

HR STRATEGY FOR THE RESEARCHERS AT WROCLAW MEDICAL UNIVERSITY

(HRS4R)

Action Plan for the Implementation of the
principles of the European Charter for Researchers and
the Code of Conduct for the Recruitment of Researchers
at Wrocław Medical University



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The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers are documents issued by the European Commission, containing recommendations of for all scientists, employers and organizations that fund scientific research, regardless of the field or the stage of a researcher's career. Both documents emphasize the need to create optimal working conditions for researchers and outline the rights and obligations of employees conducting research, along with their employers and funders. Key areas covered include, transparent recruitment processes, best practices in scientific research, intellectual property rights, dissemination of research findings, financing and remuneration, gender equality, non-discrimination and professional development.

To support the implementation of the above recommendations, the European Commission awards the "HR Excellence in Research" designation, commonly referred to as the "HR Logo". This prestigious recognition enhances an institution's appeal as an employer, fosters improved working conditions, facilitates the exchange of best practices and access to expert advice, and is considered in grant competitions conducted by the European Commission, the National Science Centre and the National Centre for Research and Development, as well as funding programmes of the Ministry of Science and Higher Education.

Implementation of the Charter and Code principles, along with obtaining the HR Excellence in Research distinction, is a strategic priority for Wroclaw Medical University (WMU). It is one of the key operational goals within the WMU Strategy for 2021-2028, particularly in advancing scientific activities that contribute to medical progress.

On December 14, 2023, Wroclaw Medical University, represented by its Rector, Prof. Piotr Ponikowski, formally expressed its commitment to the principles of the Charter and the Code. The submission of the Endorsement and Commitment Letter (Annex 1) to the European Commission marked WMU's initial step towards securing the right to use the European HR Excellence in Research Logo.

This document presents the detailed process undertaken by Wroclaw Medical University to develop its HR Excellence in Research strategy.

ABOUT WROCLAW MEDICAL UNIVERSITY – THE VITAL INFORMATION

Wroclaw Medical University is ranked among the best universities in Poland and has been a leader among national medical universities for three years. The history of the Wroclaw Medical University dates back to the post-war years. The University, as an independent Medical University, was established in 1950 through the transformation of the Faculty of Medicine at the then-merged University and Wroclaw University of Technology, officially operating as the Wroclaw Medical University since 2012. For 75 years, the University has been educating generations of students, conducting high-quality scientific research, and cooperating closely with the University Hospital in Wroclaw (UH), which it established. The hospital is one of the largest and most modern clinical facilities in Poland, providing comprehensive and highly specialised treatment.

MISSION

TOGETHER WE CREATE
THE FUTURE OF MEDICINE

VISION

WE SET TRENDS IN
SCIENCE, EDUCATION
AND TREATMENT

VALUES

- PASSION
- COURAGE
- COOPERATION
- EMPATHY
- RELIABILITY

Wroclaw Medical University offers education in the fields of medicine and dentistry, pharmacy, medical analysis, nursing, obstetrics, emergency medicine, physiotherapy, dietetics, and public health. Courses in medicine and dentistry are also available in English. Students begin their practical training in vocational training laboratories, research labs, and the innovative Medical Simulation Centre, with a modern teaching and clinical facilities in Wroclaw and Walbrzych. The University's educational offer also includes postgraduate studies and specialisation courses in Polish and English for doctors, dentists, nurses and midwives, physiotherapists, paramedics and individuals with a master's degree or a master's degree in engineering in fields related to health care. Additionally, the University houses a Doctoral School and the University of the Third Age, where senior students study topics related to health, geriatric diseases, and pharmacological and psychological issues.

In recent years, despite the pandemic, the war in Ukraine, and the economic crisis, Wroclaw Medical University has undergone dynamic development in both teaching quality

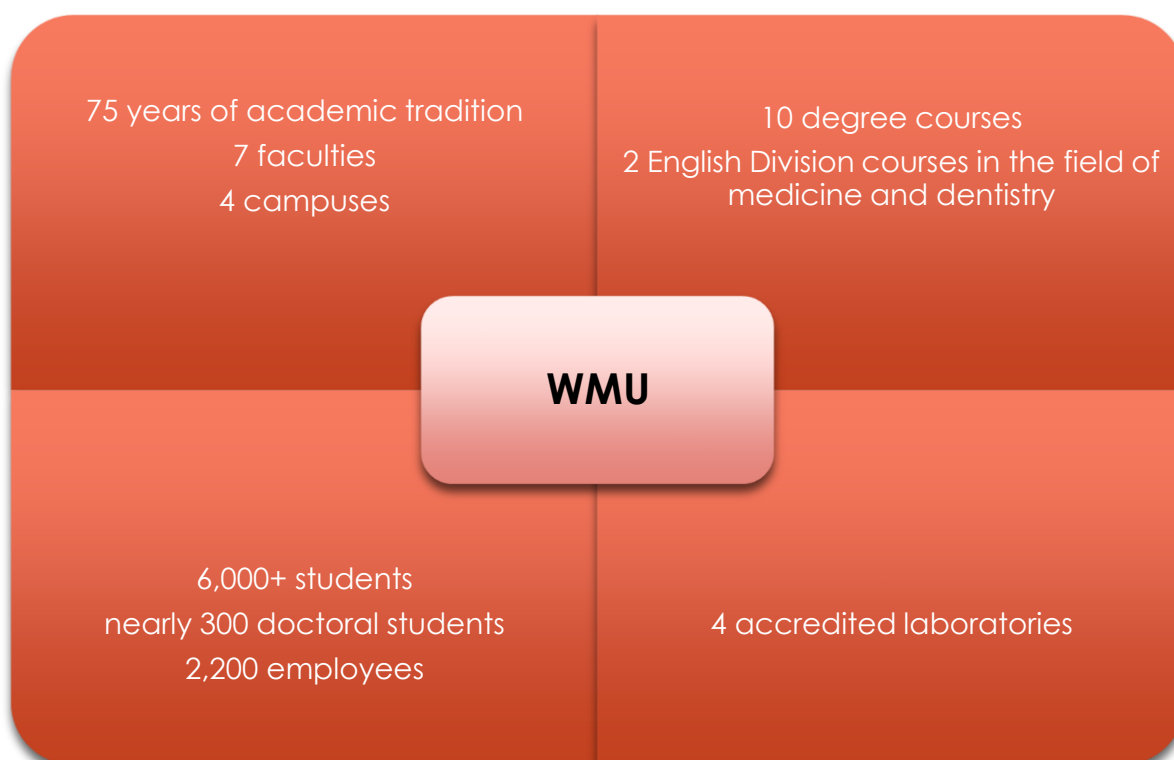
and research innovation, focusing on interdisciplinarity, internationalisation, and social responsibility of the University.

Wroclaw Medical University's Strategy for 2021-2028 is being consistently implemented across all areas, resulting in significant investments in teaching, research, and clinical infrastructure, organisational restructuring aimed at optimising operations and improving management quality, and high positions in national and international rankings.

In the scientific domain, the University's priorities include interdisciplinarity, advancing research that contributes to medical progress and economic environment (R&D), and increasing both international collaboration and research capacity. The University manages numerous scientific grants and clinical research projects in the field of medical, pharmaceutical and health sciences, continuously striving to enhance the quality and innovation of the conducted research. In all three disciplines, the University earned an A rating in the last evaluation, confirming both the excellence of its research output and the substantial research potential.

In 2024, new University authorities were elected for the 2024 – 2028 term. Prof. Piotr Ponikowski was re-elected as Rector, confirming the academic community's full support for the University's development plan and continuation of initiatives from the previous term. A priority for the upcoming term will be the popularisation of science and knowledge aimed at more effectively engaging with society and countering the spread of disinformation. Furthermore, the University authorities emphasize the importance of presenting research conducted by WMU scientists in a clear and accessible manner, highlighting its impact on everyday life and public health.

Wroclaw Medical University in numbers



Wroclaw Medical University in Rankings

In recent years, Wroclaw Medical University has significantly advanced in prestigious national and international rankings. The data from the rankings allow us to consider WMU as the best medical university in Poland and, at the same time, one of the leaders among national universities. This is confirmed by the fact that in this year's edition of **Times Higher Education World University Rankings (THE WUR)** - a ranking analysing nearly 2,100 universities from around the world, the Wroclaw Medical University was in the range of 2-3 percent of the best universities in the world, which confirms its unique position in the global academic environment. According to this ranking, the University is particularly distinguished in two key areas: Teaching and Research Quality. For 4 years, WMU has also been at the top of the Academic Ranking of World Universities (ARWU), commonly known as the Shanghai List, and in 2024 it was the only Polish medical university listed in this ranking.

Internationalisation of Wrocław Medical University is one of the priorities in the University's development strategy, the aim of which is to improve the quality of education, increase the mobility of students and researchers, strengthen the position of WMU on the international arena in the scientific area, as well as better access to the latest medical achievements and innovative treatment methods and a greater impact on the social environment through the use of global good practices, including in the area of public health. WMU implements the process of internationalization by:

1. participation in international didactic programs
 - Erasmus+ KA131, under which an average of 250 people leave annually (students for studies and internships, employees – for teaching and training trips), and 100 students come to study for a year and internships;
 - Erasmus+ KA171 (exchange of students and employees with partner universities from other regions of the world – 15 partner universities), under which, on average, 6 people leave annually, 7 people come;
2. cooperation based on bilateral agreements with foreign universities and research centres. The University has bilateral agreements with 23 universities or institutes from countries such as: Australia, Angola, Belarus, Brazil, the Czech Republic, Japan, Germany, Sweden, Romania, Ukraine, the USA, and South Korea. The number of active contracts in recent years oscillates between 20 and 25;
3. implementation of the NAWA Welcome to Poland program, which aims to internationalise and increase the competitiveness of Polish higher education and science institutions on the international market by supporting their potential to receive and service people from abroad;
4. inter-university cooperation - as part of the inter-university cooperation, WMU belongs to associations and networks, i.e.: European University Association (EUA), European University Alliance for Global Health (EUGLOH), IRO's Forum - Forum of International Cooperation Departments of Polish Universities. The Medical University of Wrocław is also a signatory of the Magna Charta Universitatum;
5. acquisition and implementation of international research and teaching projects.

The Wroclaw Medical University, as an institution combining the didactic, research and clinical areas, successively implements numerous research, investment, and educational projects, co-financed from external, domestic, and foreign sources. Projects are implemented both independently and in national or international consortia. Examples of projects obtained in 2023 are presented in Table 1.

Table 1. Selected projects acquired in 2023

Subject (title) of the project	Financing entity	Role in the project
European Vaccination Beyond Covid (Euvabeco)	European Commission - Horizon Europe	Partner
Raphael - Integrating a Palliative Care Approach for Patients with Heart Failure the Raphael Consortium	European Commission - Horizon Europe	Partner
Supportive approaches for the management of paediatric lymphedema education: healthcare professionals	ERASMUS	Leader
Evaluation of the potential of twin-screw extrusion as a continuous and scaled method of mechanochemical synthesis of pharmaceutically active substances	the National Science Centre	Leader
Recognition of isoquinoline alkaloid biosynthesis pathways in <i>Corydalis cheilanthifolia</i> - a medicinal plant of the Papaveraceae family	National Agency for Academic Exchange (NAWA)	Leader
Linear and non-linear optical properties of AIE fluorophores and their potential use in laser medical diagnostics	the National Science Centre	Partner
The Botanical Garden of Medicinal Plants of the Wroclaw Medical University	Ministry of Science and Higher Education	Leader
Retro-inverso modification of zinc(II) complexes with GLP-1 receptor agonists – from bioinorganic chemistry to animal studies	the National Science Centre	Partner
Design and characterization of materials sealing the prosthetic obturator, which are additionally a reservoir of the cytostatic drug. Modelling of drug release CFD in the palatine region.	the National Science Centre	Partner
Time-controlled and spatially controlled release of growth factors from composite porous scaffolds for chronic wound healing.	the National Science Centre	Leader

„WMU in the Light of Scientific Excellence 2024-2026” Strategy

WMU was invited to apply for the status of a research university as part of the project "Initiative of Excellence - Research University" (program of the Ministry of Higher Education and Science). To prepare the University for application, the "WMU in the Light of Scientific Excellence 2024-2026" strategy was created. Its aim is, in particular, to improve the quality and internationalization of scientific research, improve didactics and increase the recognition of WMU in the world. The strategy focuses on 8 areas of activities within the scientific, didactic and management processes of the University:

1. initiating and functioning of pilot Leading Research Teams,
2. financing pilot microgrants in broad topics related to the development of translational medicine and in areas that are a challenge for modern medicine,
3. creating interdisciplinary teams guaranteeing the transfer of research results to teaching practice,
4. initiating and implementing modern forms of education for students and doctoral students as part of the research-oriented teaching policy,
5. intensification of training activities, increasing the competences of the University's employees, including administrative staff, in order to enable effective international cooperation,
6. supporting the internationalization of research conducted at the University, openness to cooperation with experienced and young scientists from abroad,
7. internationalization of the education process in studies and doctoral schools in order to better prepare graduates for working life in the conditions of globalization,
8. increasing the University's recognition in the world by receiving the HR Excellence in Research award.

Establishment of the Omics Research Centre

Starting from the assumption that only the combination of basic and clinical sciences is essential for faster and more effective research development, and given the large number of omics studies carried out by scientists from WMU, the University decided to invest its own

resources to establish the Omics Research Centre in 2023. The Omics Research Centre provides WMU employees with access to omics research - from genomics and proteomics to metabolomics - within the University. The Centre is equipped with state-of-the-art tools for both diagnostics and scientific research. Thanks to the cooperation with the University Clinical Hospital, scientists have access to a vast patient base and can conduct multi-faceted research without needing to rent specialized equipment or queue for laboratory at other institutions. The Omics Research Centre represents the first phase in creating the Centre for Personalized Medicine, which aims to pioneer personalized therapeutic approaches tailored to each patient.

Establishment of a Technology Transfer Centre (CTT)

The Technology Transfer Centre was established in 2024 both to support scientists in creating solutions that can be commercialized and to create a kind of bridge between science and business. The Centre deals with the implementation of tasks related to cooperation with the economy, technology transfer, management of the University's intellectual property, support for innovation, development of academic entrepreneurship and dissemination of knowledge. The tasks of the Technology Transfer Centre also include the management and implementation of the sales process of research and development services. The real dimension of CTT's operation is the introduction of implementation master's theses, thanks to which the solutions developed by students and research will be immediately created with a view to solving a specific problem of a specific company. The implementation doctorates implemented by the University operate on the same principle.

Intensive Internationalisation Plan (IIP)

Introduction in 2023 of the Intensive Internationalisation Plan was aimed at strengthening the international dimension of the University, through the concentration of activities promoting multiculturalism and transnationality of education and science and providing students, employees, and partners of the University with new opportunities for development and cooperation in the international arena.

The IPU assumes the implementation of activities in six key areas:

- Education;
- Science;
- Institutional cooperation;
- Projects and Financing;
- Candidate – Student – Graduate;
- Management.

One of the activities included in the implementation of the IIP was the creation of the Welcome Centre - thanks to the co-financing from the "Welcome to Poland" program, implemented by the National Agency for Academic Exchange (NAWA). Wrocław Medical University is becoming an increasingly attractive place for people from abroad. According to estimates, every year the university hosts about 1.7 thousand foreigners, and this number is constantly growing. The group of visitors includes: students, Erasmus+ scholarship holders and employees of other universities from around the world. The Welcome Centre is a place of comprehensive support for foreigners located on the main campus of the University. It is also a University Centre of Student and Employee Initiatives, supporting the integration and openness to the multiculturalism of the academic community and discovering its potential.

WMU Branch in Walbrzych

In 2023, a branch of the Wrocław Medical University was established in Walbrzych, whose task will be to educate doctors. This is the University's response to socio-economic needs both at the national and regional level – increasing the number of medical students is of particular importance in ensuring the availability and quality of health care for Polish society. In the case of the region, it is important that the medical staff, knowing the needs and specificity of the region, supporting experienced academic teachers from the WMU, gains a real impact on the education of future medical professionals – doctors who will supply regional hospitals and clinics in the future.

Introduction of the Gender Equality Plan and Changes in the University's Equality Policy

As required by the Directorate-General for Scientific Research and Innovation of the European Commission, the Wrocław Medical University has implemented the Gender Equality Plan in order to be able to apply for funds under the EU Framework Programme for 2021-2027 "Horizon Europe" (HE). In addition to the possibility of applying for European grants, the Gender Equality Plan of the Wrocław Medical University for 2022-2024 aims, in particular, to promote equality and diversity in the WMU community. In addition, on the way to building a friendly, safe and free of prejudices working and learning environment, the Rector's Plenipotentiaries for Equal Treatment, who, in cooperation with the Team for Equal Treatment and the University authorities, are gradually introducing changes to the equality policy of the WMU, through, among others, updating internal legal acts regulating equality matters, simplifying procedures for reporting undesirable phenomena, raising awareness and knowledge about mobbing and unequal treatment among the academic community and support for the injured.

WMU Biobank as Quality Leader

The Quality Assurance and Management System (QMS) designed and implemented at WMU Biobank covers all aspects of the organization and conduct of biobanking in the highest internationally recognized standards. WMU Biobank is an undisputed leader on a European scale in the field of biobanking in terms of meeting all quality requirements. As the first in Poland, in 2019 it obtained a quality certificate for compliance with ISO 9001:2015 in the field of "Biobanking for scientific, research and development and didactic purposes", activities related to the 38 IAF-Health sectors: health care and social assistance. In 2019, Biobank won a special award in the 3rd edition of the LUMEN - Leaders in University Management competition for "Creation of a pioneering Integrated Biobank in Poland, having the first quality certificate in the country confirming operation based on the Quality Management System in accordance with the requirements of ISO 9001:2015". This category was dedicated to projects implementing innovations and effective management methods. WMU Biobank meets the requirements of the

Quality Standards for Polish Biobanks and is the only biobank in Poland accredited for compliance with ISO 20387:2018 and one of 7 in the world with international accreditation dedicated to biobanking. In the assessment carried out by the Polish Centre for Accreditation for compliance with the PN-EN ISO 20387:2021-01 standard, WMU Biobank obtained accreditation regarding "Biobanking of human biological material and related information and data". It is the only accreditation in Europe with such a wide range of activities. As the first Biobank in BBMRI-ERIC's European Biobanking Infrastructure and Biomolecular Resources structure, comprising 23 countries and more than 1,000 biobanks, WMU Biobank has been certified for compliance with 20387:2018 as part of the BBMRI-ERIC assessment.

Clinical Base Development

The University Centre for Robotic Surgery, launched at the University Clinical Hospital, will be an inter-faculty and interdisciplinary unit. In addition to treating patients, the Centre will develop didactics – theoretical and practical training at various levels of education of medical staff and science – innovative research using robotic technology, e.g., augmented reality techniques, aimed at the further development of robotic surgery, is planned. Similar roles will be played by the Integrated Paediatric Centre of the University Clinical Hospital and Haemato-oncology, consolidating health care services in the field of oncology. Both Centres will allow for faster diagnostics and greater access to modern patient treatment options, as well as provide a comprehensive teaching and research base for students, doctoral students and scientists working at WMU and the University Clinical Hospital in Wroclaw. The investment in the construction of the Integrated Paediatric Centre is already at the stage of implementation, and the University Clinical Hospital has obtained funds for it from the Medical Fund. In the field of investment in oncology, after the publication of the ranking list, the University Clinical Hospital submitted the approved investment program to the Ministry of Health, and the grant agreement is planned to be concluded in December 2024.

Establishment of the first JBI Affiliated Group in Poland – Evidence-Based Healthcare in Wroclaw (EBHC-W): a JBI Affiliated Group.

At the Wroclaw Medical University, the first JBI affiliated group in Poland was established – Evidence-Based Healthcare in Wroclaw (EBHC-W): a JBI Affiliated Group. JBI is one of the world's leading organizations promoting and supporting evidence-based decisions to improve health and quality of health services. The team, consisting of specialists from various fields, such as physiotherapy, cardiology, psychiatry, psychology, orthopaedics, public health, laboratory diagnostics and data analytics, focuses on the synthesis, transfer, and implementation of evidence to improve patient care and treatment outcomes in various areas related to health care. It is worth emphasizing that the team includes people with different levels of professional and scientific experience. All members of the team are also academic teachers. In the first place, the cooperation - including also students and doctoral students - will concern the University Clinical Hospital.

Project for Establishment of a Regional Centre for Digital Medicine

The aim of the project is to create a Regional Centre for Digital Medicine (RCDM) within the Medical University of Wroclaw. This will be the first step towards a broad implementation of digital medicine. In the first step, activities are planned for two clinical areas, which are characterized by significant diversity in the amount and type of data generated; these will be rare diseases and cardiovascular diseases, with particular emphasis on heart failure. These two extremely different models will provide flexibility in relation to other fields of medicine and will allow the implemented solutions to be applied in every other area in the University Clinical Hospital and WMU. Data collection will include the systems of the University Clinical Research Support Centre, hospital systems of the University Clinical Hospital, the WMU Biobank system and other sources, i.e., regional networks of scientific cooperation in the field of cardiology, national networks of rare diseases, including congenital metabolic diseases. Both areas will be supported by the areas of pathomorphology, radiology and biobanking in the omics grade standard (including sequencing/omics analyses), both as tools that will also be data and information generators for the RCDM. The planned work in the field of RCDM will primarily

bring scientific value but also, from a practical point of view, will actually improve the implementation of clinical tasks.

METHODOLOGY FOR IMPLEMENTING THE PRINCIPLES OF THE EUROPEAN CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS AT WMU

Endorsement and Commitment Letter of the Wrocław Medical University to the principles of the Charter and the Code

On December 15, 2023, by signing an endorsement and commitment letter to the Charter and Code by the Rector, Prof. Piotr Ponikowski, Wrocław Medical University, endorsed the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The submission of the letter, as one of the first steps in the implementation of the objectives of the WMU Strategy for 2021-2028 in the area of Management, was the result of several months of consultations and talks with the University Authorities and representatives of the academic community. The endorsement and commitment letter to the Charter and the Code was adopted by the European Commission on 22 December 2023.

The University Team for the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Wrocław Medical University

In order to develop and carry out the process of implementing the principles of the Charter and the Code at the University, the Rector, by Order No. 208/XVI R/2023 of December 11, 2023, appointed the Team for the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Wrocław Medical University (hereinafter referred to as the Implementation Team). Patronage over the team's work was taken over by the Vice-Rector for Science. The Implementation Team comprised both researchers and doctoral students at various stages of their scientific career development (R1/R2/R3/R4), as well as representatives from the University's administrative units directly involved in implementing the principles of the Charter and the Code. The composition of the Team

is presented in Table 2 – the positions held by the members of the Team reflect the status as of the date of appointment of the Team.

Table 2. Team for the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at the Wrocław Medical University

Name and Surname	Position	Role
Dominika Szachniewicz, MA	Acting Director-General	Team Chair
dr hab. Aleksandra Królikowska	associate professor (R3)	Deputy Team Chair
dr hab. Kamila Środa-Pomianek	associate professor (R3)	G1 Working Group Coordinator
Anna Palko-Łabuz, PhD	associate professor (R3)	Member of the G1 Working Group
Grzegorz Wiera, PhD	assistant professor (R3)	Member of the G1 Working Group
Marek Misiak, MA	senior specialist (ADM)	Member of the G1 Working Group
Anna Suska, MSc	senior specialist (ADM)	G2 Working Group Coordinator
Natalia Marchut, MA	senior specialist (ADM)	Member of the G2 Working Group
Michał Olczyk, MA	deputy director of the Main Library/senior librarian	Member of the G2 Working Group
Mateusz Olbromski, PhD	assistant professor (R2)	Member of the G2 Working Group
Joanna Zawadzka, MA	director (ADM)	G3 Working Group Coordinator
Joanna Ciapała, MA	senior specialist (ADM)	Member of the G3 Working Group
Tomasz Konopa, MA	attorney-at-law (ADM))	Member of the G3 Working Group
dr hab. Irena Duś - Ilnicka	assistant professor (R3)	Member of the G4 Working Group
dr hab. Julita Kulbacka	assistant professor (R4))	G4 Working Group Coordinator
Urszula Szwedowicz, MA	doctoral student (R1)	Member of the G4 Working Group
Michał Tyliszczak, MD	doctoral student (R1)	Member of the G4 Working Group

Methodology of the Implementation Team's Work

At the stage of applying for the HR Excellence in Research award, referred to as the gap analysis, the Implementation Team focused on conducting the analysis process and creating a plan for improvements and corrective actions based on the analysis results.

First, internal efforts were made to analyse the legal framework governing the University, including both external and internal regulations, as well as the procedures and best practices in place for implementing the provisions of the Charter and the Code. The results of this segment of the gap analysis are presented in Table 3.

The second phase of the gap analysis involved preparing, conducting, and analysing the results of a survey designed to gather feedback from scientific researchers and doctoral students regarding the compliance of WMU's regulations and practices with the principles outlined in the Charter and the Code.

During the first meeting of the Implementation Team, the division of tasks and the timeline for the gap analysis were established. Key discussions included the methodology for conducting the survey, priorities for the information campaign, and the need to appoint a Steering Committee and a Monitoring Group at a later stage of the application process. Members of the Implementation Team, based on their expertise, formed four working groups, each responsible for implementing tasks in specific areas of the Charter and the Code.



Each group had a coordinator, chosen from among the Implementation Team members, who was responsible for delegating tasks, organizing meetings, and overseeing activities to conduct a comprehensive analysis. This included consultations with scientists, doctoral students, and administrative staff to better understand the processes and gather suggestions for potential improvements. During the meetings, the groups carried out detailed analyses and verified national legal acts, internal regulations, and practices at the University, comparing them with the guidelines in the Charter and the Code.

The coordinators regularly reported progress to the President of the Implementation Team. Additionally, a meeting of coordinators was convened to discuss the status of tasks and share experiences in analysing documentation and processes.

The working groups presented their findings to the entire Implementation Team during a summary meeting on May 29, 2024. At this meeting, survey results and proposed corrective actions for each area were reviewed. These discussions lead to the creation of a preliminary Action Plan. Due to the conclusion of the University's leadership term and the upcoming Rector elections, it was decided to submit the Action Plan and Strategy for consultation and approval to the University Senate in the next academic year, following the Rector's election.

In September 2024, the newly appointed Vice-Rector for Academic Staff Development joined the Implementation Team. Together with the Chair and Deputy Chair, they reviewed and approved the objectives outlined in the Action Plan. Following the Rector's approval, the HR Strategy for researchers at WMU, along with planned activities, will be presented at the University Senate meeting.

To make it easier for interested persons to obtain information about the Charter and the Code, a website available at <https://www.WMU.edu.pl/pl/hr-excellence-research> has been created. The website contains, among others, information about the Charter and Code, the benefits of obtaining the "Human Resources Excellence in Research" logo and the actions taken so far regarding the implementation of the Charter and Code. On the website, you can also find information about the contact person who provides interested parties with in-depth information related to the implementation of the Researcher's Card and the Code of Conduct for the recruitment of researchers at the university. The website is updated on an ongoing basis. The information campaign regarding the HR Excellence in Research award began even before the declaration of support for the principles of the Charter and the Code was submitted since

obtaining the HR Logo award was included as one of the tasks in the "WMU in the Light of Scientific Excellence 2024-2026" strategy. Information on the HR Excellence in Research award, the application process, as well as the benefits of having this award were presented during an open debate on applying for the status of a research university. The information campaign was also carried out in order to encourage employees and doctoral students to take part in a survey examining opinions on the degree of implementation of the principles of the Charter and the Code at the University. A wider information campaign for the entire WMU community to disseminate the activities was planned for the beginning of 2025.

Table 3. Internal analysis of Polish legislation and institutional regulations and practices at WMU in the implementation of the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

ETHICAL AND PROFESSIONAL ASPECTS		
1. Research Freedom <i>Researchers should focus their research on the good of mankind and expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognized ethical principles and practices. Researchers should, however, recognize the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g., for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognized ethical principles and practices, to which researchers have to adhere.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended) Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509) Act of 17 December 2004 on liability for breach of public finance discipline (Journal of Laws 2024.104, consolidated text) Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws of 2022, item 1233) Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws of 2021, item 386) Act of 23 April, 1964 – Civil Code (consolidated text: Journal of Laws of 2022, item 1360, as amended). Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1510, as amended) Act of 27 August 2009 on public finances (consolidated text Journal of Laws of 2022, item 1634, as amended). Act of 22 July 2022 Public Procurement Law (consolidated text Journal of Laws of 2022, item 1710, as amended). Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws of 2021, item 324, as amended).	Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)	Not required

<p>Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of reliability of scientific research. Code of the National Science Centre regarding the reliability of scientific research and the application for funds for research (Resolution of the Council of the National Science Centre No. 39/2016 of 11 May 2016).</p> <p>Recommendations of the Council of the National Science Centre on research involving people, 2016. https://www.ncn.gov.pl/sites/default/files/pliki/2016_zalecenia_Rady_NCN_dot_etyki_badan.pdf</p> <p>Good academic practices in employment and in supervisor-subordinate relations, Ministry of Science and Higher Education, Good academic practices 2014. Resolution No. 2/2020 of June 25, 2020. of the General Assembly of the Polish Academy of Sciences on the Code of Ethics for Researchers.</p> <p>Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_low-skompresowany.pdf</p> <p>Good Practices in Review Procedures in Science, Ministry of Science and Higher Education, Good Academic Practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf</p> <p>Code of Ethics for FNP Laureates and Beneficiaries adopted by the Foundation's Management Board on March 5, 2008 http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/</p> <p>Good practices in universities, developed by the Foundation of Polish Rectors and adopted by the Plenary Assembly of the Conference of Rectors of Academic Polish Schools on April 26, 2007. https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf</p>		
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2. Ethical Principles

Researchers should adhere to the recognized ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral, or institutional Codes of Ethics.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509)</p> <p>The Pharmaceutical Law Act of 6 September 2001 (consolidated text Journal of Laws of 2022, item 2301)</p> <p>Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of reliability of scientific research. Code of the National Science Centre on the reliability of scientific research and applying for funds for research (Resolution of the Council of the National Science Centre No. 39/2016 of 11 May 2016).</p> <p>Recommendations of the Council of the National Science Centre on research involving people, 2016. https://www.ncn.gov.pl/sites/default/files/pliki/2016_zalecenia_Rady_NCN_dot_etyki_badan.pdf</p> <p>Good academic practices in employment and in supervisor-subordinate relations, Ministry of Science and Higher Education, Good academic practices 2014. http://ihuw.pl/sites/ihuw.pl/files/pictures/Events/dobre_praktyki_akademickie.pdf</p> <p>Resolution No. 2/2020 of June 25, 2020. of the General Assembly of the Polish Academy of Sciences on the Code of Ethics for Researchers.</p> <p>Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_low-skompresowany.pdf</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of the Ethics Committee (Annex to Resolution No. 2350 of Wroclaw Medical University of October 27, 2021)</p> <p>Regulations of the Bioethics Committee (Annex 1 to Order No. 291 /XVI R/2020 of the Rector of Wroclaw Medical University of December 30, 2020, as amended)</p>	<p>Development and Implementation of the Code of Ethics for WMU Employees</p>

<p>Good Practices in Review Procedures in Science, Ministry of Science and Higher Education, Good Academic Practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.pdf</p> <p>Code of Ethics for FNP Laureates and Beneficiaries adopted by the Foundation's Management Board on March 5, 2008. http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/</p> <p>Good practices in universities, developed by the Foundation of Polish Rectors and adopted by the Plenary Assembly of the Conference of Rectors of Academic Polish Schools on April 26, 2007. https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf</p> <p>Code of Good Manners in Scientific Publications, SEN 2001, Volume 1, No. 1.</p>		
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3. Professional Responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1510, as amended)</p> <p>Act of 6 June 1997 - Criminal Code (Journal of Laws of 2022, item 1138, as amended).</p> <p>Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509)</p> <p>Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws of 2022, item 1233)</p> <p>Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws of 2021, item 324, as amended).</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Section IV Chapter - Disciplinary Responsibility of Academic Teachers</p> <p>Section IV Chapter 5 - Duties of an Academic Teacher</p> <p>Section V Chapter 3 - Disciplinary responsibility of students and doctoral students</p> <p>Appointment of the Supervisory Board of the Technology Transfer Centre for the term of office 2024-2028 (Order No. 109/XVI R/2024 of the Rector of the Wroclaw Medical University of 29 May 2024)</p>	<p>Creation of a Bilingual Statement on Familiarity with the Statute and Regulations for Managing Intellectual Property Rights During the Employment Process</p>

<p>Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws of 2021, item 386)</p> <p>Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of reliability of scientific research.</p> <p>Good practices in universities, developed by the Foundation of Polish Rectors and adopted by the Plenary Assembly of the Conference of Rectors of Academic Polish Schools on April 26, 2007. https://www.krasp.org.pl/resources/upload/dokumenty/kodeks_dobrych_praktyk.pdf</p> <p>Good academic practices in employment and in supervisor-subordinate relations, Ministry of Science and Higher Education, Good academic practices 2014. http://ihuw.pl/sites/ihuw.pl/files/pictures/Events/dobre_praktyki_akademickie.pdf</p> <p>Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_low-skompresowany.pdf</p>	<p>Regulations for the management of intellectual property rights and the principles of commercialization at Wroclaw Medical University (Resolution No. 2459 of the Senate of Wroclaw Medical University of December 14, 2022)</p>	
<p>4. Professional Attitude</p> <p><i>Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders, or supervisor when their research project is delayed, redefined, or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.</i></p>		
<p>Relevant Legislation (enabling or hindering the implementation of this principle)</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 27 August 2009 on public finances (consolidated text Journal of Laws of 2022, item 1634, as amended).</p> <p>Act of 17 December 2004 on liability for breach of public finance discipline (Journal of Laws 2024.104, consolidated text)</p> <p>Act of 30 April 2010 on the National Centre for Research and Development (consolidated text Journal of Laws of 2022, item 2279)</p> <p>Act of 6 September 2001 Pharmaceutical law (consolidated text (Journal of Laws of 2022, item 2301)</p>	<p>Current institutional provisions and/or practices</p> <p>Procedure for the preparation and implementation of projects financed from external sources (Order No. 222/XVI R/2022 of the Rector of Wroclaw Medical University of 22 December 2022)</p> <p>Establishment of the Technology Transfer Centre (Order No. 107/XVI R/2024 of the Rector of Wroclaw Medical University of 27 May 2024)</p> <p>Central system of recording and archiving the effects of scientific and research and didactic activities (Order No.</p>	<p>Improvement and/or corrective actions required</p> <p>Not required</p>

<p>Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of reliability of scientific research. Act of 28 April 2022 on the Regulations for the implementation of tasks financed from European funds in the financial perspective 2021-2027 (consolidated text Journal of Laws of 2022, item 1079)</p> <p>Good Practices in Review Procedures in Science, Ministry of Science and Higher Education, Good Academic Practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzujnych-w-nauce.pdf</p> <p>Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_low-skompresowany.pdf</p> <p>Resolution of the Council of the National Science Centre of 2 March 2022 No. 27/2022 on amending the Regulations for granting funds for the implementation of tasks financed by the National Science Centre in the field of research projects.</p>	<p>177/XVI R/2023 of the Rector of Wroclaw Medical University of October 25, 2023)</p>	
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5. Contractual and Legal Obligations

Researchers at all levels must be familiar with the national, sectoral, or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g., thesis, publications, patents, reports, new products development, etc.) as set out in the terms and conditions of the contract or equivalent document.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws of 2021, item 324, as amended).</p> <p>Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509)</p> <p>Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws of 2021, item 386)</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws of 2022, item 1233)</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Procedure for the preparation and implementation of projects financed from external sources (Order No. 222/XVI R/2022 of the Rector of Wroclaw Medical University of 22 December 2022)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of the Wroclaw Medical University of September 13, 2019, as amended)</p>	<p>Not required</p>

