



HR EXCELLENCE IN RESEARCH



Minutes of the meeting of the “HR Excellence in Research” Committee

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INTRODUCTION

On the 18th September, 2018 the fifth working meeting of the “HR Excellence in Research” Committee (the Committee) was held. The Committee is aimed at supporting creation of better working conditions favouring work and employment of researchers in line with the principles underlying the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (the Charter and the Code, or C&C).

The following Committee members took part in the meeting:

- Agnieszka Tadrzak, M.Sc., the proxy for R&D funding, chairwoman of the Committee
- Dr habil MEng. Joanna Niedziółka-Jönsson, Professor of IPC, Surface Nanoengineering Group
- Dr habil Rafał Szmigielski, Professor of IPC, Environmental Chemistry Group
- Dr Krzysztof Sozański, Adjunct, Soft Condensed Matter Group
- Anna Pawlus, M.Sc., Coordinator of the Physical Optics and Biophotonics Research Group (the ERA Chair holder’s Group – CREATE 666295).

In addition, a representative of the professional group of specialists, Dr. Wojciech Juszczyk, head of IPC Trade Union (“Solidarność”), joined the meeting. The reason for this invitation were the results of the survey among professional group of specialists.

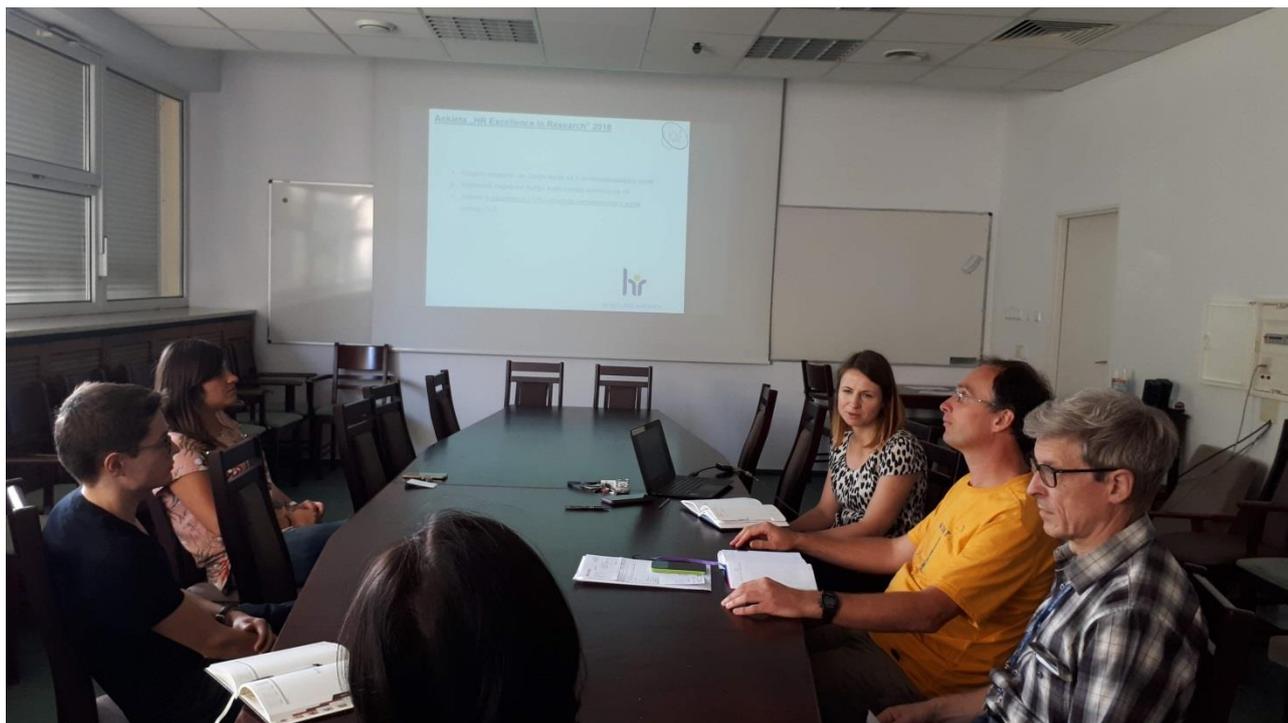
A COURSE OF THE MEETING

The meeting was organized at IPC and lasted 1,5 hour. The general aim of the meeting was to inform the members of the Committee about the results of the „HR Excellence in Research” 2018 survey, conducted among IPC researchers, and discuss them, in particular grounds of some – below expectations – results, and possible remedies.



The survey consisted of 40 expressions (in form of affirmative sentences) resulting from the ***European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C)***. Respondents gave answer on a scale from 1 (*I totally disagree*) to 5 (*I totally agree*). Mean scoring below <3.5 was considered unsatisfactory. Most of the expressions corresponding with C&C

provisions obtained very good rates (mainly above 4.0). Only 4 issues from among 40 (10%) scored insufficiently.



Agnieszka Tadrzak, the chairwoman of the Committee, presented the results. Later on, the discussion was carried out focusing on issues which showed inadequate coherence with the provisions of C&C in relation to at least one professional groups (i.e. specialists/ assistants/ (assistant, associate, -) professors).

Variable and corresponding statement from the survey:	Scoring (scale 1-5)	Professional group awarding score below 3.5:
“Stability & permanence of employment” <i>(“I consider my employment conditions as stable.”)</i>	3.3	adjunct/assistant professors
“Funding and salaries” <i>(“ I consider that I am offered fair and attractive conditions of remunerating with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits)”.</i>	3.4	specialists
