



HR Award implementation as of 14 August 2024

On **14 August 2024**, the HR Award was presented by the Vice-Rector for Internal Management and Quality (hereafter referred to as the VRIMQ) at the regular meeting of the Rector-Commandant's Board. The importance of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers was reiterated. The VRIMQ presented the intention to introduce the HR Award into the conditions of the University of Defence (hereinafter referred to as the UoD); he emphasized setting motivational factors and introducing a functional motivation system into the conditions of the UoD. Emphasis was also placed on setting equal conditions for all UoD employees.

Furthermore, the GAP analysis results (a document describing the differences between the current and the target situation specified in the 40 principles defined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers) were highlighted. Its output is the Human Resources Strategy for Researchers (HRS4R) of the University of Defence - Action Plan (hereinafter referred to as the Action Plan). The assumption is that in the next year, the GAP analysis and the Action Plan will be completed according to the current state of human resources management at the UoD.

Finally, the structure of the Supervisory Committee, the Working/Administrative Group and the Focus Group, which will be updated by 30 November 2024, was presented; these will help implement the Action Plan tasks and retain the HR Award.

Ing. Roman Kopřiva, Ph.D.
HR Award coordinator