



Modified action plan with HR Excellence in Research Performance Indicators

No	The area of the Charter and the Code	Substantive description of planned actions	Responsible unit	Task performance indicator
Corrective Actions				
26	Funding and salaries	Development and implementation of remuneration regulations and the legislation concerning the system of wage motivation.	Human Resources Management Department	Ratio % of academic staff receiving special or performance allowance to all academic staff.
30	Access to career advice	Extending tasks of the Career Office in order to provide career counselling for PhD students and young researchers and also implementation of a system to disseminate information about career counselling.	Career Office	Ratio % of doctoral students seeking advice in the Career Office.
33	Teaching	Verification and alignment of rules commissioning didactic classes in terms of taking into account the time spent on the training of early-stage researchers.	Educational Department	Ratio % of research supervisors for whom the obligatory number of teaching hours has been reduced due to time spent supervising an early career researcher to all research staff who train researchers (R1).

		Reinforcement of the element of providing research supervision in the evaluation of academic staff.	The team appointed by the Rector, Department on Strategy of the University	Ratio % of supervisors having joint publication with doctoral students and supervisors of doctorates awarded with distinction (inclusion of these facts in the evaluation sheet of the researcher).
Self-Improvement Actions				
4	Professional attitude	Including the provision of access for young scientists and PhD students to laboratories and research equipment in the existing regulations.	Center for Scientific and Technical Information, Legal Office	Ratio % of young scientists and doctoral students using laboratories and research equipment (based on declaration in the thesis submission, annual statements of heads and supervisors of scientific circles, statements from research projects).
7	Good practice in research	Development of good practices and providing technical solutions for research data protection.	Vice-Chancellor for Information Technology Director of WCSS	Number of scientific institutions from Lower Silesia, archiving data or creating backup copies in WCSS.
		The amendment of documentation concerning the processing of personal data in Wrocław University of Science and Technology and also the introduction of uniform rules for the handling of proprietary information as confidential on the basis of agreements with third parties.	Information Security Administrator	Number of persons authorised to process personal data to increase data security.
11	Evaluation/ appraisal systems	Linking the system of employee assessment with the training policy and continuing professional development.	The team appointed by the Rector, Human Resources Management Department	Ratio % of staff attending training during the academic year - based on information from HR Assistants (inclusion of training received in the staff member's periodic appraisal).

23	Research environment	Conducting occupational risk assessment for missing work posts and updating the documentation of occupational risk assessment.	Health and Safety Department	Ratio % of jobs without a risk assessment.
29	Value of mobility	The creation of legislation regarding the recognition of the value of mobility in the process of evaluation and recruitment	The team appointed by the Rector, Human Resources Management Department	Total number of internships and research stays outside the home university in relation to the number of researchers (an element of the periodic evaluation of the employee and the candidate in recruitment).
38	Continuing professional development	Extending the thematic scope of trainings and courses for researchers	Human Resources Management Department	Ratio of trainings in new thematic areas to the number of training courses delivered in an academic year - based on information from HR Assistants.
39	Access to research training and continuous development	Development and implementation of procedures in the area of organising and promoting trainings of research staff.	Human Resources Management Department	Ratio of participants to number of training and courses in an academic year - based on information from HR Assistants.