“Value of mobility” <i>(“I am supported and encouraged to participate in business trips / domestic and foreign internships and to be professionally mobile.”)</i>	3.3	specialists
“Access to career advice” <i>(“I have access to career counselling and support in case of job search.”)</i>	3.1	assistants/PhD students & adjunct/assistant professors
	2.9	associate professors
	2.6	specialists

To improve the outcome on the survey, the HR committee identified reasons for the insufficient results and proposed some remedies for these four principles.

Stability & permanence of employment (affected professional group: assistant professors)

Diagnosis: Majority of IPC researchers are employed on permanent employment contracts, financed from statutory funds. Additionally, researchers are encouraged to enrol to scientific projects. It is linked with temporary increase of the remuneration for the period corresponding to the project lifetime (motivational character). The base for this increase is appendix to the employment contract or additional civil contract. Those rules apply to all IPC researchers.

However, in case of PhD students – their contracts are concluded for the time necessary to complete PhD studies, obtaining a PhD degree + 3 additional months aimed at job or postdoctoral internship search (with prolongation option due to career breaks or complexity of research).

After that they are encouraged to go for a postdoctoral training for at least 1 year. It influences perception of employment stability among assistant professors.

The Commission confirmed that IPC policy is coherent with practice in ERA, and change of the policy towards assistant professors in these terms would result in deprivation of its motivational dimension. Besides, due to limited statutory funds (ca. 2/3 of the budget comes from grant funding) there is not much place for other policy. Additionally, system of annual evaluation of researchers supports most efficient allocation of financial resources among IPC researchers. It also serves as motivating measure.

Remedies: The Commission advised some alleviation measures, such as:

- ✓ continuation of IPC mobility granting scheme for young researchers,
- ✓ continuation of remuneration policy allowing for an increase of remuneration once the grant funding is awarded.

Comments: to discuss possibility of taking additional measures with the Board of Directors.

Funding and salaries (affected professional group: specialists)

Diagnosis: Specialists may have fewer opportunities to increase their remuneration due to participation in externally funded projects, and majority of granting schemes are not appropriate for them as single applicants. However, it may result from their characteristics (educational background and experience). Additionally, their remuneration highly depends on the financial situation of IPC, and individual negotiation of the group leader with the director of the Institute. On the other hand, the Institute provides less affluent employees with greater support under the social funds, and offers private medical package.