Act of 23 April 1964 – Civil Code (consolidated text: Journal of Laws of 2022, item 1360, as amended).		
<p>6. Accountability</p> <p><i>Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorized audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.</i></p>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 27 August 2009 on public finances (consolidated text Journal of Laws of 2022, item 1634, as amended).</p> <p>Act of 17 December 2004 on liability for breach of public finance discipline (Journal of Laws 2024.104, consolidated text)</p> <p>Act of 28 April 2022 on the Regulations for the implementation of tasks financed from European funds in the financial perspective 2021-2027 (consolidated text Journal of Laws of 2022, item 1079)</p> <p>Regulation (EU) No 1303/2013 of the European Parliament and of the Council of 13 December 2013 laying down common provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund and laying down common provisions on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund.</p> <p>Guidelines of the Minister of Funds and Regional Policy of November 18, 2022, on the eligibility of expenditure for 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwali_fikowalnosci_2021_2027.pdf</p>	<p>Regulations for the Use of the University's Research Infrastructure (Resolution No. 150 Senate of the Wroclaw Medical University of March 25, 2015)</p> <p>Principles of financing and implementation of tasks and projects from subsidies for the maintenance and development of research potential in 2024. (Order No. 162/XVI R/2023 of the Rector of the Wroclaw Medical University of September 28, 2023)</p>	<p>Not required</p>

7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g., by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 10 May 2018 on the protection of personal data (consolidated text (Journal of Laws of 2019, item 1781).</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1510, as amended)</p> <p>Act of 24 August 1991 on fire protection (consolidated text Journal of Laws of 2022, item 2057)</p> <p>Act of 25 February 2011 on chemical substances and their mixtures (consolidated text Journal of Laws of 2022, item 1816)</p> <p>Act of 5 August 2010 on the protection of classified information (consolidated text Journal of Laws of 2019, item 742, as amended)</p> <p>Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws of 2021, item 386)</p> <p>Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509)</p> <p>Act of 6 September 2001 on access to public information (consolidated text Journal of Laws of 2022, item 902)</p> <p>Regulation of the Council of Ministers of 12 April 2012 on the National Interoperability Framework, minimum requirements for public registers and exchange of information in electronic form and minimum requirements for ICT systems (consolidated text, Journal of Laws of 2017, item 2247)</p> <p>Regulation of the Minister of Labour and Social Policy of 26 September 1997. On general occupational health and safety regulations (consolidated text, Journal of Laws of 2003 No. 169, item 1650, as amended).</p> <p>Regulation of the Minister of Science and Higher Education of 30 October 2018 on how to ensure safe and hygienic work and education conditions at the university (Journal of Laws of 2018, item 2,090).</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Establishing a list of particularly hazardous works and health and safety requirements for their performance (Order No. 78/XVI R/2023 of the Rector of Wroclaw Medical University of 11 May 2023)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Medical waste management procedure (Order No. 50/XV R/2019 of the Rector of Wroclaw Medical University of 23 April 2019)</p> <p>Personal data protection policy of Wroclaw Medical University, Instructions for network management and IT systems of the Regulations for video monitoring, Procedures for physical access to rooms and documents containing personal data stored in a paper version and Procedures for the protection of personal data in scientific research conducted at the Wroclaw Medical University (Order No. 93/XV R/2018 of the Rector of Wroclaw Medical University of August 1, 2018, as amended)</p> <p>Fire safety instruction (Order No. 15/XIII R/2000 of the Rector of Wroclaw Medical Academy of March 2, 2000)</p>	<p>Dissemination of Information to Scientists Regarding Applicable Internal Regulations on IT Support and Data Recovery Capabilities</p>

<p>Good Practices in Review Procedures in Science, Ministry of Science and Higher Education, Good Academic Practices 2011. http://awanse.uni.opole.pl/wp-content/uploads/Dobre-praktyki-w-procedurach-recenzujnych-w-nauce.pdf</p> <p>Act of 27 June 1997 on the Occupational Health Service (consolidated text Journal of Laws of 2022, item 437).</p> <p>Regulation of the Minister of Health of 24 July 2012 on chemical substances, their mixtures, agents, or technological processes with a carcinogenic or mutagenic effect in the working environment (consolidated text Journal of Laws of 2021, item 2235)</p> <p>Regulation of the Minister of Family, Labour, and Social Policy of 29 June 2016 on occupational health and safety at work related to exposure to electromagnetic fields (consolidated text Journal of Laws of 2018, item 331)</p> <p>Regulation of the Minister of Labour and Social Policy of 27 May 2010 on occupational health and safety at work related to exposure to optical radiation (consolidated text, Journal U. of 2013, item 1619)</p> <p>Regulation of the Minister of Economy and Labour of 5 August 2005 on occupational health and safety at work related to exposure to noise or mechanical vibrations (Journal of Laws of 2005, No. 157, item 1318).</p> <p>Regulation of the Minister of Health of 22 April 2005 on harmful biological agents in the work environment and health protection of workers professionally exposed to these factors (Journal of Laws of 2005 No. 81, item Journal of Laws of 2005, No. 81, item 716, as amended).</p> <p>The Ordinance of the Minister of Economy as of October 21st, 2008, on general requirements for machines (Journal of Laws of 2008, No. 199, item 1228, with further amendments).</p> <p>Regulation of the Minister of the Interior of 5 January 2012 on the occupational medicine service (Journal of Laws 2012, item 53).</p>	<p>Procedure for proceeding after occupational exposure to HIV, HBV, HCV (Order No. 233/XVI R/2021 of the Rector of Wrocław Medical University of October 1, 2021, as amended)</p> <p>OHS training for students and doctoral students from the academic year 2022/2023 (Order No. 54/XVI R/2022 of the Rector of Wrocław Medical University of March 24, 2022)</p>	
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<p>Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices 2012. https://ken.pan.pl/images/Rzetelnosc_broszura_fin_low-skompresowany.pdf</p> <p>Regulation of the Minister of Economy of 30 October 2002 on minimum requirements for occupational health and safety in the field of use of machines by employees during work (Official Journal of 2002 No. 191, item 1596 as amended)</p> <p>Regulation of the Minister of Health and Social Welfare of 30 May 1996 on conducting medical examinations of employees, the scope of preventive health care for employees and medical certificates issued for the purposes provided for in the Labour Code (consolidated text Journal of Laws of 2016, item 2067, as amended).</p> <p>Regulation of the Minister of Health of 2 February 2011 on tests and measurements of factors harmful to health in the working environment (consolidated text Journal of Laws of 2023, item 419).</p> <p>Regulation of the Minister of Labour and Social Policy of 12th June 2018 on maximum permissible concentration and intensity of agents harmful to health in the working environment (Journal of Laws 2018, item 1286).</p> <p>Regulation of the Minister of Labour and Social Policy of 14 March 2000 on occupational health and safety during manual transport work (consolidated text Journal of Laws of 2018, item 1139, as amended).</p> <p>Regulation of the Minister of Labour and Social Policy of 1 December 1998 regarding occupational health and safety at work stations equipped with display screen (Journal of Laws No. 148, item Journal of Laws of 1998, No. 148, item 973).</p> <p>Regulation of the Minister of Labour and Social Policy of 28 May 1996 on types of work requiring special psychophysical fitness (Journal of Laws of 1996, No. 62, item 287).</p>		
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<p>Regulation of the Minister of Economy and Labour of 27 July 2004 on training in the field of occupational health and safety (Journal of Laws of 2004, No. 180, item 1860, as amended).</p> <p>Regulation of the Council of Ministers of 30 June 2009 on occupational diseases (consolidated text, Journal of Laws of 2022, item)</p> <p>Regulation of the Minister of Health of 30 December 2004 on occupational health and safety related to the presence of chemical agents at the workplace (Journal of Laws of 2016, item 1488)</p> <p>Regulation of the Council of Ministers of 10 September 1996 on a list of arduous, dangerous, or harmful types of work for pregnant women and breast-feeding women (Journal of Laws of 2017, item 796).</p> <p>Regulation of the Council of Ministers of 1 July 2009 on determining the circumstances and causes of accidents at work (Journal of Laws of 2009, No. 105, item 870).</p> <p>Regulation of the Minister of Infrastructure of 12 April 2002 on the technical conditions to be met by buildings and their location (consolidated text Journal of Laws of 2022, item 1225)</p> <p>Act of 22 June 2001 on genetically modified organisms (consolidated text Journal of Laws of 2022, item 546)</p> <p>Regulation of the Minister of Interior and Administration of 7 June 2010 on fire protection of the buildings, other construction facilities and sites (Journal Laws of 2010 No. 109 item 719, as amended).</p>		
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8. Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g., communicated, transferred into other research settings, or, if appropriate, commercialized. Senior researchers, in particular, are expected to take the lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended) Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509) Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws of 2021, item 324, as amended). Act of 30 April 2010 on the National Centre for Research and Development (consolidated text Journal of Laws of 2022, item 2279) Act of 6 September 2001 on access to public information (consolidated text Journal of Laws of 2022, item 902)	Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wrocław Medical University of September 30, 2020, as amended) Central system of recording and archiving the effects of scientific and research and didactic activities (Order No. 177/XVI R/2023 of the Rector of Wrocław Medical University of October 25, 2023) Regulations for sharing collections and using the services of the Library of Wrocław Medical University (Order No. 57/XVI R/2023 of the Rector of Wrocław Medical University of April 12, 2023) Adoption of the Openness Policy of the Polish Medical Platform (Resolution No. 1931 of the Senate of the Wrocław Medical University of 25 September 2018)	Dissemination of Information to Researchers on Available Tools and Methods for Sharing Results at WMU

9. Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended) Act of 6 September 2001 on access to public information (consolidated text Journal of Laws of 2022, item 902)	Statute of Wrocław Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)	Not required

	<p>Central system of recording and archiving the effects of scientific and research and didactic activities (Order No. 177/XVI R/2023 of the Rector of Wroclaw Medical University of October 25, 2023)</p> <p>Regulations for sharing collections and using the services of the Library of Wroclaw Medical University (Order No. 57/XVI R/2023 of the Rector of Wroclaw Medical University of April 12, 2023)</p>	
10. Non-discrimination <i>Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Guidelines of the Minister of Funds and Regional Policy of 29 December 2022 on the implementation of equality principles under EU funds for 2021-2027 https://www.funduszeuropejskie.gov.pl/media/113155/wytyczne.pdf </p>	<p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Procedure for counteracting unequal treatment at Wroclaw Medical University (Order No. 238/XVI R/2020 of the Rector of Wroclaw Medical University of November 2, 2020, as amended)</p> <p>Appointment of Rector's Plenipotentiaries for Equal Treatment (Order No. 239/XVI R/2020 of the Rector of Wroclaw Medical University November 2, 2020, as amended)</p> <p>Appointment of the Committee for Combating Unequal Treatment (Order No. 249/XVI R/2020 of the Rector of Wroclaw Medical University of November 16, 2020, as amended)</p>	<p>Not required</p>

	Establishment of the Office for Persons with Disabilities (Order No. 38/XVI R/2022 of the Rector Wroclaw Medical University of March 3, 2022.	
11. Evaluation/appraisal systems <i>Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account their overall research creativity and research results, e.g., publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Regulation of the Minister of Science and Higher Education of 23 January 2019 on the awards of the minister competent for higher education and science (consolidated text Journal of Laws of 2022, item 2286).</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Determination of the criteria for periodic evaluation of academic teachers (Order No. 298/XVI R/2021 of the Rector of Wroclaw Medical University of December 30, 2021)</p> <p>Regulations for the evaluation of the academic teacher (Annex No. 1 to Order No. 298/XVI R/2021 of the Rector of Wroclaw Medical University of December 30, 2021)</p>	Not required

RECRUITMENT

12. Recruitment (Charter)

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Guidelines of the Minister of Funds and Regional Policy of November 18, 2022, on the eligibility of expenditure for 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwalifikowalnosci_2021_2027.pdf</p> <p>Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p> <p>Procedure for submitting applications for employment and extension of the contract of an academic teacher (Order No. 71/XVI R/2022 of the Rector of Wroclaw Medical University of April 14, 2022)</p> <p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p>	<p>Development of the OTMR Procedure in Polish and English, Including a Model Notice with Information Clauses and Candidate Declarations</p>

	<p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Remuneration Regulations (Order No. 62/XV R/2020 of the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)</p> <p>Announcement of the Vice-Rector for Teachings on the timetable for applying for employment and extending the contract of academic teachers</p> <p>Announcement of the Vice-Rector for Students and Didactics on the schedule for applying for employment and extending the contract of academic teachers</p> <p>Personal data protection policy of Wroclaw Medical University, Instructions for network management and IT systems of the Regulations for video monitoring, Procedures for physical access to rooms and documents containing personal data stored in a paper version and Procedures for the protection of personal data in scientific research conducted at Wroclaw Medical University (Order No. 93/XV R/2018 of the Rector of the Wroclaw Medical University of August 1, 2018, as amended)</p>	
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13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures that are open 14, efficient, transparent, supportive, and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialized as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p> <p>Procedure for submitting applications for employment and extension of the contract of an academic teacher (Order No. 71/XVI R/2022 of the Rector of Wroclaw Medical University of April 14, 2022)</p> <p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p>	<p>Development of the OTMR Procedure in Polish and English, Including a Model Notice with Information Clauses and Candidate Declarations</p> <p>Establishment of a System for Monitoring and Supervising the Recruitment Process for Researchers, Including Quantitative Data Tracking</p>

	<p>Remuneration Regulations (Order No. 62/XV R/2020 of the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)</p> <p>Announcement of the Vice-Rector for Teachings on the timetable for applying for employment and extending the contract of academic teachers</p> <p>Announcement of the Vice-Rector for Students and Didactics on the schedule for applying for employment and extending the contract of academic teachers</p> <p>Personal data protection policy of Wroclaw Medical University, Instructions for network management and IT systems of the Regulations for video monitoring, Procedures for physical access to rooms and documents containing personal data stored in a paper version and Procedures for the protection of personal data in scientific research conducted at Wroclaw Medical University (Order No. 93/XV R/2018 of the Rector of the Wroclaw Medical University of August 1, 2018, as amended)</p> <p>WMU Strategy 2021-2028 (Resolution No. 2367 of the Senate of the Wroclaw Medical University of February 16, 2022)</p>	
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14. Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience, to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p> <p>Procedure for submitting applications for employment and extension of the contract of an academic teacher (Order No. 71/XVI R/2022 of the Rector of Wroclaw Medical University of April 14, 2022)</p> <p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p>	<p>As Part of the OTMR Procedure, the Following Provisions Should Be Included:</p> <ul style="list-style-type: none"> - Ensuring diversity in the experience of committee members, gender balance, potential representation from various industries, and the option to involve an external expert or an English language instructor. - Informing candidates about the strengths and weaknesses of their applications. - Defining candidate selection criteria along with their respective weightings. <p>Additional Actions:</p> <ul style="list-style-type: none"> - Amendment and adaptation of competition regulations for NA positions to align with the OTMR procedure. - Establishment of a system for monitoring and supervising the recruitment process of researchers, including the

	<p>Remuneration Regulations (Order No. 62/XV R/2020 of the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)</p>	collection and analysis of quantitative data.
15. Transparency <i>Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p> <p>Procedure for submitting applications for employment and extension of the contract of an academic teacher (Order No. 71/XVI R/2022 of the Rector of Wroclaw Medical University of April 14, 2022)</p>	<p>As Part of the OTMR Procedure, the Following Provisions Should Be Included:</p> <ul style="list-style-type: none"> - Ensuring diversity in the experience of committee members, gender balance, potential representation from various industries, and the option to involve an external expert or an English language instructor. - Informing candidates about the strengths and weaknesses of their applications. - Defining candidate selection criteria along with their respective weightings. <p>Additional Actions:</p> <ul style="list-style-type: none"> - Amendment and adaptation of competition regulations for NA

	<p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Remuneration Regulations (Order No. 62/XV R/2020 of the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)</p>	<p>positions to align with the OTMR procedure.</p> <p>- Establishment of a system for monitoring and supervising the recruitment process of researchers, including the collection and analysis of quantitative data.</p>
<p>16. Judging merit</p> <p><i>The selection process should take into consideration the whole range of experience of 15 of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.</i></p>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p>	<p>Training/Instructions for Members of Selection Committees:</p> <p>- Guidance on evaluating the full spectrum of candidates' experience.</p> <p>Additional Actions:</p> <p>- Verification and updating of regulations regarding criteria for academic positions, focusing on flexible staff selection (balancing</p>

<p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wrocław Medical University of October 30, 2019, as amended)</p> <p>Procedure for submitting applications for employment and extension of the contract of an academic teacher (Order No. 71/XVI R/2022 of the Rector of Wrocław Medical University of April 14, 2022)</p> <p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wrocław Medical University of 21 March 2022)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wrocław Medical University of September 13, 2019, as amended)</p> <p>Remuneration Regulations (Order No. 62/XV R/2020 of the Rector of Wrocław Medical University of March 17, 2020, as amended)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wrocław Medical University of September 30, 2020, as amended)</p> <p>WMU Strategy 2021-2028 (Resolution No. 2367 of the Senate of the Wrocław Medical University of February 16, 2022)</p>	<p>bibliometric indicators with other factors, such as professional experience).</p> <p>- Updating competition regulations.</p>
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17. Variations in the chronological order of CVs

Career breaks or variations in the chronological order of CVs should not be penalized, but regarded as an evolution of a career and, consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should, therefore, be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p> <p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)</p> <p>WMU Strategy 2021-2028 (Resolution No. 2367 of the Senate of the Wroclaw Medical University of February 16, 2022)</p>	<p>Training/Instructions for Members of Selection Committees:</p> <p>- Guidance on addressing career breaks and deviations from the chronological order of candidates' careers.</p> <p>Additional Actions:</p> <p>- Incorporating provisions from the Code of Conduct for the Recruitment of Researchers into the OTMR regulations/procedure, specifically addressing career breaks and deviations from chronological order.</p>

18. Recognition of mobility experience

Any mobility experience, e.g., a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
-	WMU Strategy 2021-2028 (Resolution No. 2367 of the Senate of Wroclaw Medical University of February 16, 2022) Regulations for trips abroad at the Wroclaw Medical University (Order No. 133/XVI R/2022 of the Rector of Wroclaw Medical University of July 18, 2022) Intensive Plan for Institutional Internationalization of Wroclaw Medical University ("IPU") (Order No. 207/XVI R/2023 of the Rector of Wroclaw Medical University of 11 December 2023)	Training/Instructions for Members of Selection Committees: - Emphasizing mobility as a valuable contribution to a researcher's professional development. Additional Actions: - Including provisions in the OTMR regulations/procedure from the Code of Conduct for the Recruitment of Researchers, highlighting mobility as a significant factor in the professional development of researchers.

