

9	2.1, 2.2	Refine the way research staff job titles are presented, improving consistency and recognising role distinctions e.g. where an individual is a PI and/or holds a prestigious fellowship	New	HR	Titles on web profiles consistent with job role and identify where fellow is a PI/holds an independent fellowship	December 2015
10	2.3, 2.6, 4.10,	Develop a tailored appraisal form for				

		with training and development.				
19	3.1, 3.2, 3.3, 3.5, 3.6, 3.9, 5.5, 5.6	Provide guidance through induction information/communication to research staff and PIs to encourage career development discussions and objective setting at the start of a new research contract	New	RSO/Schools	Reference to career development discussion in welcome communications, guidance for PIs published on website. Responses to CROS indicate career development discussions are taking place.	Sept 2015
20	3.6, 5.3, 5.5	Roll out school level induction handbook starting with those schools with the largest cohorts of research staff	Updated from 2013-			

		newly expanded Athena SWAN award.				
34	7	Analysis of 2014 staff survey with respect to research staff responses	New	RSO, HR, RSWG	Analysis paper considered by RSWG, further actions identified as appropriate	July 2015
35	7	Run and analyse CROS 2015 survey and refine support in light of findings.	Carried forward from 2013-15 plan	Research Staff Office	Survey run and outcomes communicated to relevant parties. Recommendations identified and incorporated into relevant action plans.	July 2015
36	7	Review of current development initiatives (e.g. mentoring, training workshops etc)	New	RSO and RSWG	Review conducted and outcomes published. Actions identified and development provision refined where appropriate for the 2016/17 academic year	April 2016