HRS4R main outcomes
Implementation Phase - first stage (up to Interim Assessment)

- **Ethical & professional aspects**
  - All principles implemented and well-rooted in the overall system (however, some detailed improvements still possible and required)
  - Initiation of rebuilding the information web-services (conceptual works well-advanced)
  - Change of the organisational structure of IPPT PAN in 2018 to better respond to the needs of researchers and improve performance of the Institute
  - Substantial investments in research and IT equipment

- **Recruitment**

  Rules, procedures and processes well developed already prior to the beginning of HRS4R implementation (some minor finetuning needed to fully comply with all OTM-R principles)

- **Working conditions & social security**
  - Improved access to information and regular distribution of information (however, further improvements still required and planned)
  - Tailor-made individual career advice offered on the research department level; also, an initiative addressed to the President of PAN in 2017 (however, further measures still required and planned)
  - Measures to establish Ombudsman office and elect Ombusdman initiated and well advanced

- **Training & development**

  The way IPPT PAN operated, with merit-based collaboration between researchers - a guarantee of sound support in a friendly atmosphere, including freedom to participate in trainings

HRS4R main outcomes

Implementation Phase - second stage (up to the Award Renewal)

- **Ethical & professional aspects**
  - Rebuilding of the information web-services finalised – the new website fully operational, active social media presence; improved content in English
  - Increased and increasing public engagement (growing involvement in science-for-society activities)
  - Strengths of the Institute in respect to ethical and professional aspects confirmed by the survey results
- **Recruitment**

  Full compliance with all OTM-R principles (last formal steps of finetuning finalised in May 2022)
- **Working conditions & social security**
  - The Ombudsman office established and operational
  - Working conditions & social security principles implementation well assessed in the survey
  - Further measures regarding career advice considered; the initiative addressed to the President of PAN informally repeated
- **Training & development**
  - Well-established framework and relatively large positive feedback collected in the survey (however, still some measures needed)

HRS4R outcomes – direct and indirect (examples)

In the framework of HRS4R implementation:

- **Ombudsman**

- **Personal data administrator**

- **Regular monitoring of the satisfaction level (survey format)**

- **OTM-R policy fully compliant with the Code**

- **Gender Equality Plan adopted and published**

- **Increasing public engagement and growing activity in science-for-society actions**

- **Facilitated access to funding opportunities offers regularly provided to researchers**

Outside the formal framework of HRS4R implementation:

- **Dedicated support to foreigners (pilot)**

- **Mental health support services (pilot)**

HRS4R – strategic and management outcomes

- **HRS4R aligned and well embedded in the overall Development strategy of IPPT PAN**

- **HRS4R fully supported by the governing bodies of the Institute**

- **The constant strong commitment of the HRS4R Working Group** (composed of the representatives of all professional groups and levels, including the management of IPPT PAN)

- **Regular monitoring of the quality of the work environment**

- **Regular discussions on the needs, still existing challenges and possible solutions**

- **7 „old" HRS4R actions have become part of the standard practice of the Institute** (permanent actions)

- **Daily routine in IPPT PAN more friendly to foreign employees (bilingual communication system and internal documents)**

<u>Also</u>**: growing bottom-up engagement of the wide community of IPPT PAN in making the Institute a better place** (for example: new ideas emerging from the past and recent meetings of young researchers)

General satisfaction level among the staff and PhD students
(Initial Phase survey vs. Award Renewal survey)

- **Ethical and professional aspects - improved**, except for evaluation/appraisal system (a slight decrease – by 2% - in positive opinions compared to the Initial Phase survey, while a large decrease of respondents having no opinion, expressing N/A: from 25% in 2016 to 10% in the last survey)

- **Recruitment - improved**, except for recruitment principles (both C&C) – a slight increase of negative opinions – by 2 and 3% respectively

- **Working conditions & social security – improved** (a slight increase of negative opinions for the funding & salaries, career development and co-authorship principles – by 1%, 1% and 4% respectively - largely compensated by the high increase in positive opinions - by 27%, 35% and 9% respectively)

- **Training & development – generally improved**, except for supervision & managerial duties (a decrease by 2% of positive opinions and an increase by 4% of negative opinions); relations with supervisors and access to trainings & continuous development principles also require further actions

Also:
A large increase of the general awareness of C&C principles & how they are implemented – a significant drop in the share of „I do not know / not applicable" responses in the last survey (the only exception: implementation of principles related to the Code)