

New Starter Induction Pathway Overview

This Pathway Overview attributes responsibility for induction tasks from pre-commencement to the new starter's third month.

PRE-COMMENCEMENT

Line Manager	Induction Coordinator	New Starter
<ul style="list-style-type: none"> > Contact New Starter > Identify Induction Coordinator > Notify Work Area Staff > Identify Buddy (optional) > Feed into New Starter Induction Agenda 	<ul style="list-style-type: none"> > Prepare New Starter Agenda > Work Preparation – IT and Essential services > Prepare Induction pack > Arrange workstation > Add to relevant branch/team/project meetings > Update phone/contact lists 	<ul style="list-style-type: none"> > Accept Contract > Complete Pay Critical Forms (e.g. bank, tax, superannuation)

FIRST DAY

Line Manager	Induction Coordinator	New Starter
<ul style="list-style-type: none"> > Welcome and Introduction Meeting > Role Clarity > Local Health and Safety Induction 	<ul style="list-style-type: none"> > ID Card and Workplace Tour > Administrative Training 	<ul style="list-style-type: none"> > Review Induction Webpage > Review time

FIRST WEEK

Line Manager	New Starter	
<ul style="list-style-type: none"> > University Context > University Policies > Work Area Practices > Academic Orientation (for academic staff) > Individual Support 	<ul style="list-style-type: none"> > UniSuper Consult > Meeting with Team/Stakeholders > Health Safety and Wellbeing (HSW) Induction > Aboriginal Cultural Awareness Induction Course > Recordkeeping Induction Course 	<ul style="list-style-type: none"> > Cybersecurity Induction Course > If research role - Enrol in Epigeum Research Integrity Course and start completing > Onboarding Survey > People Leaders – Team work plans, PDR

FIRST MONTH

Line Manager	New Starter	
<ul style="list-style-type: none"> > Check-in Conversation > First Probation meeting (Professional staff only) 	<ul style="list-style-type: none"> > Education Services for Overseas Students (ESOS) Induction Course > Copyright Induction Course (if relevant to role) > Understanding the Context for Sexual Violence (UCSV) 	<ul style="list-style-type: none"> > Learning, Teaching and Research Orientation > VC Welcome to Adelaide Event (3 events p.a.) > People Leaders - Manager's Induction (via invite)

THIRD MONTH

Line Manager	New Starter
<ul style="list-style-type: none"> > Check-in Conversation > Second Probation meeting (Professional staff) / Probation Meeting (Fixed-term Academic staff) 	<ul style="list-style-type: none"> > Equal Opportunity (EO) Induction Course > Fraud & Corruption Control Induction Course > Legal Compliance Induction Course > Mental Health Awareness – Responding to Students Induction Course (teaching and student contact) > Epigeum Research Integrity Course (academic only)