Remedies: development of a strategic plan for a group of specialists and their position at IPC.

Comments: Refinement of remedial measures requires profiling a group of specialists (under such criteria as: age, education, gender and possibility to take part in externally funded projects).

Value of mobility (affected professional group: specialists)

Diagnosis: For the reasons specified above, specialists have fewer possibilities to benefit from mobility experience. In particular, participation of the specialists in the research projects/business trips to a conference or training is an individual decision of the team leader

Remedies: promotion of Erasmus+ programme (IPC as beneficiary) and other programmes (e.g. lab visits under CREATE project) available for all IPC employees.

Comments: By far the largest part of the discussion was devoted to the group of specialists whose situation in terms of both salary and mobility looks insufficient. A small chance to improve their situation results from the inability of this group to participate in scientific projects financed by

external institutions. In most cases, these people are rewarded only from the statutory resources of the institute.

Access to career advice (affected professional groups: assistants, assistant & associate professors, specialists)

Reasons:

- ✓ low frequency of a newsletter on new grant funding, scholarships, job opportunities,
- ✓ lack of an career advisory system for researchers at each stage of career development,
- ✓ low awareness of the mentoring role that the team leaders should play, except of tutoring

Remedies:

- ✓ increasing frequency of issuing a newsletter,
- ✓ stressing mentoring role of team leaders – greater involvement in the personal development of team members,
- ✓ selecting experienced mentors among PIs to develop independent network of mentors (e.g. Piotr Garstecki, Joanna Niedziółka-Jonsson, Maciej Wojtkowski),
- ✓ strengthening the role of the head of doctoral studies (a mentor during doctoral studies and shortly afterwards – when a graduate has to make a decision about further career).

Comments:

It was suggested to change the question regarding this issue in the next survey if a respondent searches/needs career advice at all.



HR EXCELLENCE IN RESEARCH



APPENDIX 1) Presentation delivered at the meeting

HR Excellence in Research

Warszawa, 18 września 2018 r.

Ankieta „HR Excellence in Research” 2018



1. Wysłana do 261 naukowców oraz specjalistów “naukowych” bez względu na typ kontraktu oraz okres trwania umowy
2. Zawierała 40 sformułowań wynikających wprost z *Europejskiej Karty Naukowca* oraz *Kodeksu Postępowania przy rekrutacji pracowników naukowych*
3. Można było udzielić następujących odpowiedzi:

1	– I totally disagree	} skala oceny 1-5
2	– I disagree	
3	– neither agree, nor disagree	
4	– I rather agree	
5	– I totally agree	
4. Ankietowany podawał swój wiek, płeć i stanowisko

Ankieta „HR Excellence in Research” 2018



40 zagadnień zostało podzielonych na 4 grupy tematyczne:

- ✓ Ethical and professional principles
- ✓ Open, Transparent and Merit-Based Recruitment
- ✓ Working conditions and social security
- ✓ Training and development

Ankieta „HR Excellence in Research” 2018



1. Przyjęto założenie, że średni wynik <3,5 to niezadowolający wynik
2. Większość zagadnień *Karty i Kodu* została oceniona na >4
3. Jedynie 4 zagadnienia (10%) otrzymały niezadowolający wynik
(ocena <3,5)





4 grupy tematyczne:

- ✓ Ethical and professional principles
- ✓ Open, Transparent and Merit-Based Recruitment
- ✓ **Working conditions and social security**
- ✓ Training and development

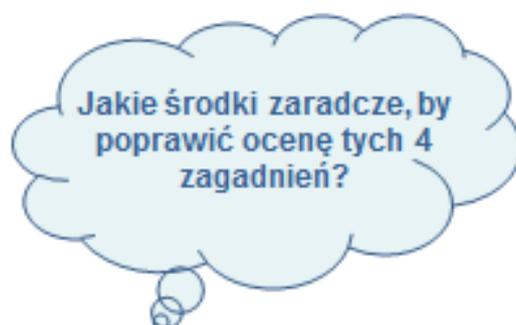
Niezadowolające wyniki
dla 4 zagadnień

Working conditions and social security



Variable and corresponding statement from the survey:	Scoring:	Professional group awarding score below 3.5:
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Dalsze kroki



