

Action plan

May 2018 – May 2020

Approved by the General Assembly of the IHPS with Minutes No 3 as of 8th May 2018

Priorities (as expressed in the IPHS' HRS4R)	Measures /Actions	Persons responsible	Timing	Indicators/Expected results
Priority N 2 To construct plans for increasing researchers' competences needed for their career development and for their continuing professional	1. Informing researchers at every stage of their professional development for the opportunities for career development. 2. Encouraging and supporting researchers at every stage of their professional development	Director Scientific Secretary, Heads of departments, Heads of research units,	May 2018 – May 2020	- Performed seminars, workshops, participation in scientific forums number of certificates for participation number of realized scholarships and specializations number of researchers that have realized career promotion

<p>development</p>	<p>for career growth and lifelong learning.</p> <p>3. Encouraging researchers at all levels to participate in conferences, workshops, seminars, training courses, etc. to improve their professional skills.</p> <p>4. Encouraging researchers to spread their research results and experience by teaching at Universities and publication of teaching materials.</p>	<p>Secretary - Information provision</p>		<p>number of publications in journals with impact factor</p> <p>number of researchers lecturing at national universities and number of taught courses</p>
<p>Priority N 4</p> <p>To create opportunities for researchers' active public engagement while preserving their degree of independence</p>	<p>1. Activating researchers in collaboration with business, local and state authorities, civil sector.</p> <p>2. Continuation of regular practices of IPHS in promotion of scientific results in press conferences and various formats of social media;</p> <p>3. Establishing regular practices for spreading of research results among stakeholders such as governmental institutions</p>	<p>Director Scientific Secretary, Heads of departments Heads of research units Researchers</p>	<p>May 2018 – May 2020</p>	<ul style="list-style-type: none"> - Meetings with representatives of business, local and state authorities; - Signed Agreements for collaboration - Accomplished press conferences presenting research results - Media presentations, performances

	(ministries, agencies), companies, civil organizations			
Priority N 5 To provide autonomy and creativity of researchers with a special focus on opportunities for early stage researchers and for postdoctoral students	<p>1.Encouraging graduate doctoral students in IPHS who are interested in research activities to participate in competitions for "assistant professor" and to remain part of the team of the Institute.</p> <p>2.Strengthening of constructive and supporting relationships between senior and young researchers to enhance their professional skills and career development through participation in joint research projects, etc..</p> <p>3.Exercising permanent control by the scientific supervisor, head of the research unit and the department on the stages of the doctoral development.</p> <p>4. Active involvement of doctoral students in projects carried out at the Institute in order to enhance their</p>	<p>Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary – Information</p>	<p>May 2018 – May 2020</p>	<p>Number of accepted PhD students per year</p> <p>Number of defended PhD theses</p> <p>Number of certificates for participation at national scientific forums including national school for PhD students</p> <p>Number of certificates for participation at international scientific forums</p> <p>Number of early stage researchers involved in national and international projects</p> <p>Number of publications of Ph D students and early stage researchers</p>

	research skills.			
Priority N 7 To provide better working environment in terms of: compliance with ethical principles, gender balance, non-discriminatory working environment, better work-family balance, better technical facilities	1. Strict compliance with the principles and norms of the Code of Ethics in scientific work. 2. Promotion of equal gender opportunities policy in the recruitment of researchers. 3. Setting up an organization for safe working conditions. 4. Preventing potential conflicts, complaints and appeals through workshops and discussion of the problems as well as improvement the psychological climate in the Institute, through teambuilding and joint events. 5. Improvement of institutional research base	Commission on Professional Ethics in IPHS, General Assembly, the Scientific Council of IPHS, Director Assistant Human Resources, Researchers Human resource officer	May 2018 – May 2020	<ul style="list-style-type: none"> - Prepared Regulation for implementing the law on protection against discrimination in IPHS. - Strict visiting hours and provided opportunities for individually organized schedule of research activities - Renewal of office furniture and equipment and the conditions of the working premises
Priority N 8 To provide better conditions for adequate remuneration and	1. Wider informing of the researchers about funding opportunities. 2. Encouraging researchers to participate in national and	Attestation Commission, Scientific Council, Scientific Secretary,	May 2018 – May 2020	<ul style="list-style-type: none"> - Participation at information seminars related to national and European programs; - Presentation of information at the IPHS' General Assembly;

judging individual merits	EU projects; 3. Establishing a more differentiated system of remunerations taking into account the results of the individual attestation;	Heads of Departments, Director, Researchers		<ul style="list-style-type: none"> - Submitted and/or approved projects - Revised evaluation form for individual attestation - Accomplished system of differentiated payment
----------------------------------	--	---	--	---