19. Recognition of qualifications

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including nonformal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of Regulations, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions, and specific Regulations on the recognition of these qualifications through all available channels

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)	Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)	Not required

<p>Regulation of the Minister of Science and Higher Education of 28 September 2018 on the nostrification of academic degrees and art degrees obtained abroad (Journal of Laws, item 1877).</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p>	
<p>20. Seniority</p> <p><i>The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognized.</i></p>		
<p>Relevant Legislation (enabling or hindering the implementation of this principle)</p>	<p>Current institutional provisions and/or practices</p>	<p>Improvement and/or corrective actions required</p>
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Regulations of the competition procedure for the selection of managers in departmental units and general (Order No. 171/XV R/2019 of the Rector of Wroclaw Medical University of October 30, 2019, as amended)</p>	<p>Not required</p>

21. Postdoctoral appointments

Clear Regulations and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of competition procedures for the positions of academic teachers (Appendix No. 6 to the Statute of Wroclaw Medical University)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Procedure for awarding the degree of doctor, habilitated doctor, the title of professor (Resolution No. 2059 of the Senate of Wroclaw Medical University of September 23, 2019, as amended)</p>	<p>Not required</p>

WORKING CONDITIONS AND SOCIAL SECURITY

22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g., employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Criteria for an academic teacher to apply for a position at Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p>	<p>Dissemination of Knowledge:</p> <ul style="list-style-type: none"> - Informing doctoral students of the Doctoral School about the criteria required for candidates applying for the position of NA. Training for Management and Lecturers: - Conducting workshops for management and lecturers at the Doctoral School on coaching, mentoring, and team management, including topics such as constructive feedback, motivation, and interpersonal communication.

23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed Funders should ensure that adequate resources are provided in support of the agreed work programme.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p>	<p>Risk Management and Training:</p>

<p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act of 24 August 1991 on fire protection (consolidated text Journal of Laws of 2022, item 2057)</p> <p>Act of 27 June 1997 on the Occupational Health Service (consolidated text Journal of Laws of 2022, item 437)</p> <p>Act of 25 February 2011 on chemical substances and their mixtures (consolidated text Journal of Laws of 2022, item 1816)</p> <p>Act of 22 June 2001 on genetically modified organisms (consolidated text Journal of Laws of 2022, item 546)</p> <p>Regulation of the Minister of Labour and Social Policy of 26 September, 1997 on general occupational safety and health regulations (Journal of Laws of 2003 No. 169, item 1650, as amended).</p> <p>Regulation of the Minister of Infrastructure of 12 April 2002 on the technical conditions to be met by buildings and their location (consolidated text Journal of Laws of 2022, item 1225)</p> <p>Regulation of the Minister of Health of 24 July 2012 on chemical substances, their mixtures, agents, or technological processes with carcinogenic or mutagenic effects in the work environment (consolidated text Journal of Laws of 2021, item 2235, as amended)</p> <p>Regulation of the Minister of Family, Labour, and Social Policy of 29 June 2016 on occupational health and safety at work related to exposure to electromagnetic fields (consolidated text Journal of Laws of 2018, item 331).</p> <p>Regulation of the Minister of Labour and Social Policy of 27 May 2010 on occupational health and safety at work related to exposure to optical radiation (consolidated text, Journal of Laws of 2013, item 1619)</p> <p>Regulation of the Minister of Economy and Labour of 5 August 2005 on occupational health and safety at work related to exposure to noise or mechanical vibrations (Journal of Laws of 2005, No. 157, item 318).</p>	<p>Establishing a list of particularly hazardous works and health and safety requirements for their performance (Order No. 78/XVI R/2023 of the Rector of Wroclaw Medical University of 11 May 2023)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Medical waste management procedure (Order No. 50/XV R/2019 of the Rector of Wroclaw Medical University of 23 April 2019)</p> <p>Personal data protection policy of the Wroclaw Medical University, Instructions for network management and IT systems of the Regulations for video monitoring, Procedures for physical access to rooms and documents containing personal data stored in a paper version and Procedures for the protection of personal data in scientific research conducted at t Wroclaw Medical University (Order No. 93/XV R/2018 of the Rector of the Wroclaw Medical University of August 1, 2018, as amended)</p> <p>Fire safety instruction (Order No. 15/XIII R/2000 of the Rector of the Wroclaw Medical Academy of March 2, 2000.</p> <p>Procedure for proceeding after occupational exposure to HIV, HBV, HCV (Order No. 233/XVI R/2021 of the Rector of Wroclaw Medical University of October 1, 2021, as amended)</p> <p>OHS training for students and doctoral students from the academic year 2022/2023 (Order No. 54/XVI R/2022 of the Rector of Wroclaw Medical University of March 24, 2022)</p>	<p>-Maintaining a register of risks for positions exposed to harmful factors.</p> <p>-Conducting training sessions for unit managers in risk management.</p> <p>Research Infrastructure:</p> <p>-Continuing investments in research infrastructure.</p> <p>Managerial Guidance:</p> <p>-Developing a guide/instruction manual for managers covering workplace setup, purchasing computer equipment, onboarding processes, and related tasks.</p>
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<p>Regulation of the Minister of Health of 22 April 2005 on harmful biological agents in the work environment and health protection of workers professionally exposed to these factors (Journal of Laws of 2005 No. 81, item Of Laws of 2005, No. 81, item 716, as amended).</p> <p>Regulation of the Minister of Economy as of October 21st, 2008, on general requirements for machines (Journal of Laws of 2008, No. 199, item 1228, with further amendments).</p> <p>Act of 27 June 1997 on the Occupational Health Service (consolidated text Journal of Laws of 2022, item 437).</p> <p>Regulation of the Minister of Family and Social Policy of 4 November 2021 amending the regulation on general occupational health and safety regulations (Journal of Laws of 2021, item 2088)</p> <p>Regulation of the Minister of Economy of 30 October 2002 on minimum requirements for occupational health and safety in the area of using machines by employees during work (Journal of Laws No. 191, item Official Journal of 2002 No. 191, item 1596 as amended)</p> <p>Regulation of the Minister of the Interior of 5 January 2012 on the occupational medicine service (Journal of Laws 2012, item 53).</p> <p>Regulation of the Minister of Health and Social Welfare of 30 May 1996 on conducting medical examinations of employees, the scope of preventive health care for employees and medical certificates issued for the purposes provided for in the Labour Code (consolidated text Journal of Laws of 2016, item 2067</p> <p>Regulation of the Minister of Health of 2 February 2011 on tests and measurements of factors harmful to health in the working environment (consolidated text Journal of Laws of 2023, item 419)</p> <p>Regulation of the Minister of Labour and Social Policy of 12th June 2018 on maximum permissible concentration and intensity of agents harmful to health in the working environment (Journal of Laws 2018, item 1286).</p>	<p>Regulations for the Use of the University's Research Infrastructure (Resolution No. 1508 of the Senate of the Wroclaw Medical University of 25 March 2015, as amended)</p>	
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<p>Regulation of the Minister of Labour and Social Policy of 14 March 2000 on occupational health and safety during manual transport work (consolidated text Journal of Laws of 2018, item 1139, as amended).</p> <p>Regulation of the Minister of Labour and Social Policy of 1 December 1998 regarding occupational health and safety at work stations equipped with display screen (Journal of Laws No. 148, item Journal of Laws of 1998, No. 148)</p> <p>Regulation of the Council of Ministers of 30 June 2009 on occupational diseases (consolidated text, Journal of Laws of 2013, item 1367)</p> <p>Regulation of the Minister of Labour and Social Policy of 28 May 1996 on types of work requiring special psychophysical fitness (Journal of Laws of 1996, No. 62, item 287).</p> <p>Regulation of the Minister of Economy and Labour of 27 July 2004 on training in the field of occupational health and safety (Journal of Laws of 2004, No. 180, item 1860, as amended).</p> <p>Regulation of the Minister of Health of 30 December 2004 on occupational health and safety related to the presence of chemical agents at the workplace (Journal of Laws of 2016, item 1488)</p> <p>Regulation of the Council of Ministers of 3 April 2017 on a list of arduous, dangerous, or harmful types of work for pregnant women and breast-feeding women (Journal of Laws of 2017, item 796).</p> <p>Regulation of the Council of Ministers of 1 July 2009 on determining the circumstances and causes of accidents at work (Journal of Laws of 2009, No. 105, item 870).</p> <p>Regulation of the Minister of the Interior and Administration of 7 June 2010 on fire protection of the buildings, other construction facilities and sites (Journal of Laws of 2010 No. 109 item 719). 719).</p>		
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24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide, where appropriate, the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions that allow both women and men researchers to combine family and work, children, and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working, and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Law on Vocational and Social Rehabilitation and Employment of Disabled Persons of 27 August 1997(consolidated text Journal of Laws of 2022, item 100 as amended)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p> <p>Act of 25 June 1999 on cash benefits from social insurance in the event of illness and maternity (Journal of Laws of 2023, item 2780</p> <p>Act of 13 October 1998 on the social insurance system (Journal of Laws of 2023, item 1230</p> <p>Act of 23 May 1991 on trade unions (Journal of Laws 2022, item 854).</p> <p>Act of 12 December 1997 on additional annual remuneration for employees of budgetary sphere units (Journal of Laws of 2023, item 1690</p> <p>Act of 13 March 2003 on special Regulations for terminating employment relationships with employees for reasons not related to employees (Journal of Laws 2024.61, consolidated text) Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p>	<p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Remuneration regulations (Order No. 62/XV R/2020 the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p> <p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Introduction of recommendations regarding activities aimed at increasing the availability of the Wroclaw Medical University for people with special needs (Order No. 216/XVI R/2023 the Rector of Wroclaw Medical University of 22 December 2023)</p> <p>Persons representing the employer - planning and granting leave (Order No. 203/XVI R/2023 of the Rector of Wroclaw Medical University of December 6, 2023)</p> <p>Regulations of the Doctoral School since the academic year 2023/2024 (Resolution No. 2494 of the Senate of the Medical University of Wroclaw of March 29, 2023)</p>	<p>Enhancing Access to Information:</p> <ul style="list-style-type: none"> -Expanding the availability of information regarding applicable internal and external regulations that ensure work-life balance. -Coordinating and synchronizing these efforts with activities planned under the Gender Equality Plan for contractors.

<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Law on Vocational and Social Rehabilitation and Employment of Disabled Persons of 27 August 1997 (consolidated text Journal of Laws of 2022, item 100 as amended)</p> <p>Act of 5 December 1996 on the professions of doctor and dentist (consolidated text Journal of Laws 2023.1516)</p> <p>Act on the principles of recognition of professional qualifications acquired in the Member States of the European Union (Journal of Laws 2023.334)</p> <p>Regulation of the Minister of Family and Social Policy on work permits and statements on entrusting work to a third-country national, 18 July 2022, in Journal of Laws of 2022, item 1558</p> <p>Act of 25 June 1999 on cash benefits from social insurance in the event of illness and maternity (Journal of Laws of 2023, item 2780)</p> <p>Act of 13 October 1998 on the social insurance system (Journal of Laws of 2023, item 1230)</p> <p>Act of 23 May 1991 on trade unions (Journal of Laws 2022, item 854).</p> <p>Act of 12 December 1997 on additional annual remuneration for employees of budgetary sphere units (Journal of Laws of 2023, item 1690)</p> <p>Act of 13 March 2003 on special Regulations for terminating employment relationships with employees for reasons not related to employees (Journal of Laws 2024.61, consolidated text)</p>	<p>Agreement defining the principles of remote work at Wroclaw Medical University (Order No. 56/XVI R/2023 of the Rector of Wroclaw Medical University of April 5, 2023)</p> <p>Regulations for performing occasional remote work in WMU (Order No. 55/XVI R/2023 the Rector of Wroclaw Medical University of April 5, 2023, as amended)</p>	
<p>25. Stability and permanence of employment</p> <p><i>Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing, and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work</i></p>		
<p>Relevant Legislation (enabling or hindering the implementation of this principle)</p> <p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p>	<p>Current institutional provisions and/or practices</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of the Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Remuneration regulations (Order No. 62/XV R/2020 of the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p>	<p>Improvement and/or corrective actions required</p> <p>Not required</p>

26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages, including early-stage researchers, commensurate with their legal status, performance, and level of qualifications and/or responsibilities.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 13 October 1998 on the social insurance system (consolidated text Journal of Laws of 2022, item 1009)</p> <p>Act of 20 April 2004 on employment promotion and labour market institutions (consolidated text Journal of Laws of 2022, item 690; as later amended)</p> <p>Guidelines of the Minister of Funds and Regional Policy of November 18, 2022, on the eligibility of expenditure for 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwalifikowalnosci_2021_2027.pdf</p> <p>Act of 12 December 1997 on additional annual remuneration for employees of budgetary sphere units (Journal of Laws of 2023, item 1690)</p>	<p>Remuneration regulations (Order No. 62/XV R/2020 of the Rector of Wroclaw Medical University of March 17, 2020, as amended)</p> <p>Regulations for granting and paying the doctoral scholarship and increasing the doctoral scholarship from the subjective grant for co-financing pro-quality tasks for doctoral students (Order No. 247/XVI R/2020 of the Rector of Wroclaw Medical University of November 13, 2020, as amended)</p> <p>Principles of concluding contracts of mandate for conducting didactic classes (Order No. 8/XVI R/2024 of the Rector of Wroclaw Medical University of January 19, 2024.</p>	Not required

27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p>	<p>Gender Equality Plan for WMU for 2022-2024 (Order No. 50/XVI R/2022 of the Rector of Wroclaw Medical University of 21 March 2022)</p> <p>Procedure for counteracting unequal treatment at Wroclaw Medical University (Order No. 238/XVI R/202 the</p>	<p>Conducting an Information Campaign:</p> <p>-Launching a campaign to raise awareness of the legal provisions at the University regarding gender</p>

<p>Guidelines of the Minister of Funds and Regional Policy of November 18, 2022, on the eligibility of expenditure for 2021-2027. https://www.funduszeuropejskie.gov.pl/media/112343/Wytyczne_dotyczace_kwali_fikowalnosci_2021_2027.pdf</p>	<p>Rector of Wroclaw Medical University of November 2, 2020, as amended)</p> <p>Appointment of Rector's Plenipotentiaries for Equal Treatment (Order No. 239/XVI R/2020 the Rector of Wroclaw Medical University of November 2, 2020, as amended)</p> <p>Appointment of the Committee for Combating Unequal Treatment (Order No. 249/XVI R/2020 of the Rector of Wroclaw Medical University of November 16, 2020, as amended)</p>	<p>equality and the regulations for counteracting undesirable phenomena such as mobbing and unequal treatment.</p> <p>-Providing clear information on the procedures for reporting such issues.</p> <p>-Coordinating this campaign with the broader information activities under the Gender Equality Plan for WMU.</p>
<p>28. Career development</p> <p><i>Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them, and contributing to reducing any insecurity in their professional future. All researchers should be familiar with such provisions and arrangements.</i></p>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 20 April 2004 on employment promotion and labour market institutions (consolidated text Journal of Laws of 2022, item 690; as later amended)</p>	<p>Criteria that an academic teacher must obtain to apply for a position at the Wroclaw Medical University (Order No. 254/XVI R/2021 of the Rector of Wroclaw Medical University of October 29, 2021, as amended)</p> <p>Procedure for submitting applications for changing the position of an academic teacher without a competition procedure (Order No. 194/XVI R/2021 of Rector of Wroclaw Medical University of August 20, 2021, as amended)</p> <p>Regulations for training at the Wroclaw Medical University (Ordinance No. 86/XVI R/2024 of the Rector of Wroclaw Medical University of April 26, 2024)</p>	<p>Development and Communication Initiatives:</p> <p>-Creating a comprehensive guide to scientific career paths at WMU.</p> <p>-Enhancing communication and dissemination of information about access to and opportunities for professional development, including funding sources, training regulations, internship procedures, and other activities supporting researchers' professional growth.</p>

		-Standardizing the regulations on financing professional development.
29. Value of mobility <i>Employers and/or funders must recognize the value of geographical, intersectoral, inter- and trans-disciplinary and virtual 12 mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Regulation of the Minister of Labour and Social Policy of 29 January 2013 on receivables due to an employee employed in a state or local government budgetary unit for a business trip (Journal of Laws 2013, pos. 167, as amended).</p>	<p>Regulations for trips abroad at Wroclaw Medical University (Order No. 133/XVI R/2022 of the Rector of the Wroclaw Medical University of July 18, 2022)</p> <p>Intensive Plan for Institutional Internationalization of Wroclaw Medical University ("IPU") (Order No. 207/XVI R/2023 of the Rector of the Wroclaw Medical University of 11 December 2023)</p> <p>Directing academic teachers for scientific internships on the territory of Poland (Order No. 45/XV R/2016 of the Rector of Wroclaw Medical University of May 25, 2016, as amended)</p> <p>Regulations for training at Wroclaw Medical University (Order No. 86/XVI R/202 Rector of the Wroclaw Medical University of April 26, 2024)</p>	Not required

30. Access to career advice

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 20 April 2004 on employment promotion and labour market institutions (consolidated text Journal of Laws of 2022, item 690; as later amended)</p>	<p>Establishment of the Office for Recruitment and Research of Graduates (Order No. 299/XVI R/2021 of the Rector of Wroclaw Medical University of December 30, 2021)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wroclaw Medical University of September 13, 2019, as amended)</p> <p>Qualification regulations for candidates for the "EU Career Ambassadors" program (Order No. 15/XVI R/2024 of the Rector of Wroclaw Medical University of January 24, 2024)</p>	Not required

31. Intellectual Property Rights

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organizations, as possibly provided for under specific collaboration agreements or other types of agreements.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509)</p> <p>Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws of 2021, item 324, as amended).</p> <p>Act of 27 July 2001 on the protection of databases (consolidated text Journal of Laws of 2021, item 386)</p> <p>Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws of 2022, item 1233)</p> <p>Act dated on 23 April 1964 – Civil Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Appointment of the Supervisory Board of the Technology Transfer Centre for the term of office 2024-2028 (Order No. 109/XVI R/2024 of the Rector of Wroclaw Medical University of 29 May 2024)</p> <p>Regulations for the management of intellectual property rights and the principles of commercialization at Wroclaw Medical University (Resolution No. 2459 of the Senate of Wroclaw Medical University, of December 14, 2022)</p>	Not required

32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should, therefore, develop strategies, practices, and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognized and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s).

