<table>
<thead>
<tr>
<th>Data</th>
<th>Overarching Issue</th>
<th>Actions</th>
</tr>
</thead>
</table>
| • When asked whether they were treated equally in comparison to other types of staff, 44% of respondents felt they were not given the same opportunities for promotion and progression | Progression in particular from A-B on Pathway 2 needs to be more transparent | 1. RSWP to publish guidance for PIs and research staff that explains the Finance and HR procedures that enable movement from A-B and how this interacts with the FEC tool.  
2. Research Staff Development Officer - RSDO (Claire Wrixon) to gather data to understand how many P2 currently move from A-B and use this as a metric to see if this figure improves after publication of the guidelines. |
| • Only 44% felt their Departmental induction was useful and only 24% felt their institution-wide induction was useful  
• 33% felt they were not given the same opportunities as other staff to participate in decision-making processes  
• 26% felt valued for their contribution to managing budgets/resources, 33% for peer reviewing, and 31% for supervising/managing staff.  
• 33% felt valued for their contribution to knowledge transfer and commercialisation activities, 41% for supervising students and 35% for teaching | Improve recognition and stability of research staff | 1. RSWP to liaise with school induction co-ordinators to discuss a more consistent way to induct all research staff.  
2. RSWP to investigate the potential to develop a ‘postdoc champion’ role within schools to ensure postdocs are suitably involved in decision making and their needs are addressed and considered in key meetings.  
3. RSDO to run a monthly coffee morning to welcome all new researchers to the University and to discuss University wide initiatives.  
4. Research staff reps to arrange regular informal ‘get togethers’ in their school, faculty and consider cross faculty events around certain themes.  
5. RSDO to explore the potential for an event to raise the profile of our research staff and their contribution to the University. |
| • Only 50% of respondents had an appraisal in the past two years.  
• 43% of respondents said they discuss career development with their manager at least every six months.  
• 44% of respondents would like the opportunity to manage a budget, manage a project, and write a grant proposal  
• 58% of respondents would like to participate in knowledge exchange activities  
• 47% have would like to engage with policymakers and end users | Career Development | 1. RSDO to run workshops for pathway 2 staff on ‘how to get the most from your SRD conversation’ and develop an online guide  
2. RSDO to ensure awareness of SRD is included within induction conversations.  
3. Research staff reps to collate case studies that demonstrate when SRD has been of benefit to P2 staff to show impact and RSDO to share these periodically with PIs  
4. HoS to access SRD usage reports and chase reviewers who have not engaged.  
5. RSDO to collate all opportunities for bridging funds and explore opportunities to develop a ‘between funding’ secondment/placement scheme that provides opportunities within professional services and industry.  
6. RSWP/Reps to develop an alumni network that researchers can contact for career advice and guidance.  
7. RSDO to provide 1-2-1 support for career decision making and interview skills  
8. RSDO to establish online guidelines for schools to set up their own mentoring schemes.  
9. RSDO to revise and further develop the RS website to include careers information. |