

Aims and Objectives...

- Identify best practice for new starter inductions
- Make recommendations and improvements for inductions
- Identify how inductions can further benefit managers

Methodology...

- Interviewed a focus group of new starters on their induction experience
- New starters were asked to complete a personal motivations questionnaire
- Surveyed managers to identify current induction provision
- Analysed the responses from the different professional services

Findings...

Informal pockets of good practice
Ad hoc delivery of inductions that varied in structure
Minimal guidance given from the University and a lack of synergy
Inductions are predominately focused on procedures and information
Little emphasis on identifying motivations and drivers

Recommendations...

Further research needed to identify current provision and best practice
Produce a best practice guide to share across professional services
Produce a formal structured induction timeline
Gather regular feedback from new starters and managers