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Act of 30 June 2000 Industrial Property Law (consolidated text Journal of Laws of 2021, item 324, as amended).</p> <p>Act of 4 February 1994 on Copyright and Related Rights (consolidated text Journal of Laws of 2022, item 2509)</p> <p>Resolution of the Council of the National Science Centre of 3 March 2016 No. 39/2016 on the adoption of the principles of reliability of scientific research.</p> <p>Act of 16 April 1993 on combating unfair competition (consolidated text Journal of Laws of 2022, item 1233)</p> <p>Act dated on 23 April 1964 – Civil Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Determination of the criteria for periodic evaluation of academic teachers (Order No. 298/XVI R/2021 of the Rector of Wroclaw Medical University of December 30, 2021)</p> <p>Regulations for the evaluation of the academic teacher (Annex No. 1 to Order No. 298/XVI R/2021 of the Rector of Wroclaw Medical University of December 30, 2021)</p> <p>Regulations for the management of intellectual property rights and the principles of commercialization at Wroclaw Medical University (Resolution No. 2459 of the Senate of the Wroclaw Medical University of December 14, 2022)</p> <p>Central system of recording and archiving the effects of scientific and research and didactic activities (Order No. 177/XVI R/2023 of the Rector of Wroclaw Medical University of October 25, 2023)</p> <p>Regulations for sharing collections and using the services of the Library of Wroclaw Medical University (Order No. 57/XVI R/2023 of the Rector of Wroclaw Medical University of April 12, 2023)</p>	<p>Not required</p>

	Adoption of the Openness Policy of the Polish Medical Platform (Resolution No. 1931 of the Senate of Wrocław Medical University of September 25, 2018)	
33. Teaching <i>Teaching is an essential means for the structuring and dissemination of knowledge and should, therefore, be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems and that time devoted by senior members of staff to the training of early-stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 574, as amended).</p> <p>Regulation of the Minister of Science and Higher Education of 26 July 2019 on the standards of education preparing for the profession of doctor, dentist, pharmacist, nurse, midwife, laboratory diagnostician, physiotherapist, and paramedic (Journal of Laws of 2021, item 755)</p>	<p>Statute of Wrocław Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wrocław Medical University of September 30, 2020, as amended)</p> <p>WMU Strategy 2021-2028 (Resolution No. 2367 of the Senate of Wrocław Medical University of February 16, 2022)</p> <p>Work Regulations (Order No. 126/XV R/2019 of the Rector of Wrocław Medical University 13, 2019, as amended)</p> <p>Introduction of procedures for the planning and settlement of didactics at Wrocław Medical University applicable from the academic year 2023/2024 (Order No. 129/XVI R/2023 of the Rector of Wrocław Medical University of 26 July 2023)</p> <p>University Quality Assurance System of Education (Order No. 66/XVI R/2024 of the Rector of Wrocław Medical University of March 26, 2024)</p>	

	Detailed Regulations for the implementation of didactic classes using distance learning methods and techniques and the creation of the Central Repository of Teaching Materials (Order No. 174/XVI R/2022 of the Rector of Wroclaw Medical University of September 29, 2022, as amended)	
34. Complaints/appeals <i>Employers and/or funders of researchers should establish, in compliance with national Regulations and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person, to deal with complaints appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes, and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.</i>		
Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Regulation of Education and Science of June 8, 2022, on the detailed procedure of explanatory and disciplinary proceedings against academic teachers and the manner of executing and obliterating disciplinary penalties (Journal of Laws of 2022, item 1236)</p>	<p>Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)</p> <p>Regulations of the Ethics Committee (Annex to Resolution No. 2350 of Wroclaw Medical University of October 27, 2021)</p> <p>Procedure for combating unequal treatment at the Wroclaw Medical University (Order No. 238/XVI R/2020 of the Rector of Wroclaw Medical University of November 2, 2020, as amended)</p> <p>Appointment of Rector's Plenipotentiaries for Equal Treatment (Order No. 239/XVI R/2020 of the Rector of Wroclaw Medical University of November 2, 2020, as amended)</p> <p>Appointment of the Committee for Combating Unequal Treatment (Order No. 249/XVI R/2020 of the Rector of the Wroclaw Medical University of November 16, 2020, as amended)</p>	<p>Conducting an Information Campaign:</p> <ul style="list-style-type: none"> -Launching a campaign to provide information about the applicable legal regulations at the University in this area. -Ensuring the information is accessible on the University's website and social media platforms.

35. Participation in decision-making bodies

Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended) Act of 23 May 1991 on trade unions (consolidated text Journal of Laws of 2022, item 854).	Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)	Not required

STAFF TRAINING AND DEVELOPMENT

36. Participation in decision-making bodies

Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation, and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
<p>Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended).</p> <p>Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)</p> <p>Good academic practices in employment and in supervisor-subordinate relations, Ministry of Science and Higher Education, Good academic practices 2014. http://ihuw.pl/sites/ihuw.</p>	<p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wrocław Medical University of September 30, 2020, as amended)</p> <p>Regulations of the Doctoral School since the academic year 2023/2024 (Resolution No. 2494 of the Senate of Wrocław Medical University of March 29, 2023)</p>	<p>Not required</p> <p>Implementation of Meeting Records at the Doctoral School:</p> <ul style="list-style-type: none"> -Starting in the 2024/2025 academic year, supervisors (mentors) and doctoral students will document their meetings on a meeting card at the Doctoral School. -Each meeting card will include a minimum of five two-hour meetings.

37. Supervision and managerial duties

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers, or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended). Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)	Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended) Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended) Regulations of the Doctoral School since the academic year 2023/2024 (Resolution No. 2494 of the Senate of Wroclaw Medical University of March 29, 2023)	Not required

38. Continuing Professional Development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences, and e-learning.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended). Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)	Regulations for trainings at the Wroclaw Medical University (Order No. 86/XVI R/2024 of the Rector of Wroclaw Medical University of April 26, 2024) Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)	Not required

39. Access to research training and continuous development

Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills, and employability.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 26 June 1974 Labour Code (consolidated text Journal of Laws of 2022, item 1360, as amended). Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)	Regulations for trainings at the Wroclaw Medical University (Order No. 86/XVI R/2024 of the Rector of Wroclaw Medical University of April 26, 2024)	Development and Communication Initiatives: -Creating a comprehensive guide to scientific career paths at WMU. -Standardizing the regulations for financing professional development. -Enhancing communication and dissemination of knowledge regarding access to and opportunities for professional development, funding sources, training regulations, internship procedures, and other activities that support researchers' professional growth.

40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisor is sufficiently expert in supervising research, has the time, knowledge, experience, expertise, and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Relevant Legislation (enabling or hindering the implementation of this principle)	Current institutional provisions and/or practices	Improvement and/or corrective actions required
Act of 20 July 2018 Law on Higher Education and Science (consolidated text Journal of Laws of 2023, item 742, as amended)	Statute of Wroclaw Medical University, introduced by resolution No. 2349 of October 27, 2021, as amended)	Training and Support Initiatives:

<p>Resolution No. 2/2020 of June 25, 2020. of the General Assembly of the Polish Academy of Sciences on the Code of Ethics for Researchers.</p> <p>Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices 2012.</p>	<p>Introduction of detailed scopes of duties for academic teachers (Order No. 191/XVI R/2020 of the Rector of Wroclaw Medical University of September 30, 2020, as amended)</p> <p>Regulations of the Doctoral School since the academic year 2023/2024 (Resolution No. 2494 of the Senate of Wroclaw Medical University of March 29, 2023)</p>	<p>-Providing training for heads of units, supervisors, and mentors in communication, feedback, coaching, mentoring, and team management.</p> <p>-Establishing a "buddy" system to support young or aspiring scientists starting their careers.</p> <p>- Developing and documenting best practices for mentoring and supporting novice scientists.</p>
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SURVEY

The survey was conducted using a questionnaire consisting of general questions about gender, age, employee group, academic degree, or professional title, along with 45 statements formulated based on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The statements were divided into four areas corresponding to the sections of the Charter and the Code:

- ethical and professional aspects;
- recruitment;
- working conditions and social security;
- staff training and development.

Respondents were tasked with indicating their level of agreement with each statement by selecting one of the options on a 5-point Likert scale. The options included:

- strongly agree;
- agree;
- hard to say;
- disagree;
- strongly disagree.

Although there were no open-ended questions in the survey, respondents were encouraged to share their reflections on the survey and other issues related to the areas of the Charter and the Code via the provided email address. All comments submitted in this manner were presented to the Implementation Team for discussion.

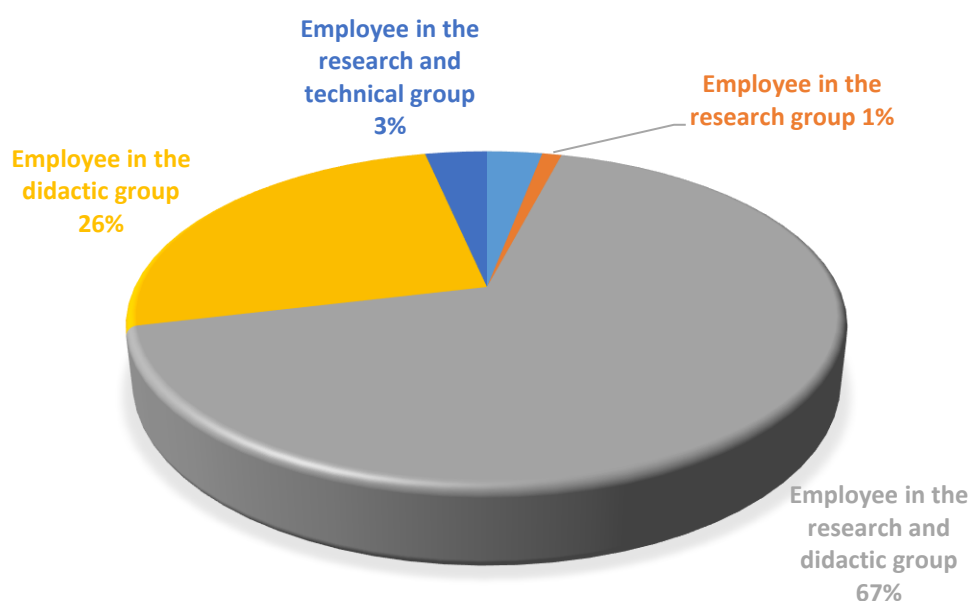
The survey was conducted electronically using Microsoft Forms from April 29 to May 14, 2024. All academic staff, including members of the research group, research and didactic group, and scientific and technical employees who support research processes, as well as doctoral students, were notified of the survey via email on the first day. The email was sent from the Vice-Rector for Science, who, as the patron of the HR Logo application process, collaborated with the chairwoman of the Implementation Team to encourage participation through a formal letter. Information about the survey was also published on the University's main website. Respondents could access the survey form through the email link, the website, or a generated QR code. A reminder email was sent to all participants on the seventh day of the survey. Members of the Implementation Team, especially those in the R1–R4 group, were asked by the Team Leader to disseminate information about the survey and encourage their colleagues across university faculties to complete the questionnaire. Survey responses were monitored in real time by designated members of the Implementation Team. Due to the survey period coinciding with a non-

working period and an initially insufficient number of responses, the Vice-Rector for Science decided to extend the deadline to May 14, 2024.

Structure of respondents

Wroclaw Medical University employs 2,179 staff members, including 1,254 academic teachers in the research and didactic groups (752), research group (22), and didactic group (480). Doctoral students and research and technical employees who are not academic teachers but contribute to scientific research, co-author publications, and participate in research projects were also invited to participate in the study. The survey received 567 responses, representing approximately 40% of the population. The following charts illustrate the percentage distribution of respondents by employee group, gender, age, and academic or professional title.

Chart 1. Employee group



The largest employee group represented in the study consisted of research and teaching staff (67%), followed by teaching staff (20%). This distribution reflects the employment structure at the University, where the majority of academic staff hold research and teaching positions. A smaller number of respondents came from the groups of scientific and technical employees and doctoral students, each representing 3% of the total. This low representation corresponds to their relatively smaller share within

the overall workforce engaged in scientific research at WMU. A similar situation was observed for employees in the research group, who accounted for only 1% of respondents.

Chart 2. Responders' gender

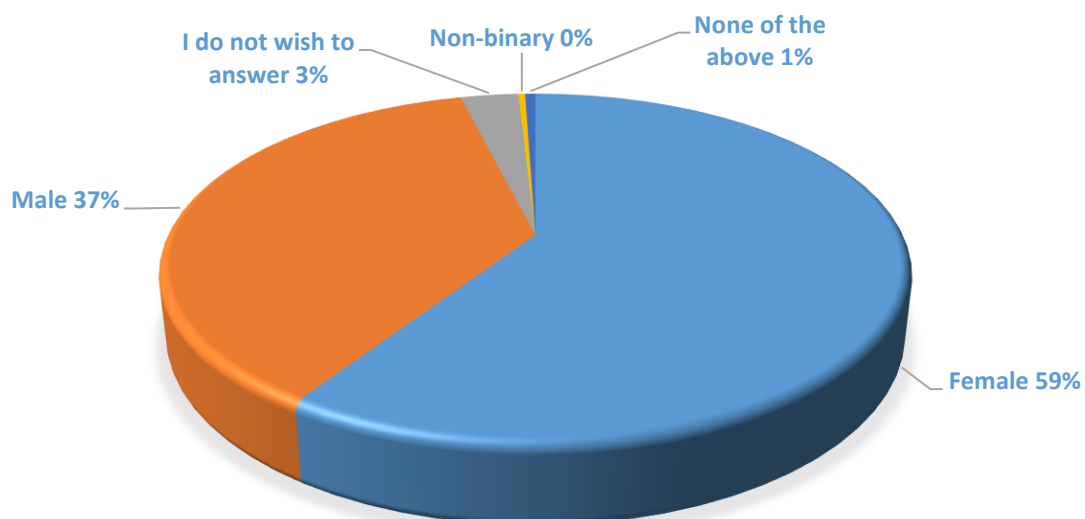


Chart 3. Respondents' Age

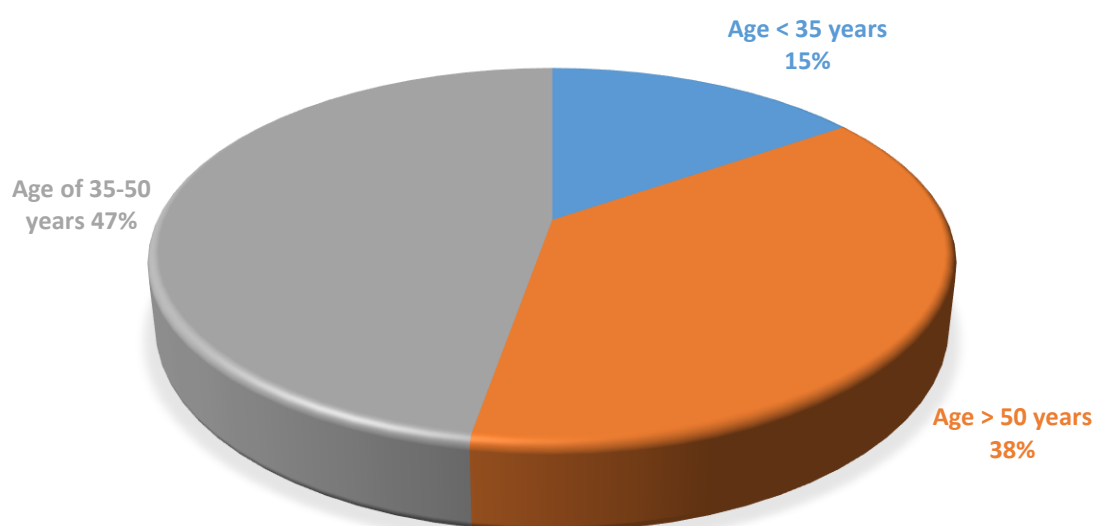
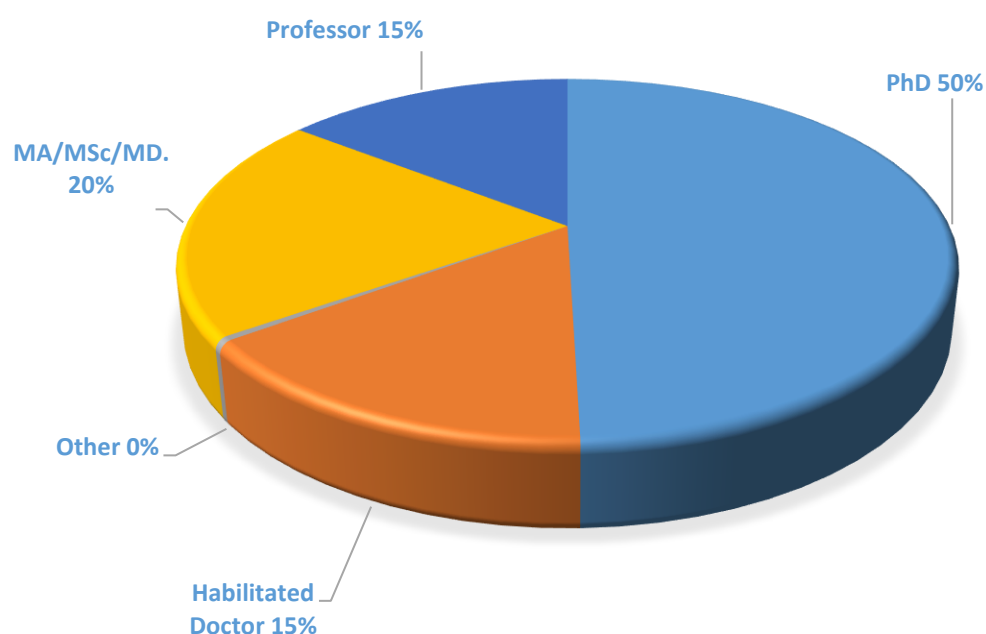


Chart 4. Academic degree/title, professional title



It is worth noting that among the respondents, the largest groups were women (59%), individuals with a doctoral degree (50%), and those aged 35–50 (47%). The high participation of women in the survey may reflect the employment structure at the University, where women account for approximately 62% of academic staff and represent the largest group among all University employees. The data on pay and academic degrees or titles align with the findings of the analysis conducted for the Gender Equality Plan at WMU. This analysis revealed that women are numerically dominant in R1–R2 positions (up to the achievement of a habilitated doctor degree), while they are underrepresented in R3–R4 positions.

