

# Implementation Phase Interim Assessment - EC Consensus Report

Case number: 2018CZ309843

Name Organisation under assessment: J. Heyrovský Institute of Physical Chemistry of the CAS, v. v. i.

Submission date of the Interim Assessment Internal Review: 01/12/2020

Submission date: 26/02/2021

## Quality assessment

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

If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

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

## Strengths and weaknesses

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**? (maximum 1000 words)

First of all, I would like to thank you for such a comprehensive and clear report, providing all the necessary evidence for the assessment. It is gratifying that many of the actions planned in the first phase have been implemented or are being implemented. It only shows your commitment to improving the working environment for researchers. The documents and descriptions provided show your progress in implementing the 40 C&C principles, and the study presented only highlights the positive attitude of employees towards the changes taking place. However, it is somewhat worrying that after 2 years there are only 5 new actions, and these too are more focused on things like "Facilitation of process management implementation to improve administrative support of researchers"; "Shared Institutional Calendar for scheduling meetings and setting deadlines," because I think you, as an institution, could have more ambitious plans. Nevertheless, you have done a great job over the years and I hope that you will set new ambitious goals in the future.

If relevant, please provide suggestions for modifications or revisions to the (updated) HR strategy: (maximum 2000 words)

#### 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.

At this point of the 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).

## Recommendations

Which of the below situations describes the organisation's progress most accurately? Tick the right situation and add comments/general recommendations accordingly.

HRS4R embedded



HRS4R embedded, corrective actions needed



HRS4R embedded, strong corrective actions needed



#### Additional comments \*

This interim report is a good example of providing clear, comprehensive and comprehensible information and evidence on achievements and obstacles to the implementation of the 40 C&C Principles.

#### Explanation

- **HRS4R embedded:** The organisation is progressing with appropriate and quality actions as described in its Action Plan. **There is evidence that the HRS4R is further embedded.**
- **HRS4R embedded, corrective actions needed:** 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. **There is some evidence that the HRS4R is further embedded.**
- **HRS4R embedded, strong corrective actions needed:** 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. **There**