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)
- 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)
- 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
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?