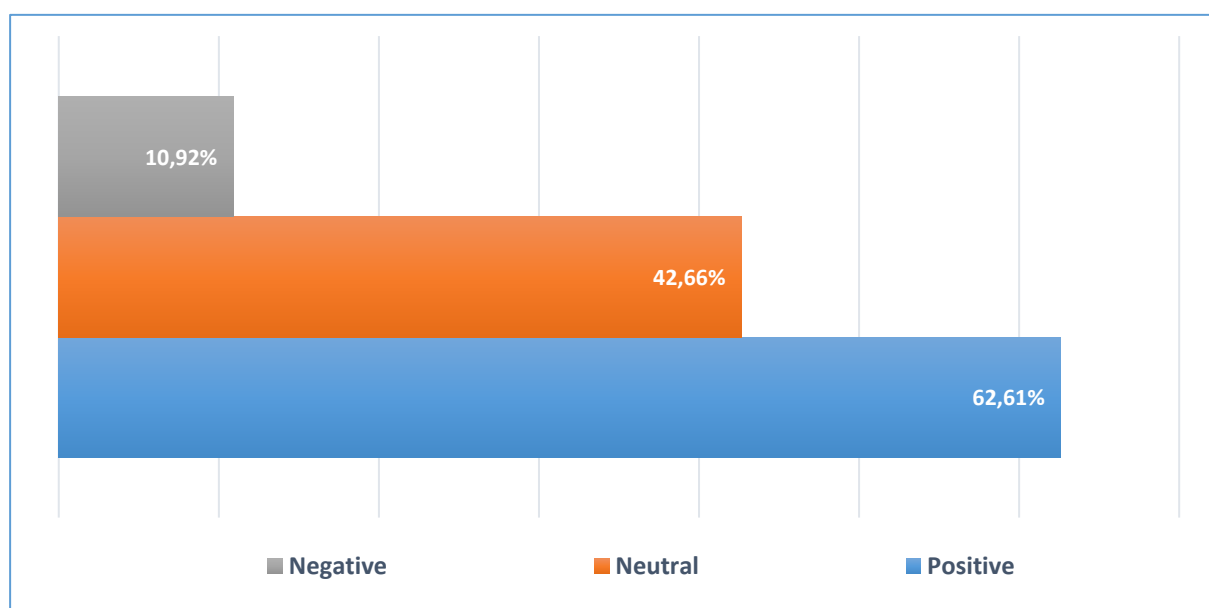
In summary, the distribution of respondents' characteristics indicates that WMU has a diverse scientific staff, comprising researchers at both the early stages of their careers and those with extensive professional experience. Such diversity can positively influence the exchange of knowledge and expertise among researchers at various stages of professional development, fostering growth within the academic environment.

Response's Structure

The percentage share of responses is shown in Chart 5. It should be noted that the Team for Implementations, analysing quantitative data from the survey, for a clearer description, decided to aggregate the answers from the Likert scale into three groups:

- positive answers (strongly agree and agree);
- neutral answers (hard to say);
- negative answers (strongly disagree and disagree).

Chart 5. Percentage of aggregated responses in the total survey



Overall, positive responses (62.61%) outweigh negative responses (10.92%), while neutral responses account for 26.46%. These results indicate a generally favourable assessment of the implementation of the Charter and Code principles at WMU. However, they also highlight specific areas that may benefit from an expanded information campaign and optimization efforts, particularly in terms of internal communication within the academic community.

A detailed analysis of the response structure for individual questions will be provided later in the document. The distribution of responses across the thematic areas of the survey and individual questions is illustrated in the charts below (Charts 6 and 7).

Chart 6. Percentage distribution of responses in relation to the whole in individual thematic areas of the Charter and the Code

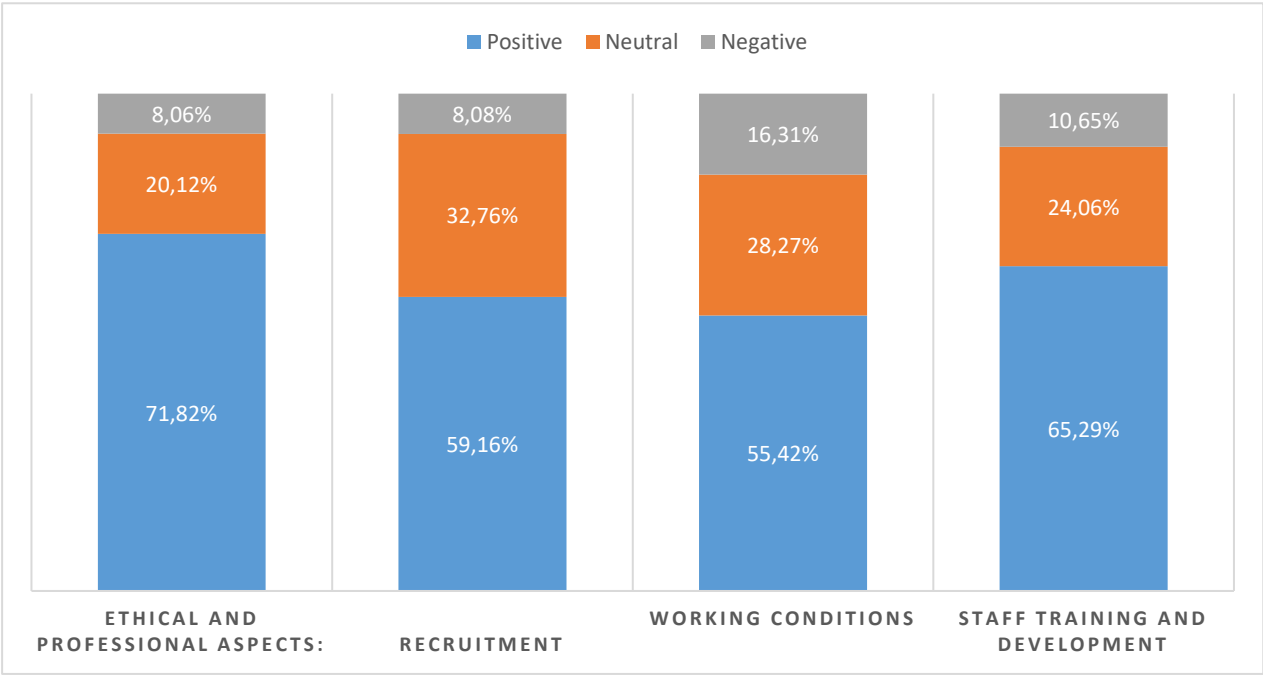
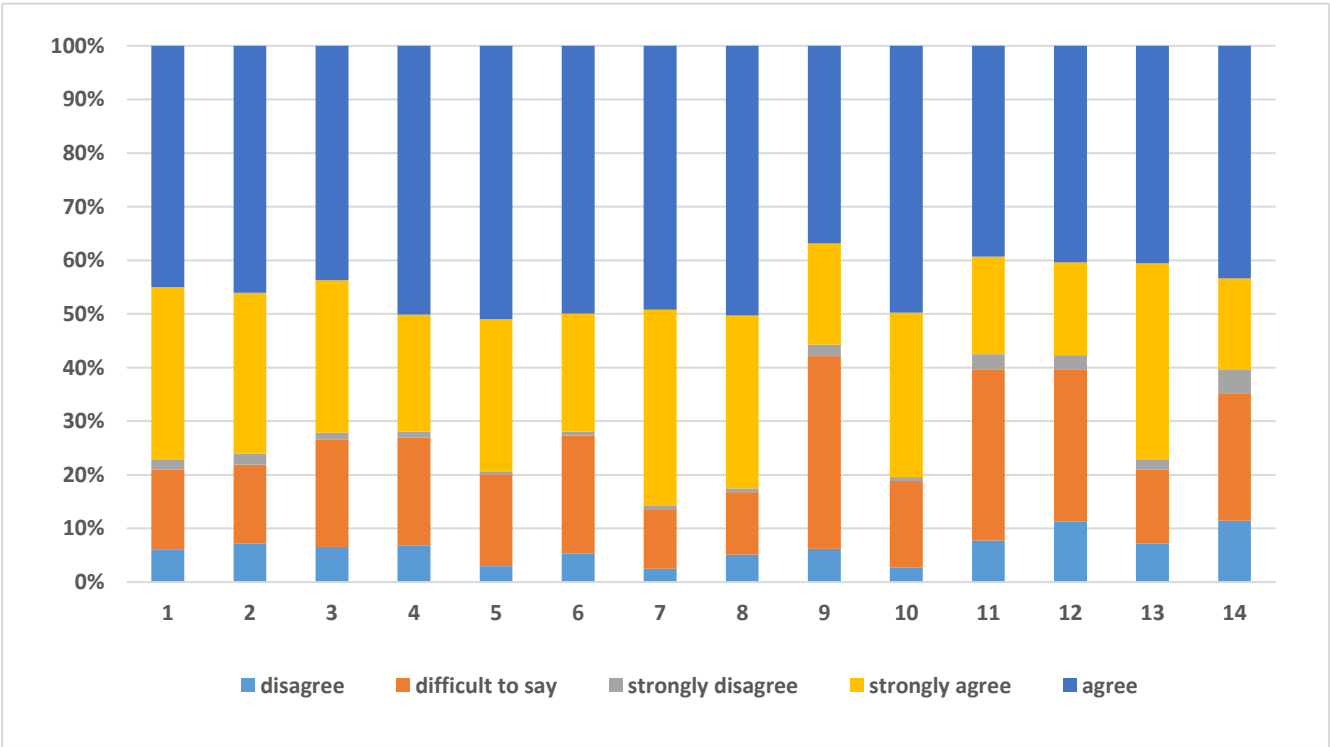


Chart 7. Structure of answers in individual survey questions.



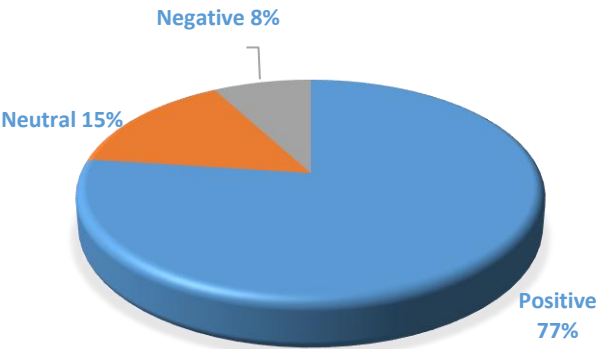
Referring to the overall survey results, the answer "I agree" was the most frequently selected response across all questions, exceeding 40% in all four thematic areas. In each area, the total percentage of positive responses surpassed negative responses. The area receiving the most favourable assessment was "Ethical and professional aspects," with 71.82% positive responses, indicating that individuals involved in scientific research highly value the ethical and professional standards of the scientific community. The lowest-rated area was "Working conditions," which had the highest proportion of negative responses among all areas (16.31%). However, as noted earlier, positive responses still predominated in this area. The higher percentage of negative responses may be attributed to the timing of the survey, which coincided with the ongoing process of increasing remuneration for WMU employees and significant organizational changes at the University. These changes were related to the implementation of the WMU Strategy for 2021–2028, as well as new initiatives and projects, such as preparations for applying for research university status, the creation of new faculties and fields of study, investments in research infrastructure, and efforts toward the internationalization of the University.

In each of the analysed areas, neutral responses also outnumbered negative responses. The prevalence of neutral responses in certain areas caught the attention of the Implementation Team. This may reflect a low level of interest among members of the academic community in specific topics, as well as a general lack of awareness or understanding, particularly regarding processes implemented in these areas. These findings highlight the urgent need to improve the flow of information and increase awareness among the academic community about existing practices and regulations related to the issues addressed in the survey.

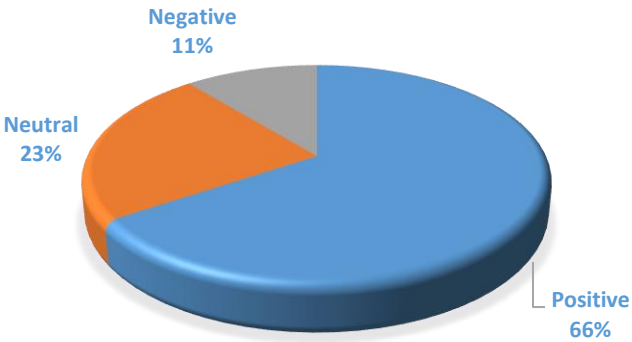
Analysis of individual questions in thematic areas

The distribution of answers in relation to questions in each thematic area also indicates the advantage of positive over negative answers, which again allows us to conclude that, in the opinion of the respondents, the principles of the Charter and the Code are largely implemented at the University. At the same time, as with the general trend – a high percentage of neutral responses in each area confirms the need for better communication of some aspects. The analysis of the answers to individual questions also allowed to distinguish specific issues that are either highly rated by employees related to scientific research or clearly indicate the need to implement improvement and/or corrective actions.

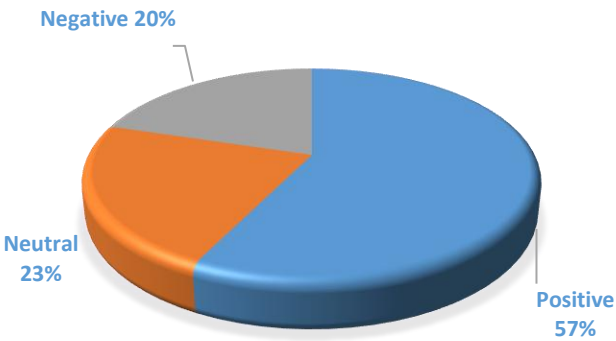
Chart 8. Percentage distribution of responses in relation to individual areas of the Charter and the Code



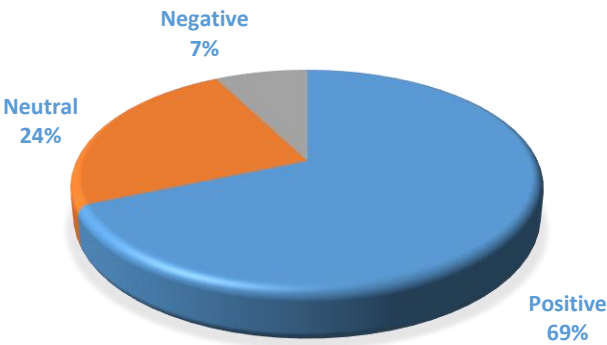
ETHICAL AND PROFESSIONAL ASPECTS



RECRUITMENT



WORKING CONDITIONS AND SOCIAL SECURITY



STAFF TRAINING AND DEVELOPMENT

ETHICAL AND PROFESSIONAL ASPE 1- 7)

Research Freedom

1. At WMU, employees conducting scientific research have the freedom of belief and expression as well as the freedom to choose the scientific subject and the research method

Ethical Principles

2. At WMU it is observed the fundamental ethical norms, principles and practices included in national, sectoral, or institutional codes of ethics.

Professional Responsibility

3. WMU employees, conducting scientific activities, know and comply with intellectual property rights, including those related to joint ownership of data in research conducted in cooperation with other scientists

Professional Attitude

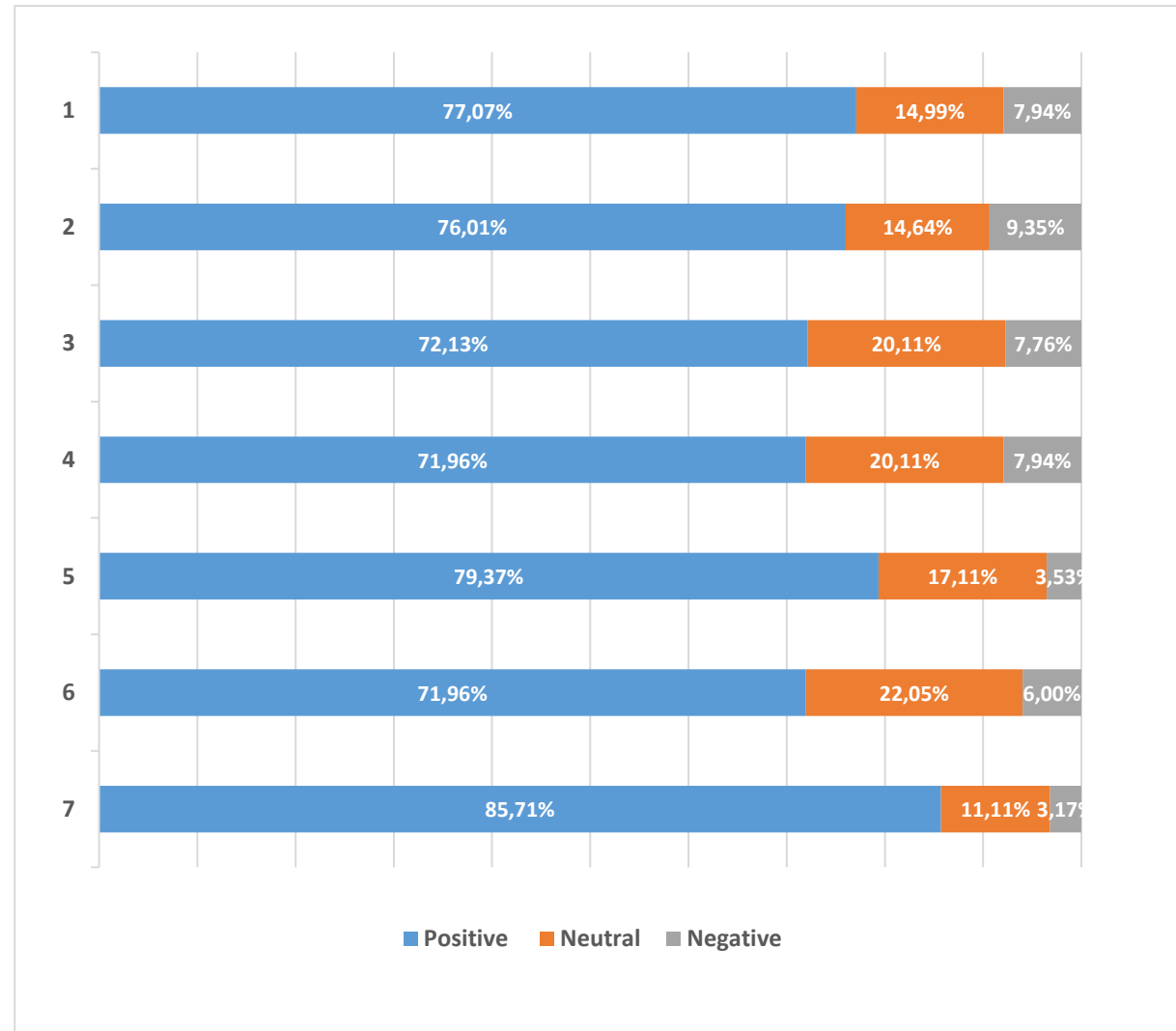
4. WMU employees, conducting scientific activities, know the strategic objectives of their scientific community and the mechanisms of financing scientific research.
5. When conducting scientific research, the WMU employee informs the employer/grantor/scientific supervisor about any changes, delays and about the completion of the research.

