



'Sharing experience to better implement  
the Human Resources Strategy for Researchers'

## Individual assessment form

(to be filled by the assessor)



European  
Commission

### **STEP 4 ASSESSMENT**

based on an 'enhanced' action plan, submitted by:

.....**University of Limerick**.....

On the basis of the information provided, please fill in (Y/N) and comment:

<b>General</b>	
Based on the initial gap analysis, is there specific and satisfactory progress since the initial assessment?	<b>YES</b>
<i>If no, please comment:</i>	
Have the recommendations from the initial assessment been taken on board?	<b>YES</b>
Have the key institutional stakeholders (in particular the group of researchers) been kept involved during implementation?	<b>YES</b>
Has the institution/organisation provided an updated HR Strategy (i.e. narrative) for Researchers / an Action Plan, with concrete actions for the next 2-3 years?	<b>YES</b>
<i>Comments, if any:</i>  <i>Attached to the self-assessment report was submitted an Excel file, which is the time plan for the implementation of the HR Strategy including all the activities. Moreover, in the report are mentioned the activities for the next years and some new activities to be implemented in the future as part of the HR Strategy.</i>	
Is a timeline given for the further implementation of actions that have either not been completed, postponed or new?	<b>YES</b>
Is a timeline given for the implementation of new actions (as a minimum in terms of "short/medium/long term")?	<b>YES</b>
Are the departments / functions in the institution / organisation responsible for the implementation of the strategy / action plan identified in the document(s)?	<b>YES</b>
<i>Comments, if any:</i>	

<b><u>Open, Transparent and Merit-based Recruitment (OTM-R)</u></b>	
Has the institution undertaken first steps in view of addressing OTM-R issues (see checklist available on the EURAXESS website)?	<b>YES</b>
<p><i>Comments, if any:</i></p> <p><i>Open Transparent and Merit-based Recruitment is represented in the principles 12-21 of the HR Strategy. In the self-assessment report are mentioned activities implemented only for the principles 12, 13 and 21. Unfortunately, even the 3 mentioned principles are not fully covered.</i></p>	
<b><u>Indicators</u></b>	
Has the institution undertaken first steps in view of setting indicators in order to check progress of action against these indicators?	<b>YES</b>
<p><i>Comments, if any:</i></p> <p><i>The HR Division ISO Quality System (ISO 9001), is mentioned in the self-assessment report. The quality standards are audited annually in order to ensure that the university meets the criteria of the ISO 9001.</i></p>	
<b><u>Publication</u></b>	
Has the updated strategy / action plan been published on the website of the institution/organisation in an easily accessible place (i.e. not password protected)?	<b>YES</b>
Is there a clear, detailed and comprehensive explanatory text (i.e. narrative) on the state of play on the implementation of C&C (on the institution's website)?	<b>NO</b>
<p><i>Comments, if any:</i></p> <p><i>There is information regarding EURAXESS and HR Strategy, but it is published in 4 levels depth, in the path: Home &gt; Current Staff &gt; HR ServicesResearch &gt; HR Strategy for Researchers (HRS4R) (<a href="http://www.ul.ie/hr/hr-strategy-researchers-hrs4r">http://www.ul.ie/hr/hr-strategy-researchers-hrs4r</a>). HR Strategy is published in the same page with the 2013 and 2014 annual reports.</i></p>	
Are all the relevant documents available in English?	<b>YES</b>

**RECOMMENDATIONS to the institution:**

*In the self-assessment report, for most of the principles of the HR Strategy are mentioned activities implemented, but these activities are not covering all the actions should be taken according to the HR Strategy. In most of the cases, the activities implemented are covering the principles partially. Especially for the OTM-R, some activities are implemented for few of the related principles (12, 13, 21). Unfortunately, these few principles are not fully covered. It is obvious that "corrective actions" should be taken in order the university to embed the HR Strategy.*

*Regarding the website, more detailed information regarding C&C should be published. Additionally, a link should be added in the first page of the website which will guide the visitor directly to the information relevant to C&C and HR Strategy.*

Please indicate in which of the following categories the applicant should be filed:

The organisation is progressing with appropriate and improved actions as described in its Action Plan. There is evidence that the institution works on embedding HRS4R & OTM-R into the organisation's policies, routines and organisational structures. Therefore, the organisation receives an encouragement to continue along the path it has undertaken.	
The organisation is, for the most part, progressing with appropriate actions as described in its Action Plan, but could benefit from alterations as advised through the comments herein. Therefore, the organisation is encouraged to undertake some 'corrective actions' to improve an already sufficient performance and address issues such as OTM-R.	X
The organisation is not deemed to be implementing appropriate actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. There is a lack of evidence that the institutions works on embedding HRS4R into the organisation's policies. The institution has not started reflections about OTM-R. Therefore, the organisation is warned that, unless it takes strong corrective actions, it seriously risks not progressing through the subsequent external assessment and losing the right to use the HRS4R award	

Name of the Assessor:

Tsiligeridis  
Achilleas

Date: 11/12/2015

Signature:

