

**An overview of the Action Plan activities (13/11/2020) and their implementation status for HR Award defence in 2024.**  
**Přehled aktivit Akčního plánu z 13/11/2020 a stav jejich implementace k obhajobě HR Award v r. 2024.**

Status COMPLETED: 19 actions

Status IN PROGRESS: 4 actions

Status EXTENDED: 4 actions

<b>ACTIONS</b> (No. of action in the Action Plan)	<b>Status</b>	<b>ACTIONS</b> (No. of action in the Action Plan)	<b>Status</b>
<b>Ethical and Professional Aspects</b>			
3. Write the welcome information package and manual (WIPM) in Czech and English languages.	Completed	8. Declare internal standards for archival data for external scrutiny. The Academy Council of the Czech Academy of Sciences (CAS) is discussing Open Access and European Open Science Cloud (EOSC). The HIPC has to follow the CAS rules and wait for the CAS recommendation.	Completed
4. Monitor the satisfaction of foreign, as well as Czech researchers with the occupational physician.	In progress	11. Personalise public relations and improve outreach to students.	Completed
5. Develop transparent website.	Completed	12. Improve bilingual environment for researchers – English courses for personnel and economy department.	Completed
6. Translate all essential documents to both English and Czech languages.	Completed	39. Development of cross-sectoral cooperation.	Completed
<b>Recruitment and Selection</b>			
16. Use wide range of advertising media to meet wide range of researchers.	Completed	/	/
<b>Working Conditions and Social Security</b>			
19. Welcome information package and manual (WIPM): 1. Safety equipment. 2. Clear rules for complains and appeals.	Completed	27. Draw up the scheme for regular researcher performance evaluations and carrier advice. Specify and implement the carrier advice into the mentoring scheme (see (35)).	Extended
21. Define clear rules for study and sabbatical leaves.	Completed	28. Define rules and procedures facilitating the mobility of researchers. Spread the information about MSCA grants and other mobility actions among researchers.	Completed
22. Transfer the remaining paper agenda to the electronic form to keep the administrative burden to a minimum (leave of absence, contract termination, inventory).	Completed	30. To train the Intellectual Property Committee (IPR) and all relevant researchers.	Completed
23. Explore possibilities to further improve stability of employment conditions by a discussion with HIPC trade union.	Extended	33. To explore possibilities for participation of ESRs and scientists without PhDs in decision-making bodies.	Extended
24. Find a way to improve salaries to be competitive within the Czech employment market, with a special focus on ESRs.	Extended	37. Facilitation of process management implementation to improve administrative support of researchers.	Completed
25. Improve conditions for parents in order to facilitate combining family and work.	Completed	38. Shared Institutional Calendar for scheduling meetings and setting deadlines.	Completed
26. Increase representation of women in decision-making body positions.	In progress	/	/
<b>Training and Development</b>			
34. Establish personal carrier development plan as part of the scheme for regular researcher performance and carrier advice.	Completed	40. Development of the strategy for international cooperation in research and innovation	Completed
35. Define and implement a mentoring scheme.	Completed	41. Processing feedback from non-Czech speaking employees.	In progress
36. Develop training programmes and manuals for researchers.	In progress	/	/