Contractual and Legal Obligations

6. WMU employees are familiar with and comply with national, sectoral, and institutional regulations governing training and/or working conditions

Accountability

7. At WMU, employees conducting scientific research are aware of their responsibility towards the employer and the external sponsor of research for effective, careful, and lawful management of funds.



ETHICAL AND PROFESSIONAL ASPECTS (QUESTIONS 8-14)

Good Practice in Research

8. When conducting scientific research, occupational health and safety regulations are known and applied.
9. The results of scientific research are stored in such a way as to enable the recovery of data lost, e.g., because of IT failures.
10. WMU employees conducting scientific research are familiar with and comply with applicable external and internal regulations regarding data protection and confidentiality.

Dissemination, exploitation of results and public engagement

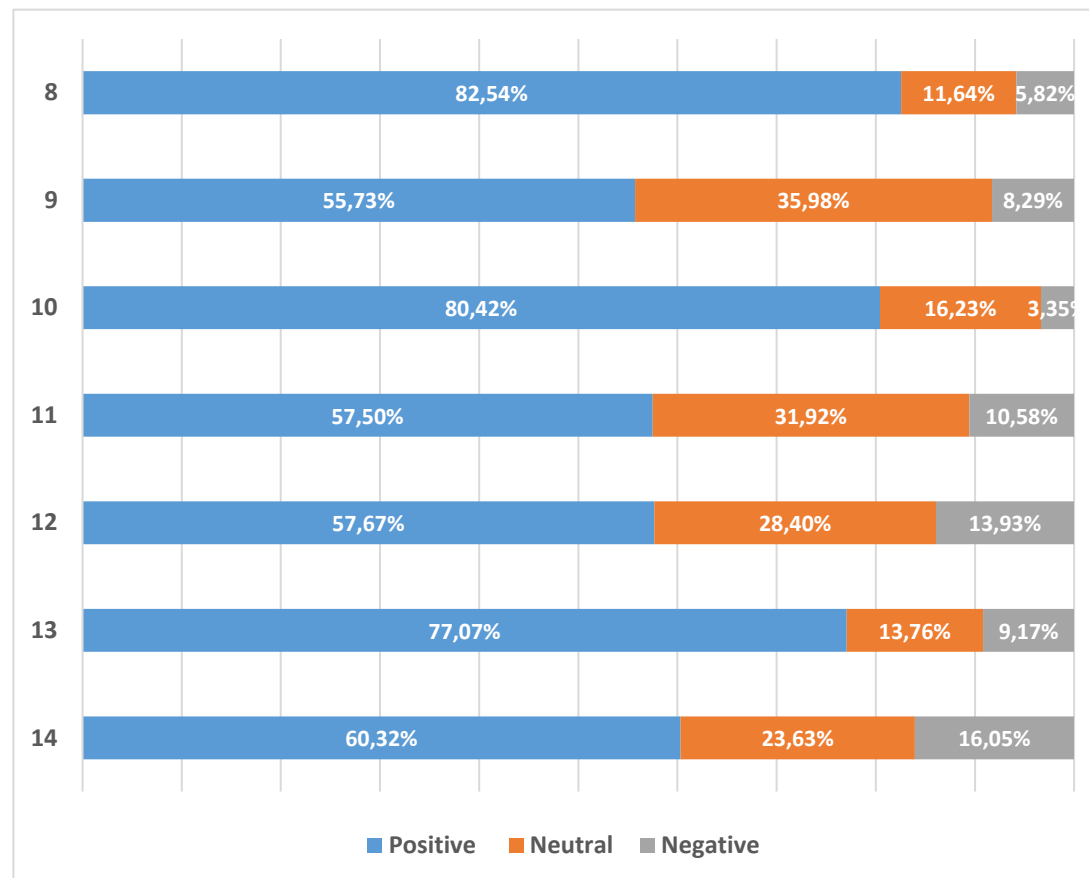
11. The WMU undertakes activities for the dissemination, use and, where appropriate, commercialization of research results.
12. Scientific activities are presented to the public in a way that is understandable to non-specialists, thus allowing to increase the level of general understanding of science.

Non-discrimination

13. At WMU, employees conducting scientific activities are not discriminated against in any way based on gender, age, ethnic, national, or social origin, religion or belief, sexual orientation, language, disability, political beliefs and social or material status.

Evaluation/appraisal system

14. At WMU, there is a transparent system of evaluation of researchers.



As previously mentioned, the area of *Ethical and Professional Aspects* received the highest ratings from respondents. Most questions in this category garnered over 70% positive responses, with some—such as those concerning the responsibility of researchers, knowledge and application of health and safety regulations, and data protection and confidentiality—exceeding 80% positive responses. However, it is worth noting that aggregating positive responses may sometimes obscure areas where implementation is less effective. A closer analysis of individual questions reveals that certain aspects scored slightly lower due to a higher percentage of neutral responses. For instance, two questions addressing the principle of good practice in scientific research (questions 8 and 10) received over 80% positive responses. However, question 10, which concerned the University's measures for creating backups to prevent data loss caused by ICT failures, showed nearly 36% neutral responses despite the predominance of positive answers. This could indicate limited effectiveness in implementing this solution, a lack of respondent interest in the topic, or unawareness of its existence.

A similar trend is evident in the principle of *Dissemination, Exploitation of Results, and Public Engagement*, where neutral responses accounted for nearly 30%. While the majority of positive responses suggest the implementation of this principle, the high proportion of neutral responses may indicate either a lack of familiarity with procedures or minimal exposure to situations requiring the application of such procedures in respondents' professional work.

Regarding negative responses, the highest percentage (16.05%) was associated with a question about the employee evaluation/appraisal system. This is not unexpected, as the past few years have seen changes to both the regulations and the evaluation process for academic staff, prompted by amendments to external and internal regulations. Nonetheless, it is important to emphasize that the University has made concerted efforts to ensure the evaluation process and its accompanying changes are widely consulted and communicated to the academic community.

RECRUITMENT (QUESTIONS 15 – 20)

Recruitment (Charter)

15. WMU provides clearly defined standards and procedures for the recruitment and hiring of researchers, considering both people at the initial stage of their careers and those returning to their scientific careers.

Recruitment (Code)

16. Advertisements of the vacancy or the call of applications for researchers contain a broad description of the required knowledge and competencies, working conditions and professional development opportunities adequate to the position offered.

17. The deadlines for submitting documents specified in the advertisements of the vacancy or the call of applications allow for application by all interested parties.

Selection

18. The selection committees have a diverse composition in terms of experience and competencies.

19. When appointing selection committees, gender balance is considered.

Transparency

20. Each candidate for a scientific position is informed about the selection criteria and the strengths and weaknesses of their applications.



RECRUITMENT (QUESTIONS 21- 26)

Judging Merit

21. The evaluation of candidates for the offered position at WMU consists of both the quantitative (publications, bibliometric indicators, etc.) and qualitative (didactic activity, scientific supervision, leading a research team, popularization of science, etc.) value of their achievements.

Variations in the Chronological Order of CVs

22. Career breaks or deviations from the chronological order in the curriculum vitae do not have a negative impact on the evaluation of the selection committee and are treated as a valuable contribution to professional development, indicating a multidimensional career path.

Recognition of Mobility Experience

23. Scientific stays of candidates in other countries/scientific institutions are appreciated by the competition committees.

Recognition of Qualifications

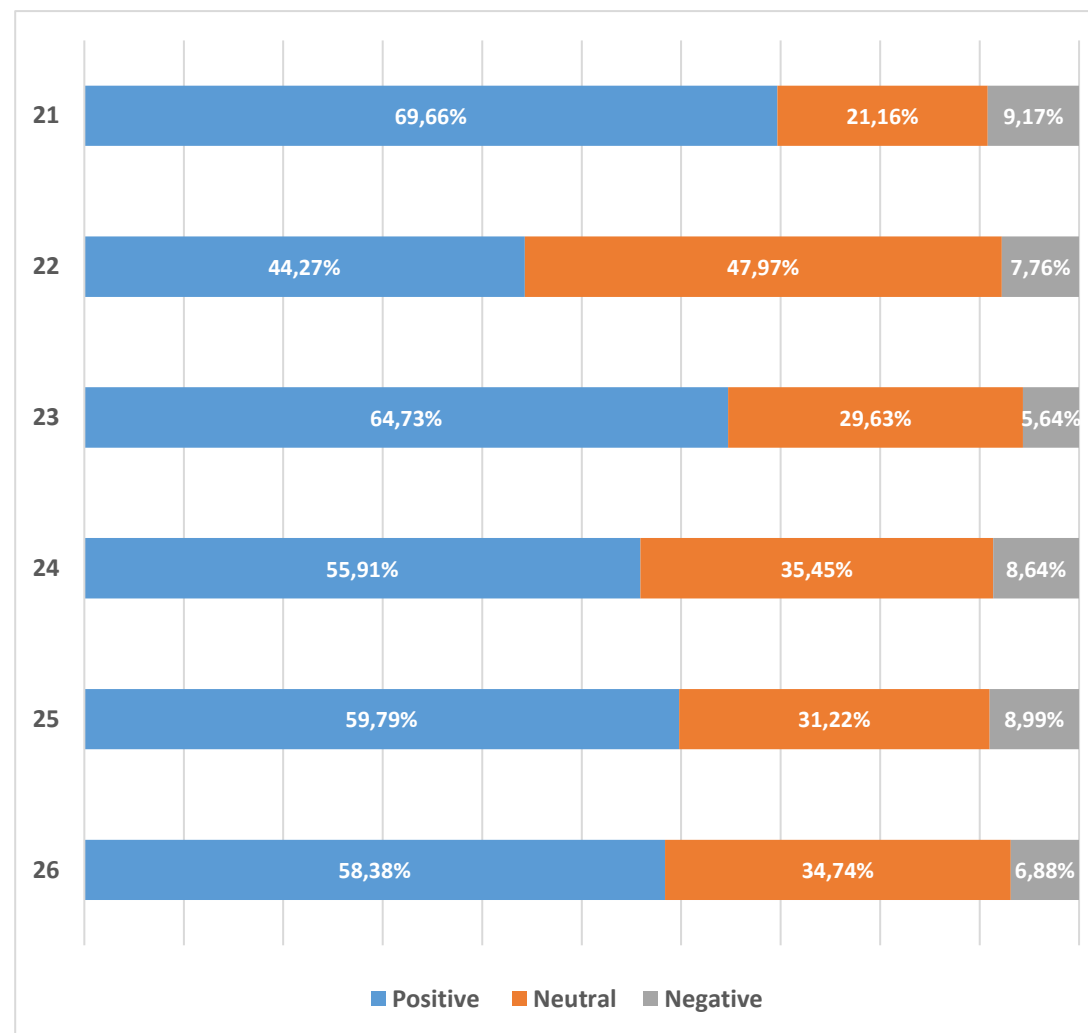
24. Selection committees shall ensure an appropriate assessment and evaluation of academic and professional qualifications, including informal qualifications, with particular emphasis on international, interdisciplinary and intersectoral mobility.

Seniority

25. The recruitment process consists of not only qualifications, but also the course of lifelong professional development.

Postdoctoral Appointments

26. WMU, when employing scientists with a doctoral degree, sets clear regulations and guidelines for recruitment, including the maximum time of holding the position.



The recruitment process for academic teachers and its individual aspects are perceived as largely unclear by survey respondents. This is evident from the high percentage of neutral responses, which exceeded 35% for most questions. These findings strongly suggest that the principles of the Charter and the Code related to this area may be insufficiently implemented, or, for existing procedures, inadequately communicated. It can also be inferred that a significant number of respondents did not undergo the recruitment process during the analysed period and, therefore, lack detailed knowledge about its structure and procedures.

The question about the principle of gender balance in the appointment of selection committees received the highest percentage of neutral responses (57.14%). This may be due to the fact that most respondents, even those who recently participated in the recruitment process, are neither required nor equipped to evaluate or compare data on the composition of the committees. This interpretation is further supported by responses to questions regarding the diversity of committee members in terms of knowledge and qualifications, which had 35.45% neutral responses. These findings highlight the need for administrative entities overseeing the recruitment process to create a system for monitoring and reporting such data. Other questions that stood out due to a high percentage of neutral responses (47.97% and 44.44%, respectively) pertained to the implementation of the principle of allowing deviations from the chronological order of CVs and providing candidates with feedback on selection criteria and the strengths and weaknesses of their applications. Respondents also highlighted concerns regarding the insufficient evaluation of academic and professional qualifications, including informal qualifications, with particular emphasis on international, interdisciplinary, and intersectoral mobility during the recruitment process.

WORKING CONDITIONS AND SOCIAL SECURITY (QUESTIONS 27 – 31)

Recognition of the Profession

27. Employees and doctoral students conducting scientific activities at WMU are treated as professionals, adequately to their position.

Research Environment

28. WMU takes care of the most stimulating research environment and training of employees conducting scientific research, including by ensuring appropriate equipment for workstations, enabling remote cooperation using research networks and compliance with relevant regulations in the field of occupational health and safety.

Working Conditions

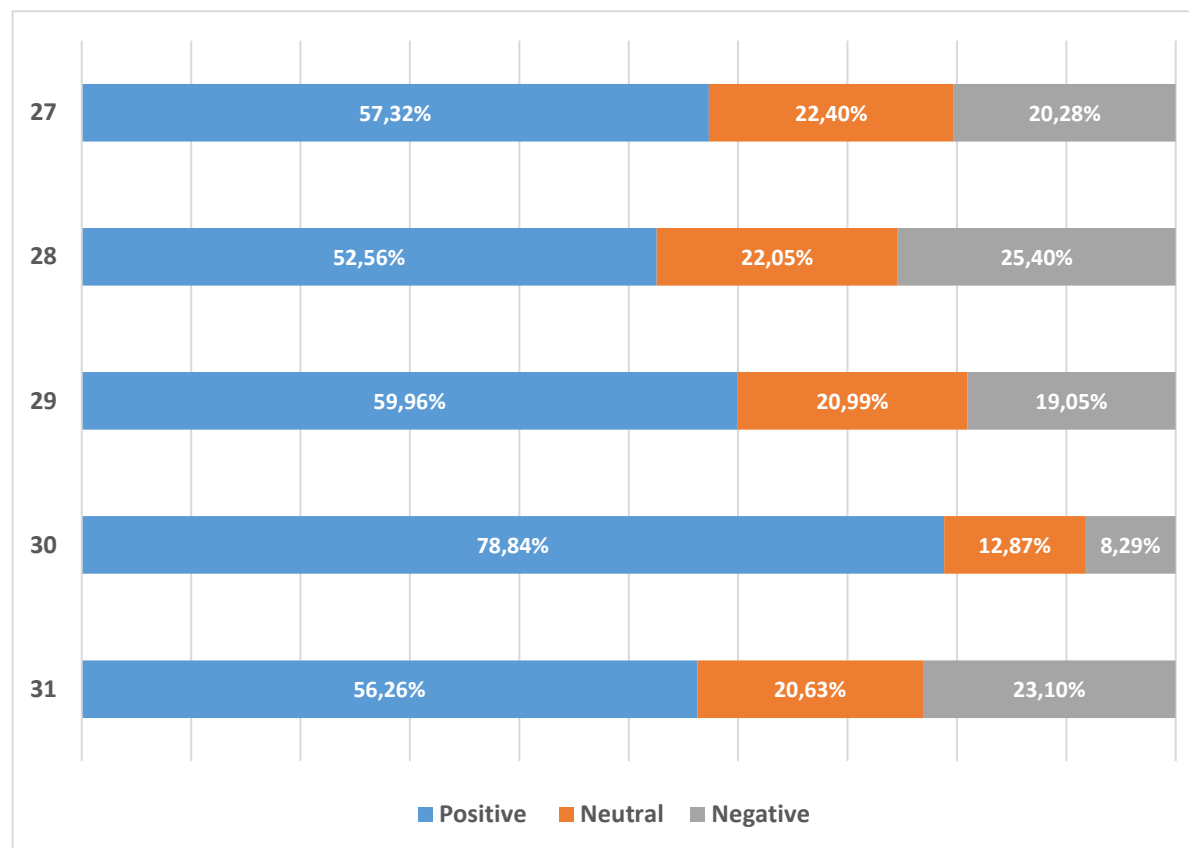
29. WMU enables its employees to balance work and private life (e.g., part-time work, flexible working hours, remote work in accordance with statutory regulations).

