

The Concordat



Supporting the Development of Contract Research Staff

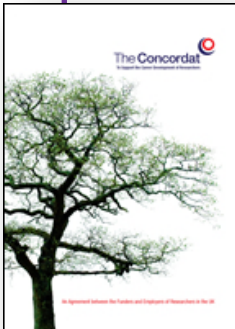
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The Concordat

- What is it?
- Why does it matter?
- Where has it come from?
- What's Brunel doing?
- What do you (or could you) do?

What is it?

- The Concordat
- A framework for **supporting the career development of contract research staff**
- Sets out the expectations and responsibilities of research staff, managers, employers and funders



A. Recruitment & Selection

B. Recognition & Value

C. Support & Career Development

D. Researcher's responsibilities

E. Diversity & Equality

F. Implementation & Review

Just contract research staff?

Why does it matter?

- REF – environment ‘stories’
- Research quality
- Research outputs
- External reputation
- Recruitment, retention
- Future funding??

Where has it come from?

- The Concordat and its principles have a long history and long list of external agencies pushing the agenda

History of developments

- Concordat to Support the Career Development of Research Staff (1996)
- Research Careers Initiative
- Research Career Builder (2000)
- Fixed Term Employees Regulations (2002)
- Careers in Research Online Survey (CROS) (2002)
- Contract Researchers' Career Development Guidance (EPSRC – 2002)
- Recruitment and retention of academic staff in HE (2005)

History of developments (cont.)

- Vitae (2008) – personal, professional and career development of research staff in HEIs
- Concordat (2008)
- CROS (2009; 2011)
- Researchers, fixed-term contracts and universities: understanding law in context (2010)
- Researcher Development Framework (2010)
- European HR Excellence in Research (2010)

Organisations driving agenda

- Vitae
- Vitae's Research Staff Development Advisory Group
- UK Research Staff Association
- Impact and Evaluation Group
- UK Resource Centre for women in science, engineering and technology
- University and College Union (UCU)
- European Commission



The Concordat
to Support the Career Development of Researchers

UK Research Staff Association



supported by Vitae



Main external drivers

- Concordat 1996; 2008
 - Seven key principles
 - The expectations and responsibilities of research staff, managers, employers and funders
- Research Careers Initiative
- Roberts' Report: SET for Success
 - Led to ring-fenced funding (2002 – 2011)
- Fixed Term Employees Regulations
- European policies; UK REF
 - Potential funding implications

European Context

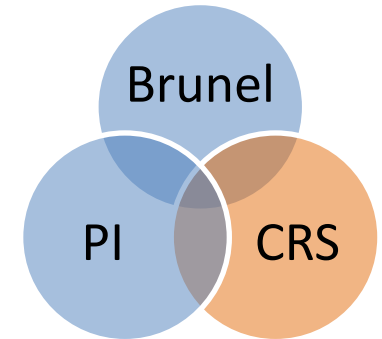
- Lisbon & the ERA
- European Charter and Code
- EURAXESS
- Researchers' Mobility Portal: UK
- Fifth Freedom
- HR Excellence in Research Award
 - Endorses institutions as providers of a stimulating /favourable research working environment

What's Brunel doing?

HR Excellence in Research

- Linked to Concordat implementation in UK
- Awarded to 23 UK HEIs
- Brunel applied for award in May 2011
 - Action plan available via website
- Stimulus for external audit and internal monitoring
- Mandatory for European grant funding?

Our Concordat Health Check



A. Recruitment & Selection

B. Recognition & Value

C. Support & Career Development

D. Researcher's responsibilities

E. Diversity & Equality

F. Implementation & Review

What's do you (or could you) do to support contract research staff?

- How are contract research staff rewarded or recognised?
- What support and career development opportunities exist for contract research staff?