

Meetings of the Working Group (WG) and Steering Committee (SC)

The 1st meeting, August 26th, 2021

Members of SC discussed the revision of the Lead-Assessor of the EU Commission. All suggested points are improved were analyzed, and SC figured out improvement steps in gap analysis and implementation procedure. Individual members of SC were entrusted by given tasks, and members of WG were informed about the criticism of the Lead-Assessor.

We concluded that during the revision process, we would address the following points:

1) Site visit

We plan all HRS4R in-house audits for 2021 to be conducted in our institution. The WG suggested a classic on-site visit in order to have the possibility to check the implementation of the AP in detail.

2) The Strategy and the Action Plan have not been published on the organization s website.

WG decided to solve this point according to the recommendation. English version of the Strategy, AP, Gap analysis, OTM-R document, and categorization R1-R4 (see Results of Questionnaire for Gap Analysis) will be published in a visible place on the IBP web page, as recommended by the Lead-Assessor. Also, on the web page, a link to the HR award in the navigation bar, under the Research section, will be added.

Responsibility: Ing. J. Kovařík (O13)– IT specialist

3) The following elements of the templates for the Gap Analysis and the HR Strategy and Action Plan have been completed with sufficient details and quality only partly: Gap Analysis, HR Strategy and Action plan (Organizational information, Strengths, and weakness of the current practice, Actions, Implementation). The Action Plan is only partially coherent with Gap Analysis. The implementation process is rather poorly described.

WG discussed individual recommendations in general and decided to improve all of them as follows:

1. On the web page, we publish the results of a questionnaire for Gap analysis. Responsibility Eva Bártová R4 (EB)
2. Revised Action Plan according to Gap analysis (responsibility EB R4)
3. Revised HR Strategy (responsibility EB R4, Robert Ulrich O13, Sanislav Kozubek R4, Pavel Vacek O13)
4. Implementation process (responsibility EB R4, Robert Ulrich O13, Sanislav Kozubek R4, Pavel Vacek O13)
5. Implementation process (responsibility EB R4, Robert Ulrich O13, Sanislav Kozubek R4, Pavel Vacek O13)
6. A new OTM-R document written in accordance with the Czech legislative (responsibility Petr Cembis O13)
7. A new Annex providing the equivalent of the scientific Czech title and career classification related to EU classification R1-R4 (responsibility EB R4, Robert Ulrich O13).