Working conditions and social security



"Stability & permanence of employment" <i>("I consider my employment conditions as stable.")</i>	3.3	adjunct/assistant professors
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Ogólne zasady i wymagania obowiązujące pracodawców i grantodawców

Stabilizacja oraz stałe zatrudnienie

Grantodawcy i/lub pracodawcy powinni zapewnić, by niestabilność warunków zatrudnienia nie miała negatywnego wpływu na osiągnięcia naukowców i z tego względu powinni zobowiązać się, w miarę możliwości, do poprawy stabilności warunków zatrudnienia pracowników naukowych, tym samym wykonując i przestrzegając zasad i warunków określonych w dyrektywie UE w sprawie zatrudnienia na czas określony.

Working conditions and social security



"Funding and salaries" <i>(" I consider that I am offered fair and attractive conditions of remunerating with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits)".</i>	3.4	specialists
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Ogólne zasady i wymagania obowiązujące pracodawców i grantodawców

Finansowanie i wynagrodzenie

Grantodawcy i/lub pracodawcy naukowców powinni zapewnić naukowcom sprawiedliwe i atrakcyjne warunki finansowania i/lub wynagradzania wraz z odpowiednimi i sprawiedliwymi świadczeniami w zakresie ubezpieczenia społecznego (w tym zasiłek chorobowy i rodzinny, prawa emerytalne oraz zasiłek dla bezrobotnych) zgodnie z obowiązującymi przepisami krajowymi oraz krajowymi lub sektorowymi umowami zbiorowymi. Warunki te muszą obejmować naukowców na każdym etapie kariery naukowej, w tym początkujących naukowców, proporcjonalnie do ich statusu prawnego, wyników oraz poziomu kwalifikacji i/lub zakresu obowiązków.

Working conditions and social security



"Value of mobility" <i>("I am supported and encouraged to participate in business trips / domestic and foreign internships and to be professionally mobile.")</i>	3.3	specialists
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Ogólne zasady i wymagania obowiązujące pracodawców i grantodawców

Wartość mobilności

Grantodawcy i/lub pracodawcy powinni uznać wartość mobilności geograficznej, międzysektorowej, inter- i transdyscyplinarnej oraz wirtualnej, a także mobilności między sektorem państwowym i prywatnym jako ważnego sposobu poszerzania wiedzy naukowej oraz wspierania rozwoju zawodowego naukowców na każdym etapie kariery. W rezultacie, powinni uwzględnić takie możliwości w określonej strategii rozwoju zawodowego oraz w pełni docenić i uznawać wszelkie doświadczenie związane z mobilnością w obrębie własnego systemu rozwoju kariery i oceny pracowników. Wiąże się to również z wymogiem wprowadzenia koniecznych instrumentów administracyjnych w celu umożliwienia przenoszenia zarówno grantów, jak i ubezpieczenia społecznego, zgodnie z przepisami ustawodawstwa krajowego.

Working conditions and social security



"Access to career advice" <i>("I have access to career counselling and support in case of job search.")</i>	3.1	assistants/PhD students & adjunct/assistant professors
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Ogólne zasady i wymagania obowiązujące pracodawców i grantodawców

Dostęp do doradztwa zawodowego

Pracodawcy i/lub grantodawcy powinni zapewnić naukowcom na każdym etapie kariery zawodowej i niezależnie od rodzaju umowy, w instytucjach, których to dotyczy, lub w ramach współpracy z innymi strukturami, doradztwo zawodowe oraz pomoc w zakresie znalezienia pracy.



Dziękuję 😊