

**ACTION PLAN 2024-2027 – OVERVIEW // Status: in progress / extended / new**

**ACTIONS** (No. of action in the Action Plan)

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<b>Ethical and Professional Aspects</b>	
4. Monitor the satisfaction of foreign, as well as Czech researchers with the occupational physician.	50. Individual laboratory websites.
42. Preparation of the Code of Ethics	51. Improve public perception of science popularisation and Education
43. Influence the Code of Ethics of the CAS based on experience with the application of the rules of the Guidance on Authorship in Scholarly or Scientific Publications.	52. Submit a proposal to gain financial support for HR Award activities from national or European funders.
44. Revision of the criteria for evaluation of scientific work with emphasis on the principles of Agreement on Reforming the Research Assessment (ARRA) and Open Science.	53. Open Science and FAIR data policies at HIPC, national and European levels.
45. Strategy of research activities	54. Improve the cooperation with the application sphere.
46. Definition of vision and mission of HIPC.	55. Use European initiatives and tools to improve the attractiveness of the HIPC.
47. Intranet version of the Staff Handbook	56. To be updated with the ERA Action 17
48. Redesigned intranet	57. Ombudspersons election
49. Website improvement	/
<b>Recruitment and Selection</b>	
58. Revision of the selection process of ESRs	61. Revision of the Selection Committee composition
59. Onboarding process	62. Discuss the disclosure of wage levels in advertisements.
60. Preparation of online training for Selection Committee Members.	/
<b>Working Conditions and Social Security</b>	
23. Explore possibilities to further improve stability of employment conditions by a discussion with HIPC trade union.	66. An intranet form for regular Appraisal and Annual Development of Administrative staff.
24. Find a way to improve salaries to be competitive within the Czech employment market, with a special focus on ESRs.	67. Career Counsellor appointment
26. Increase representation of women in decision-making body positions.	68. To update the rules and conditions for internal helping grants (considering returns from parental leave or other justifications).
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)).	69. Joint meetings of research managers and/or administrative staff.
33. To explore possibilities for participation of ESRs and scientists without PhDs in decision-making bodies.	70. To listen to the employee's voice.
63. Map the inventory process and find a solution to keep the administrative burden minimal.	71. To update Gender Equality Plan (GEP).
64. Map the processing of approving contracts.	72. To recruit new colleagues to the Monitoring Committee
65. Explore interest in career development among all scientists.	/
<b>Training and Development</b>	
36. Develop training programmes and manuals for researchers.	74. To promote the prevention of gender-based violence in the work environment of Czech public research institutions and universities at the national level.
41. Processing feedback from non-Czech speaking employees.	75. Compressed gas cylinders training.
73. The organisation of mentoring workshops with a particular focus on ESRs and postdocs.	/