The 13 P's for PI's adopted from ICAMS for the JWSE to support PDRAs careers

THE 13 P'S FOR PIS	
1. **P**roper Induction	• *Ensure ECR's receive a proper initial induction* • *Complete probation procedures*
2. **P**rioritise PDRA career development	• *Encourage mobility* • *Encourage alternative careers when a long-term academic career is not desired*
3. **P**lanning and P&DR	• *Meet annually to discuss career development plans separately and in addition to P&DR*
4. **P**ersonal fellowships	• *Assist, support, encourage, and mentor ECRs for personal fellowships*
5. **P**romote	• *Be aware of promotion criteria for Grades 7&8, encourage applications*
6. **P**ass on Opportunities	• *If you cannot give a talk/write a review, offer it to a PDRA and provide support*
7. **P**ay	• *Pay people appropriately for their skills – consider applying for higher Grade funding in grants*
8. **P**rizes	• *Nominate/encourage applications for society early career and thesis prizes*
9. **P**ublications	• *Recognise opportunities for extra publications for ECRs such as pilot-data/method development*
10. **P**ilot funding	• *Support an ECR to lead an application for small grant funding for pilot-work.*
11. **P**arental and Carer Support	• *Refresh your knowledge of parental and carer policies* • *Remember that promotion criteria, REF and fellowship criteria all account for periods of parental and carers leave*
12. **P**hD supervision	• *PhD supervisor's agreement form – record post-docs as a part of supervisory team* • *Encourage attendance at supervisor training and share supervision opportunities*
13. **P**rivilege	• *Recognise your privilege and leverage it to support others: start by completing mandatory EI training and anti-racist training*

The 13 P's for PI's adopted from ICAMS for the JWSE to support PGRs Career

		THE 13 P'S FOR PIs
1.	Proper Induction	• Ensure PGR receives information for proper initial induction • Ensure have knowledge of complete probation procedures
2.	**P**rioritise PGR career development	• Encourage mobility • If PGR is not interested in an academic career, counselling regarding alternative career opportunities, e.g., industrial opportunities should be encouraged. • Provide 6 months exchange program in top 50 universities to exchange knowledge
3.	**P**lanning and APR	• Ensure PGR have proper knowledge of APR procedure and awareness of passing criteria
4.	**P**ersonal Fellowships	• Assist, support, encourage, and mentor ECRs for personal fellowships
5.	**P**romote their skills	• Be aware of promotion criteria for Grade 4,5,6, and encourage applications.
6.	**P**ass on opportunities	• The supervisor provides opportunities to their PGRs to give a talk/write a review
7.	**F**airness in PGR support	• Provide an awareness session twice a month, which will help PGRs to improve growth
8.	**P**rizes	• Nominate/ encourage applications for society's early career and thesis prizes.
9.	**P**ublications	• Recognise opportunities for extra publication for ECRs such as pilot-data/method development
10.	**P**ilot funding	• Support an ECR to lead an application for small grant funding for pilot work.
11.	**UG/ME supervision**	• UG/ME supervisor's agreement form-PGR as a part of 2nd supervisor.
12.	**P**arental and carer support	• Provide complete knowledge of parental and career policies. • Provide parental and carer leave to PGRs.
13.	**P**rivilege	• Recognise your privilege and leverage it to support others: start by completing mandatory EI training and anti-racist training.