

Working Conditions and Social Security

		2017				2018				2019				
Action(s) required	Key Indicators / Targets	Responsible Dept /Unit	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Implement RCSI's Researcher Career Development Framework	The Researcher Career Development Framework is effectively communicated to all Researchers and hiring managers	ORI / HR			*									
	A clear governance structure is in place to effectively manage the guidelines and processes outlined in the framework	ORI / HR			*									
	All new hires will be aligned with the guiding principles outlined in the Framework	Recruitment			*									
	All progressions internally will be aligned with the guiding principles outlined in the framework	ORI / HR			*			*					*	
Athena SWAN	Female mentoring infrastructure to be put in place to support researcher career development	HR					*							
	Review maternity support cover for all research active staff and pilot the provision of teaching and examination support for up to 6 months for academic staff returning following maternity leave.	HR				*								
Undertake a survey and workshops to fully understand researchers views and implement recommendations	Survey issued to all Researchers to allow them to provide feedback and offer suggestions on areas of strength and potential enhancements/development	ORI / HR				*				*				*
	Communicate outcome of survey / focus groups to all researchers	ORI / HR				*				*				*
	Implement recommendations by agreed timelines	ORI / HR				*				*				*
Undertake a feasibility study to identify potential of enhancing IT platforms to support researchers including, Performance Management.	Feasibility study undertaken	ORI / HR / IT												
	Apply recommendations where identified	ORI / HR / IT												
Enhance the Performance Management process to better enable and support researcher performance and overall development.	A clear view of Researcher views (positive and developmental) and requirements	HR				*								
	Enhanced supports available for staff and managers	HR				*								
Proactively present and communicate with researchers to provide updates on HRS4R related activities and initiatives	Clear communications plan developed	HR	*	*	*	*	*	*	*	*	*	*	*	*
	Increased utilisation of communication channels	HR / ORI / Comms	*	*	*	*	*	*	*	*	*	*	*	*
	Increase levels of awareness and feedback from researchers	HR	*	*	*	*	*	*	*	*	*	*	*	*
Increase awareness of RCSI's core research facilities access policy.	Access policies for recent equipment developed and communicated	ORI				*								
Update link on the staff portal re committee names, roles and meeting outputs.	The Research Institute Support & Development Manager to have developed a line of research-related communications in 2017 which will include committee related information.	ORI			*	*	*	*	*	*	*	*	*	*
Develop and implement policy to provide staff returning from maternity leave with protected time and supports to primarily focus on their Research	Develop and implement policy and communicate to all researchers	HR				*	*	*	*	*	*	*	*	*

Training

		2017				2018				2019			
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Develop an elearning module to support all interview panels	Interviewers to be trained on interview techniques, unconscious bias etc.	L&D / Recruitment				*	*	*	*	*	*	*	*	*
	Increase the percentage of trained interview panel members in 2017 / 2018	L&D / Recruitment				*				*				*
Undertake a feasibility study and define a policy position on teaching opportunities and formal training for researchers.	Feasibility study undertaken	L&D / HPEC				*								
	Apply recommendations where identified	L&D / HPEC					*							
	Clear policy position on issue	L&D / HPEC				*								
Management Development Programme	Develop comprehensive programme to support staff with responsibility for people management	L&D		*										
	Run pilot programme with nominated managers	L&D				*								
	Refine based on feedback from pilot group	L&D				*				*				*
Supervisor Skills Training online	Online training available and tracked to ensure all supervisors undertake the training	SPGS	*	*	*	*	*	*	*	*	*	*	*	*
	Provide supervision and mentoring masterclasses	L&D		*	*	*	*	*	*	*	*	*	*	*
Undertake a feasibility study to identify potential of introducing a Learning Management System	Feasibility study undertaken	HR / IT						*						
	Apply recommendations where identified	HR / IT							*	*	*	*	*	*
Enhance and develop the IP & Commercialisation Training	Training in place	ORI					*							
	Increased awareness of IP & Commercialisation	ORI					*							
Develop a Grant Application Support Team (GAST) training strategy focusing on early stage researchers	Delivery of training and increased awareness of the process and responsibilities	ORI	*	*	*	*	*	*	*	*	*	*	*	*
Research Career Development Workshop	Delivery of the Research Career Development Workshop	HR				*	*			*	*	*	*	*
	Increased awareness and understand of career options and individual potential	HR				*	*			*	*	*	*	*