



HR Award implementation as of 31 January 2025

The first meeting of the Focus Group (FG) took place on **14 January 2025**. At the beginning of the meeting, the VRIMQ of the UoD thanked the members of the FG for their willingness to participate in the implementation of the Human Resources Strategy for Researchers (HRS4R-Action Plan) and for helping to improve the research environment at the UoD. Then he emphasized that the FG aims to reflect on the developed Gap Analysis and then propose revisions to the Action Plan in the process of its implementation and retaining the HR Award at the UoD. The meeting included a reminder of the basic principles of the European Charter and the Code of Conduct for the Recruitment of Researchers. In the discussion, individual participants introduced themselves and commented on areas of interest in promoting the principles of the European Charter. After that some areas that deserve to be addressed within the UoD were discussed. Among others, support in the preparation and handling of grants (especially in the area of administration), the key role of management in the organisation, gender issues, and the definition of a postdoctoral fellow etc. can be highlighted. The area of staff evaluation was also highlighted.

On **21 January 2025**, the outcomes of the FG meeting were followed up by the Working/Administrative Group (hereinafter W/AG), which was opened by the VRIMQ of the UoD, who thanked all those present for their participation and briefly introduced them to the essence of the HR Award. He emphasized how the implementation of the HRS4R - Action Plan tasks can move the University forward, not only in the area of improving the working, study and scientific environment. Another key task he defined was proper communication and handing over of tasks, meeting deadlines and thus creating enough time to perform tasks. At the end of the meeting, the participants were invited to make every effort to identify gaps and ideas to address them, which will be included in the update of the Action Plan and Gap Analysis. He noted that the conclusions of the meetings of the Working/Administrative Group and the Focus Group would be presented as outputs to the HR Award Supervisory Committee at its next meeting.

An evaluation of the Action Plan for 2024 tasks was also carried out in **January 2025**. The evaluation results were shared with the Rector's Council, including the HR Award Supervisory Committee, on **22/01/2025**.

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