier points). 	Human Resources		ongoing	~																					
	Incorporate in MIS (StaffNET) system requirements and ensure new staff intranet has sufficient researcher content.	Human Resources		ongoing	ongoing																					
	 Review existing digital and paper resources for research students and improve signposting where they might also benefit research staff. 	Graduate Futures		~	~																					
	7. HR and Graduate Futures to discuss opportunities and identify options.	Human Resources & Graduate Futures		~	~																					
Researcher responsibilities	 Work with nominated researcher/s to identify the responsibilities of research community. 	Human Resources		✓	✓																					
	2. Review researcher contracts in light of above.	Human Resources		~	~																					
	 Communicate to HR that researchers are to be included when depts are approached for their views on changing HR policy & procedure 	Human Resources		✓	✓																					
	 Business and Research Office to add a section to the research handbook and URO web pages for early career researchers to communicate these expectations and responsibilities once identified. 	Business & Research Office		ongoing	ongoing																					
	Research Committee to consider a category of membership for a representative of research staff, in a similar manner to the research student representative.	Business & Research Office		✓	✓																					
Diversity & equality	 Undertake an equality impact assessment event to ensure research policies and RAE2008 issues are fully considered 	Equality Office	ongoing	ongoing	✓																					
	2. Paper for Research Committee from Equality Unit	Equality Office		✓	✓																					
	 HR, Equality Unit & Research Office to brief Research Committee and agree guidance (athena SWAN and project Juno) 	Equality Office		ongoing	ongoing																					
Implementatio n & review	 Contact CROS steering group to see if we can participate in CROS later in 2009. If not, consider using BOS with identical questions to CROS and running our own survey 	Rodney Day / Business & Research Office	ongoing	✓	✓																					
Impler n &	 Agree with Research Committee who should act as Concordat champion and the mechanism for reviewing progress on Concordat implementation and frequency of reporting. 	Business & Research Office		✓	✓																					
																										-

Planned Revised

Version 1 Version 2 Version 3

12-May-09 28-Feb-09 22-Sep-09