

Valuing Research Staff

Implementing the Concordat at UH

University of
Hertfordshire



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

