



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

## CONSENSUS report form

*(to be filled by the lead assessor)*



### **APPLICATION**

for the 'HR excellence in research' award submitted by:

Poland Institute of Botany PAS (IB PAS) November  
2017

Based on the assessment of the gap analysis and action plan your institution submitted, the 3 independent assessors came to the following conclusions (including strengths and weaknesses of your application):

#### **Gap Analysis:**

- + Very nice extensive introduction about the Institute
- + Anonymous survey on paper
- + A clear description about the process: information campaign, emails, survey
- + A detailed description and analysis of the survey results

#### **Institutional HR Strategy for Researchers / Action Plan**

The action plan is based on the gap analysis. It gives a good overview of the planned actions and seems ambitious. The steps to meet the objectives are clearly stated. Also the responsibilities of the various departments and functions are described and a timeline is given.

**Publication**

All documents are accessible on the website in English

Your application has been filed as (please indicate):

**X      ACCEPTED**

Your application meets the criteria and the 'HR award' is granted. The assessors might have commented on the application asking for future focus on a particular aspect/criterion if appropriate, so please refer to the comments given above.

**O      ACCEPTED pending minor alterations**

Your application broadly meets the criteria but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feed-back given above update the documentation before resubmitting; till then the 'HR award' is put on hold.

**O      DECLINED pending (major) revision**

Your application does not meet the criteria and the 'HR award' is put on hold until the next submission deadline so your organisation can make the appropriate changes and resubmit an application taking into account the comments of the 3 assessors (as above).