HR

OVERVIEW
Excellent research is conducted in environments with a supportive and inclusive research culture where staff can **flourish**

**Environment and Culture**

- Respect in the workplace
  - Equality and Diversity (and Inclusion)
  - Dignity at Work
  - Flexible working policies

- Wellbeing in the workplace
  - Occupational Health
  - Staff Counselling Service
  - Networks and local wellbeing initiatives

- Additional benefits / programmes for staff
  - CAMbens
  - Contribution increment scheme
  - Returning Carer Scheme (RCS)
Research staff are recruited, employed and managed under conditions that recognise and value their vital contributions.

Employment

- **Arrival**
  - Immigration
  - Welcome events (PdA, University)
  - Local induction

- **While you are here**
  - Staff Review and Development
  - Personal and Professional Development (PPD)
  - Career progression / promotion

- **End of contract**
  - Supported contract closure
  - Redeployment?

For Guidance, please contact Department / Institute Administrator, Local HR team or Central HR.
Useful Links

University Information

- HR Induction Link
- Induction Checklist
- HR Team
- University Policies
- Information for new starters
- Overseas Working

University Services

- Equality and Diversity
- Wellbeing Services
- Support Services
- Personal and Professional Development
- Employee Benefits
Any Questions/ Comments