



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

CONSENSUS report form

(to be filled by the lead assessor)



APPLICATION

for the 'HR excellence in research' award submitted by:

National Marine Fishers Research Institute, Gdynia,
Poland.

Based on the assessment of the gap analysis and action plan your institution submitted, the 3 independent assessors came to the following conclusions (including strengths and weaknesses of your application):

Gap Analysis:

Strengths

- All-inclusive approach Implementation process includes all scientific departments.
- Charter & Code compared against existing legislation both National and Organisational.
- Anonymous Research Staff Questionnaire has been distributed among research staff (scientific and technical employees, N=61, respondents: N=35 (57.4%). The questionnaire asks for evaluation of each of the 40 principles in terms of "level of implementation" and "level of importance".
- Thresholds clearly identified. Some areas are "below thresholds" (4.3 and 3.3) and emerged as "areas of attention". For these areas, actions have been identified.
- Well executed internal analysis.

Updates:

The establishment of the Implementation Committee including the Institute's management staff acting as an advisory body to the Implementation Working Group has strengthened the Gap Analysis review. This is a more inclusive approach and encompasses greater stakeholder involvement; this is a welcomed formal appointment and will enhance the effectiveness of the action plan going forward. Ensuring continuous buy-in from all stakeholders is essential as all

stakeholders play an important role in all steps of the HRS4R process; it cannot be driven by one central unit. This appointment reflects a more collaborative approach in order to track progress and predict future actions.

Institutional HR Strategy for Researchers / Action Plan

The Action Plan has been further enhanced; all relevant legislation has since been incorporated into the Action Plan documenting the hugely valuable exercise conducted previously at the Gap Analysis stage. The addition of four newly proposed Actions although challenging has further enhanced the Action Plan and will benefit the Institute strategically. Each individual action is assigned to relevant parties who will have responsibility to deliver the action. Delivery timelines, indicators for tracking progress have been provided. The inclusion of the Gantt chart with clear timelines ensures the Action Plan is more transparent and is more measurable. The Lead Assessor acknowledges the work undertaken by the Institute to supply this revised report and is now satisfied that the newly supplied Action Plan is fit for purpose and has taken on board all of the evaluators previous suggestions.

Publication

At the time of re-submission, the Action Plan has since been published, in English, in a prominent part of the organisation's website; the Plan is now clearly visible to researchers internally and externally.

http://www.sfi.gdynia.pl/?page_id=2014

Your application has been filed as (please indicate):

ACCEPTED

Your application meets the criteria and the 'HR award' is granted. The assessors might have commented on the application asking for future focus on a particular aspect/criterion if appropriate, so please refer to the comments given above.

ACCEPTED pending minor alterations

Your application broadly meets the criteria but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feed-back given above update the documentation before resubmitting; till then the 'HR award' is put on hold.

DECLINED pending (major) revision

Your application does not meet the criteria and the 'HR award' is put on hold until the next submission deadline so your organisation can make the appropriate changes and resubmit an application taking into account the comments of the 3 assessors (as above).