

## Concordat Implementation Plan 2018-2020–

Aims and actions for the implementation of the Concordat principle (Target date)	Indicators of Success	Responsibility
<b>Principle 1 – Recruitment and Selection</b>		
<p>1. i) Continue to increase awareness of Research Staff Employment Code of Practice through Recruitment &amp; selection training and other routes, measure awareness in CROS (Awareness raising to continue, <b>ongoing</b>).</p>	<p>5% increase in the level of awareness of COP in CROS2019 relative to CROS2017.</p>	<p>Research Office, Centre for Academic Practice, and Human Resources.</p>
<p>1. ii) Implement the reduction of Fixed Term Contracts (Review May 2019 and annually thereafter) Action: investigate recruitment policies in light of funding changes and the developing situation relating to exit from European Union (September 2019</p>		
<p>i) Raise awareness of Research Staff Employment Code of Practice to new research staff and new PIs. (Ongoing).</p>	<p>Assess through CROS2019. 5% increase in the level of awareness of COP in CROS2019 relative to CROS2017</p>	

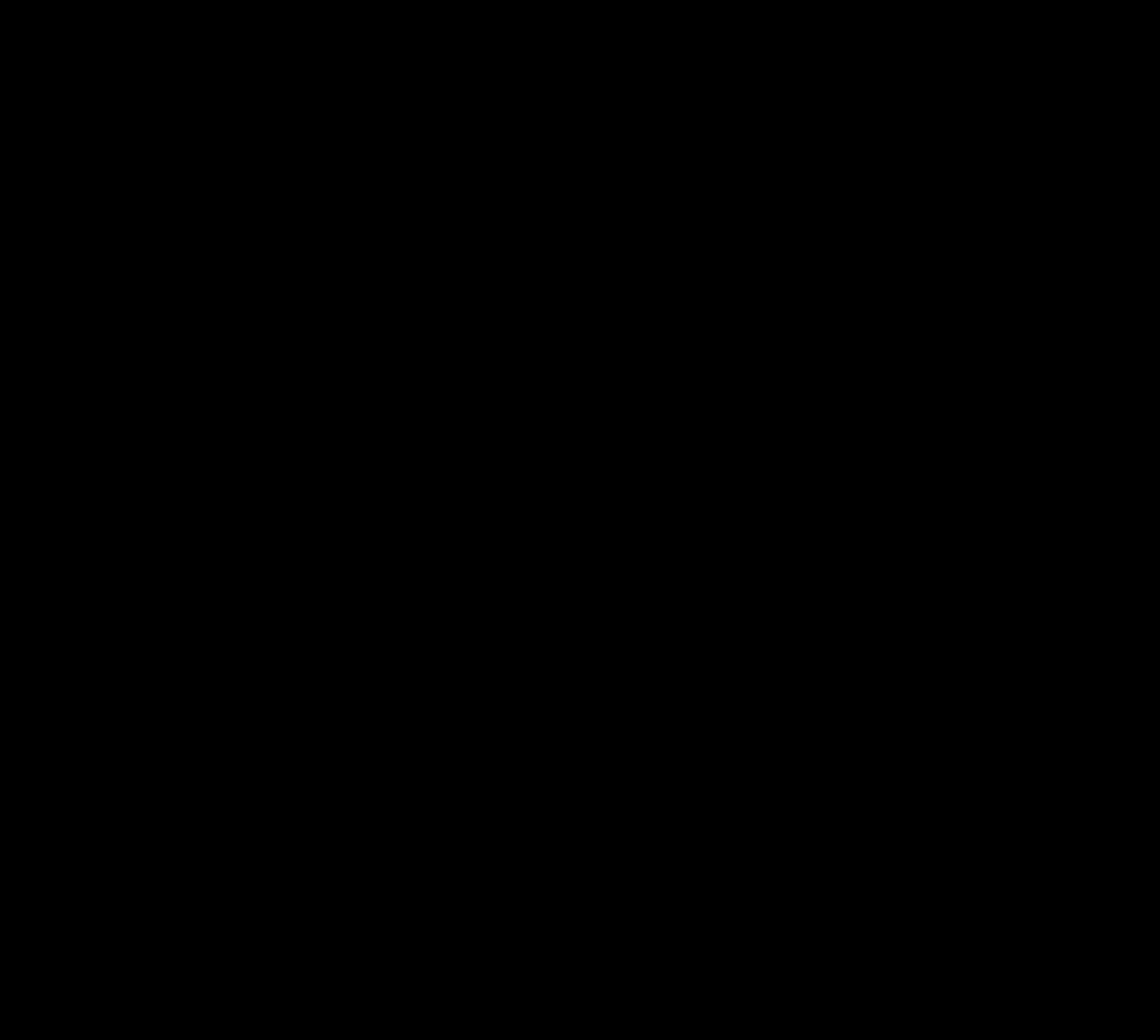


2. ix) Seek to improve our understanding of PI engagement with

engagement with Employer event ( <b>Autumn 2019 and annually thereafter</b> ).	employer events by <b>November 2020</b> .	
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4. **iii**) Review participation in CPD and careers opportunities by researchers (**Review February 2019 and annually thereafter**).  
*Through CROS2019 and Research Staff Working Group, identify further*





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