

10+1 benefits of the HR Award

or What has changed and improved



equal opportunities
policy



the SU ombudsman
and an updated code
of ethics



a systematic
approach to the
employee recruitment
process and
employees'
adaptation



international research
career assessment



a new
career code



new systematic
employee training
programmes



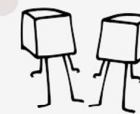
expanded career centre
services



the good
scientist's
handbook



a new system supporting
commercialisation and
technology and
knowledge transfer



a new support
system for
intersectoral mobility



the HR Award
contributes to our
positive image



equal opportunities policy

- the equal opportunities policy prevents employees from experiencing discrimination based on factors such as gender, age, ethnicity, nationality, social origin, religion or belief, sexual orientation, language, disability, political opinions, and social or economic circumstances
- it also contributes to establishing and maintaining gender balance in work and research teams, as well as across all levels of leaders and decision-makers,
- this policy helps to eliminate bullying, sexual harassment or other forms of gender-based violence
- it boosts motivation among individuals striving for success and enhances job stability and employee satisfaction

10+1 HR Award


or What has changed and improved



the SU ombudsman
and an updated code
of ethics

- we have established an open environment for students and staff where potential issues are not ignored or disregarded
- we provide channels to address concerns regarding rights and ethical principles through the University ombudsman, who offers advice and assistance
- we offer an anonymous platform, including an online application for reporting to the Ombudsman, Ethics Committee, or for reporting breaches of EU interests (whistleblowing)

10+1 HR Award
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a systematic approach
to the employee
recruitment process
and employees'
adaptation

the revised Competitive Hiring Process Code and its accompanying methodology establish transparent guidelines and criteria for the recruitment of new staff, adhering to the principles of the OTM-R policy

- we employ impartial and independent selection committees, utilise diverse assessment methods and tools to evaluate the knowledge, skills, and abilities of job applicants, and prioritise transparency and openness in the recruitment process of new employees
- a structured adaptation process facilitates the seamless integration of new employees into their roles, ensuring efficient onboarding, optimal performance and a practical application of knowledge and skills

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international research career assessment

- our internal salary regulations classify job functions of academic and research employees into four levels of activities and competences
- these regulations comply with the international standards set by the European Commission: First Stage Researcher (R1), Recognised Researcher (R2), Established Researcher (R3), and Leading Researcher (R4)
- the international research assessment helps us to improve the ability to compare individual positions internationally, making it easier to recruit or facilitate the mobility of employees


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a new career code

- the career code highlights employee evaluation as a motivating tool
- it is based on the principles of the charter and advocates for equal and transparent treatment regardless of the form and nature of the employment relationship
- it sets out the conditions and requirements for the career advancement of academic and scientific staff, as well as the overall framework for the development of additional staff
- the new code offers flexibility for units to address their unique characteristics while promoting career development

10+1 HR Award
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new systematic
employee training
programmes

- we have set out the core and compulsory training for selected roles
- we are expanding the range of ongoing education and we foster the development of competencies, knowledge and skills.
- we provide online registration for training programmes through the kurzy.slu.cz portal

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expanded
career centre
services

- these services help the employees to be well informed about their career development opportunities, training, and benefits
- they promote staff members' awareness about the opportunities for the development of research and education environment

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the good
scientist's
handbook

- the handbook provides guidance for researchers when dealing with fundamental ethical and legal challenges in their everyday research activities
- it covers various topics such as ethics in publishing, authorship and accountability, intellectual property, GDPR compliance, peer review and evaluation, research funding, ethical procedures, and violations of research integrity
- it serves as an informative resource rather than a prescriptive document, offering assistance and support to researchers without imposing strict regulations

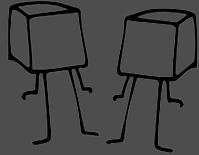
10+1 HR Award
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a new system supporting
commercialisation
and technology and
knowledge transfer

- this system encompasses the Centre for Technology and Knowledge Transfer at the University, which aims to systematise and standardise practices in collaboration with practice and intellectual property protection while promoting the popularisation of science
- the new system will provide education for scientists in the field of popularisation of science and research, intellectual property, patent protection and more

10+1 HR Award
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a new support system for intersectoral mobility

- the new system will bring new opportunities for internships in business
- it will enable academics to undertake internships according to their specialisation
- the system will be accessible from September 2023

10+1 HR Award
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the HR Award
contributes to our
good image

- earning the HR Award standard has given us the opportunity to gain the prestige of a scientific workplace providing quality and attractive conditions for research activities
- we consider working with people to be an important prerequisite for success and we will continue to support and develop this approach
- with the support and proactive approach of all employees, we are determined to retain the HR Award

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