



'Sharing experience to better implement  
the Human Resources Strategy for Researchers'

## Consensus Report

(to be filled by the lead assessor)



### IMPLEMENTATION PHASE<sup>1</sup> – interim assessment

Name Organisation under assessment: Medical University of Warsaw, Poland

This assessment is composed in **CONSENSUS** by the assessors on: 14 January 2019

#### DETAILED ASSESSMENT

##### 1. QUALITY ASSESSMENT

The quality assessment evaluates the **level of ambition** and the **quality of progress** intended **and** obtained by the organisation.

	YES	NO
Has the <b>organisational information</b> been sufficiently updated to understand the context in which the HR Strategy is implemented?	x	
Does the <b>narrative</b> provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	x	
Has the organisation's published <b>HR Strategy and Action Plan been updated</b> with the actions' current status, additions and/or alterations?	x	
Is the implementation of the <b>HR Strategy and Action Plan sufficiently embedded</b> within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	x	
Has the organisation developed an <b>OTM-R policy</b> <sup>2</sup> ?	x	

##### 2. STRENGTHS, WEAKNESSES AND RECOMMENDATIONS

On the basis of the information submitted and taking into account the **organisation's national research context**, how would you as an assessor judge the **HR Strategy's strengths and weaknesses**?

The internal review is easy to read and gives a complete picture of the results so far and of the next steps.

All documents relevant to HRS4R are visible on the website (both in English and in Polish), the OTM-R policy is very well developed and in close relation with the plan for improvement actions (following the survey and analysis performed in 2016). HR Strategy and Action Plan excellently embedded into the University. Both a

<sup>1</sup> Last update 2.2.2018

<sup>2</sup> During the **transition period special conditions** apply:

*Institutions having started the HRS4R implementation prior to the publication of the OTM-R toolkit and recommendations by the European Commission (2015) may not have prioritised actions implementing the OTM-R principles yet. In this case, they should not be penalised but strong recommendations should be made to address these principles appropriately.*

narrative and past steps on implementing HRS4R are available online. Moreover, there is made publicly available the “Rector’s ordinance of the 22nd of February 2018 regarding the establishment of the Team for implementing European Charter for Researchers and Code of Conduct for the Recruitment of Researchers” and subsequent decisions linked to the Action Plan.

All 8 principles that have been found that need to be addressed in the first phase have been re-evaluated and a new comprehensive plan (deadlines, responsible persons, clear actions) has been adopted for further implementing them. The actions are ambitious considering the circumstances of the university. It is not only paperwork but also describes actions to influence the behaviour of the employees. Very good piece of work!

If relevant, please **provide suggestions for alterations or revisions** to the (updated) HR strategy:

Consider more participants during the next internal assessment. % of participation has been low (only 15% invited and 99 surveys collected). Higher participation will be useful for a positive improvement of the process.

Ensure participation of all researcher’s groups (i.e. within the implementation team or as assessor team).

To see an evolution of the HR Strategy and to implement a quality system, it is recommended to analyze if the execution of some developed tasks have been useful and positive for the research community (something that should be evaluated during the next internal assessment by receiving feedback from the participants). For this, it is suggested to keep some developed actions in the action plan as “ongoing task”, with the aim to measure its utility. An example of this can be task No 19 “recognition of qualifications” that has the lowest average during the survey evaluation (average 2.49)

Explain during the following assessment how the main stakeholders (mainly all groups of researchers) participated during the process, not only during the gap analysis (survey) but during the definition of the action plan. If they didn’t participate, please clarify how they will be involved in the next internal assessment.

The next assessment will be after three years. The timeline is a bit ambitious and mentions the end of 2019 as the end of the timeline. Probably the action plan is not finished at that time, 2020 will be needed to finish some actions and to consult the stakeholders on the next HR strategy and action plan. The HR strategy Excellence in research is an ongoing process.

## RECOMMENDATIONS

Which describes the organisation's progress most accurately?	Additional comments	TICK the right option
1. The organisation is progressing with appropriate and quality actions as described in its Action Plan. <b>There is evidence that the HRS4R is further embedded.</b>	At the next assessment an updated HR strategy and action plan with actions for the next three years should be written.	x
2. The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. <b>There is some evidence that the HRS4R is further embedded.</b>		
3. The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. <b>There is a lack of evidence that the HRS4R is further embedded.</b>		

*At this point of INTERIM assessment, the **institution does not jeopardise maintaining the HR award.** Nevertheless, the institution is advised to take into account the comments and recommendations of the assessors to meet all assessment criteria at the next assessment (in 36 months)*