Stability and Permanence of Employment

30. WMU ensures employment stability, i.e., by employing for an indefinite time.

Funding and Salaries

31. WMU makes every effort to provide researchers with fair and, if possible, attractive remuneration conditions, considering appropriate social security benefits, pension rights and other benefits in accordance with applicable regulations.



WORKING CONDITIONS AND SOCIAL SECURITY (QUESTIONS 32 – 36)

Gender Balance

32. WMU takes measures to ensure a representative gender balance in individual positions, at all levels of staff.

Career Development

33. At WMU, there is a career development strategy for researchers at every stage of their careers, considering substantive support for doctoral students and scientists.

Value of Mobility

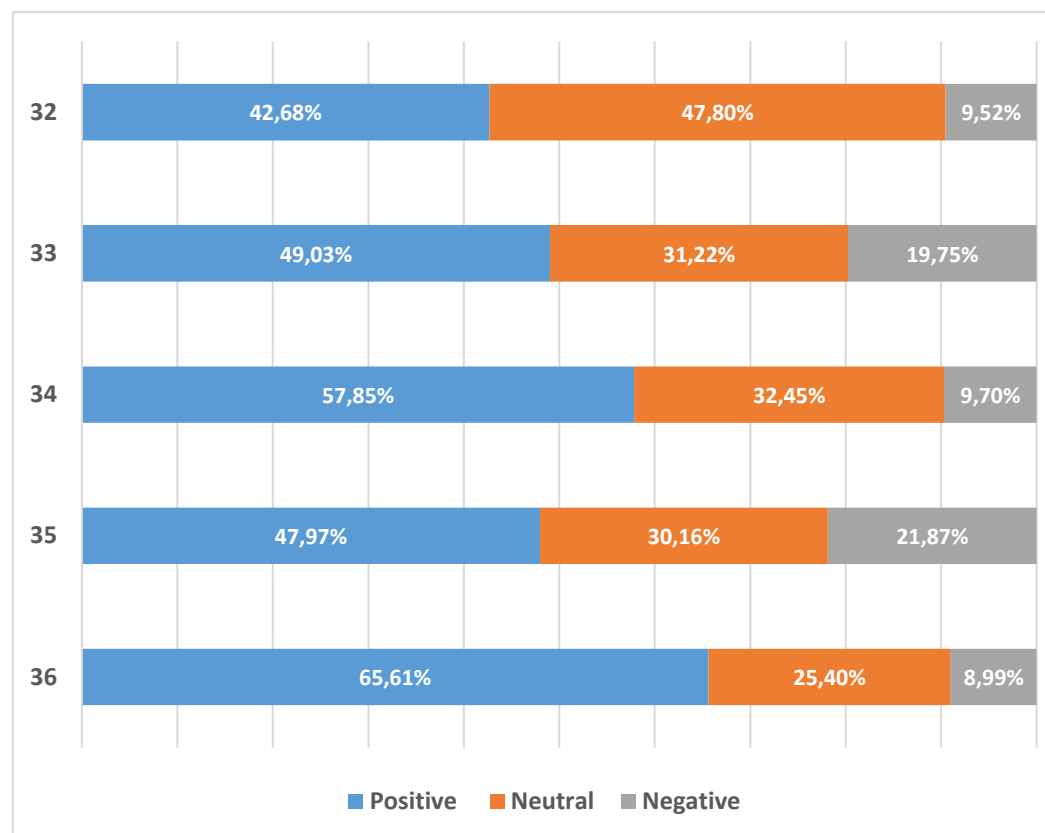
34. WMU recognizes the value of geographical, intersectoral and interdisciplinary mobility as an important way to expand scientific knowledge and support the professional development of researchers at every stage of their careers.

Access to Career Advice

35. WMU provides employees conducting scientific activity and doctoral students with career advice from experienced scientific staff.

Intellectual Property Rights

36. The principles and practices regarding the protection of intellectual property rights of persons conducting scientific activities in the WMU are clearly defined, implemented, and properly observed.



WORKING CONDITIONS AND SOCIAL SECURITY (QUESTIONS 37– 40)

Co-authorship

37. WMU has procedures in place to ensure that researchers, particularly early in their careers, have the right to be recognised as co-authors in the context of their actual contribution to research.

Teaching

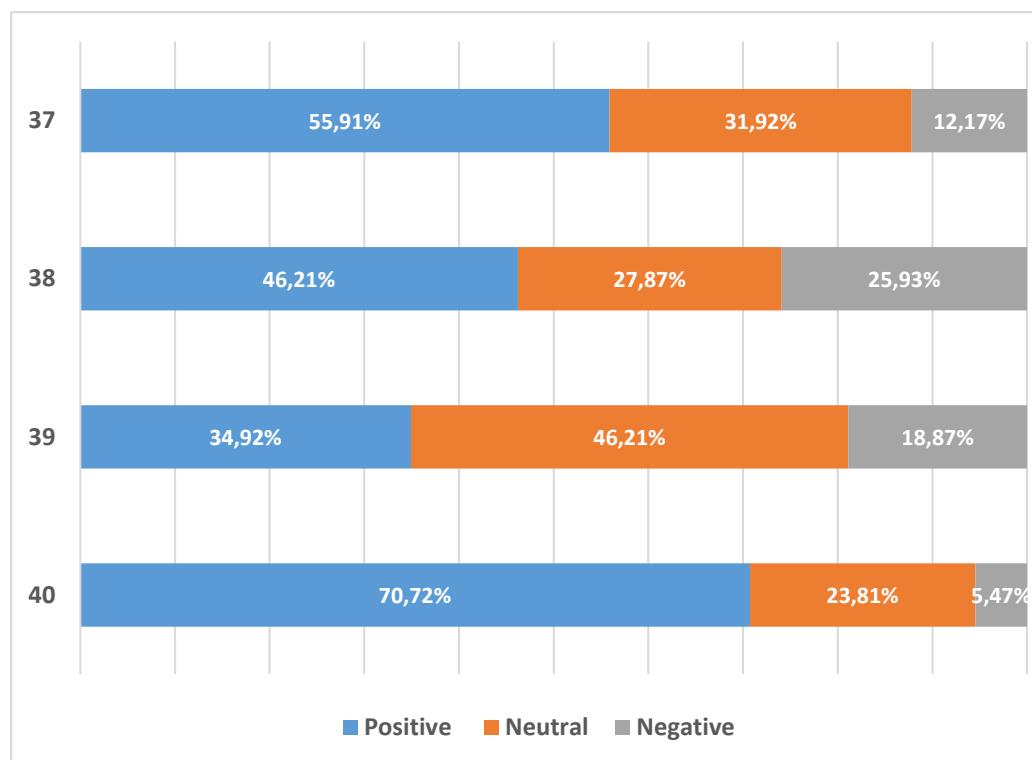
38. Teaching responsibilities, especially time devoted to the training of early-stage researchers by more experienced staff, are considered a valuable aspect of professional development and included in the assessment system.

Complaints/Appeals

39. The WMU has procedures that allow for effective handling and resolution of complaints, conflicts and disputes related to work without excessive bureaucracy and formalities.

Participation in Decision-Making Bodies

40. Employees conducting scientific activities and doctoral students are guaranteed the right to have representatives in the information, consultation, and decision-making bodies of the University.



The *Working Conditions and Social Security* area is the only category where the majority of questions received more than 20% negative responses. Overall, this area recorded 16.31% negative responses, the highest among the four areas. However, it is worth noting that a relatively large number of questions in this area also received a high percentage of neutral responses (exceeding 25%). This highlights the need to optimize the communication of existing regulations and solutions at the University. This is particularly important since this area is primarily regulated by national legislation concerning higher education and working conditions.

The question related to the functioning of the procedure for handling and resolving work-related complaints, conflicts, and disputes received the highest percentage of both neutral (46.71%) and negative (18.87%) responses. This indicates that despite the existence of appropriate internal and external legal frameworks, as well as established competent bodies and teams, these procedures are not functioning satisfactorily at the operational level, particularly regarding their accessibility and awareness among researchers. The University is currently in the process of introducing new regulations to streamline and simplify these activities, making them more accessible and better communicated.

Another aspect that garnered attention for its relatively high levels of negative (25.93%) and neutral (27.87%) responses was teaching. These results suggest that almost half of the respondents either disagree or are unaware of whether the didactic process is sufficiently appreciated by the University as a valuable contribution to career development. Additionally, respondents believe that the employer does not provide adequate access to career counselling from experienced scientific staff (30.16% neutral responses and 21.98% negative responses). However, this may be due to employees with permanent employment at the University not feeling the need for career counselling or lacking interest in such services.

On a positive note, several questions in this area were assessed very favourably. Notably, the principle of *Stability and Permanence of Employment* received a positive assessment from 78.84% of respondents, indicating that WMU is perceived as a stable and reliable employer. Another well-rated principle was *Participation in Decision-Making Bodies* of the University, with 70.72% of respondents agreeing that employees involved in scientific activities and doctoral students are guaranteed representation in the University's informational, consultative, and decision-making bodies. Furthermore, 65.61% of respondents positively evaluated the University's principles and practices regarding the protection of intellectual property rights for individuals conducting scientific activities, noting that these are clearly defined, implemented, and properly respected.

STAFF TRAINING AND DEVELOPMENT (QUESTIONS 41 – 45)

Relations with Supervisors

41. In the WMU, there are specific regulations of the business relationship between the research supervisor and the doctoral student, which allow for a proper assessment of progress in scientific development (including providing feedback through reports, an established work schedule, etc.)

Supervision and Managerial Duties

42. Researchers, acting as research supervisors, mentors, project managers build constructive and positive relationships with novice scientists, aimed at effective knowledge transfer and support for professional development.

Continuing Professional Development

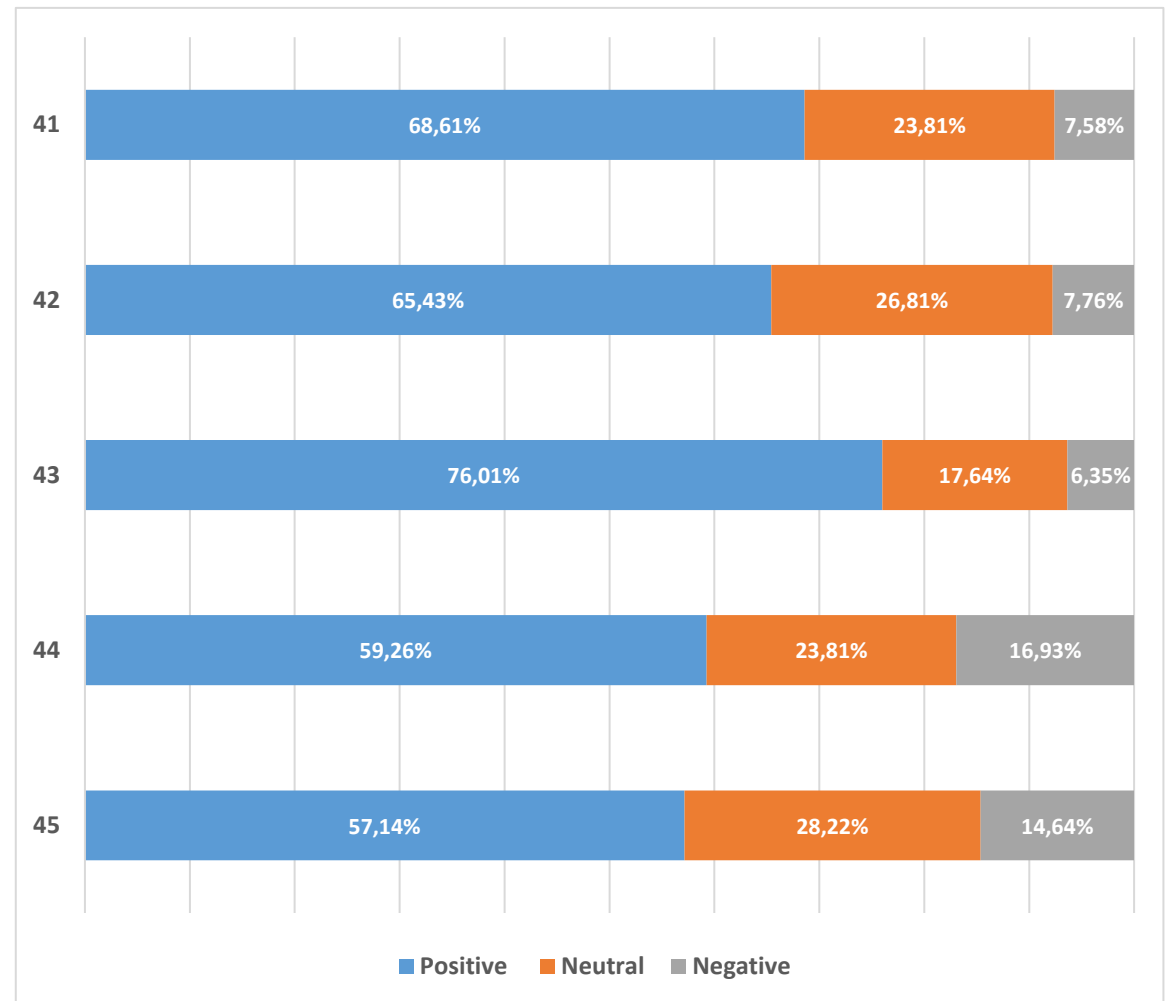
43. Senior Researchers, acting as supervisors, mentors, project coordinators build constructive and positive relationships with early-stage researchers, aimed at efficient knowledge transfer and support for professional development.

Access to research training and continuous development

44. WMU provides employees conducting scientific activities with professional development by enabling access to training, courses, conferences, and other forms of raising skills and professional qualifications.

Supervision

45. Research supervisors/mentors of early-stage researchers have the time, competence, and experience to provide measurable substantive support and work progress.



The responses in the *Staff Training and Development* area suggest a good implementation of the principles outlined in the Charter and the Code. The respondents particularly appreciated the activities of researchers aimed at improving professional qualifications and seeking development opportunities, with 76% providing positive responses. Additionally, the regulations governing the business relationship between research supervisors and doctoral students were rated positively, with 68.61% of respondents affirming that these are clearly defined. However, concerns were raised regarding the availability of training and other professional development opportunities at WMU, as well as the time allocated for providing scientific mentoring (16.93% and 14.64% negative responses, respectively). A significant proportion of neutral responses (exceeding 20% for most questions in this area) is also noteworthy. Both negative and neutral responses may stem from the absence of uniform regulations at WMU for financing the professional development of academic teachers, as well as a lack of clear and accessible information on where and how such funding can be obtained. The University has already taken steps to address these concerns, such as creating a dedicated budget to finance training, conferences, workshops, and similar activities. Nevertheless, this remains an area requiring further action to ensure the full implementation of the principles of the Charter and the Code.

CONCLUSIONS FROM INTERNAL ANALYSIS

Data obtained from the analysis of internal documentation, procedures, and processes, as well as a survey regarding the 40 principles of the Charter and the Code, facilitated the identification of both the strengths of Wrocław Medical University (WMU) and the challenges it must address to create and maintain attractive working conditions and support career development for employees engaged in scientific research.

The survey responses indicate that the implementation of the provisions of the Charter and the Code at WMU is largely viewed positively by individuals involved in scientific research, with over 62% of responses being positive. The highest-rated areas were *Ethical and Professional Aspects* (nearly 72% positive responses) and *Training and Development* (65% positive responses).

The gaps identified by respondents closely align with conclusions drawn from the internal analysis. A summary of these conclusions, along with suggested corrective and improvement actions, is presented in Table 3.

In summarizing the results of both the internal analysis and the survey, it is important to emphasize that responses indicating non-implementation or only partial implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at WMU

are likely due to a lack of knowledge or awareness of processes and procedures, limited accessibility of documentation, or inadequate transparency in the communication process at WMU. This is particularly evident in the significant proportion of neutral responses ("hard to say"). These findings underscore the need to enhance the effectiveness of information dissemination across various aspects of the University's operations. Improving internal communication and raising awareness will foster greater involvement of researchers at all stages of implementing the principles of the Charter and the Code. Consequently, a key element of the corrective and improvement actions included in the Plan, as well as ongoing initiatives undertaken by the University, is the continuous and effective communication of existing solutions and initiatives to employees.

Based on the identified gaps, the Implementation Team has prepared an action plan to implement the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at WMU, forming the foundation of the HR Strategy for researchers at Wroclaw Medical University (Table 4). The planned activities aim to reduce discrepancies between WMU's current practices and the principles outlined in the Charter and the Code, particularly in areas related to the transparent recruitment process, working environment and conditions, and the development of scientific careers.

ACTION PLAN

List of abbreviations used in the Action Plan

CI – IT Centre
DSP - Employee Affairs Department
DG - General Director
CJNIE - Centre for Quality Science and Evaluation
CZP - Project Management Centre
BG - Main Library
DWM - International Cooperation Department
DOP - Organizational and Legal Department
RN - Vice-Rector for Science
RD - Vice-Rector for Students and Teaching
RRK - Rector for Academic Staff Development
PRD - Chair of the Scientific Discipline Council
BRD - Scientific Discipline Council Office
SD - Doctoral School
BSD - Doctoral School Office
CKJK - Centre for Quality Culture in Education

Table 4. Plan and schedule of activities in the field of implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Wroclaw Medical University

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Developing an intranet and establishing an internal information channel for WMU employees, available in both Polish and English versions.	Subdivisions 1 - 40	3Q2025	CI, DSP, DG, Communication and Marketing Department	(I) An internal website allowing access to information after logging in (T) All employees of WMU, in particular researchers at every stage of their career, have access to up-to-date information on research support, career path, applicable regulations, internal processes and procedures, activities carried out, etc.
Developing a Code of Ethics for WMU employees and integrating it with the Regulations of the Ethics Committee.	2. Ethical Principles	3Q2025	Ethics Committee Team of Legal Advisors Discipline Committees, representative, CJNIE, Bioethics Committee, CZP, DSP	(I) Order of the Rector (internal legal act) published on the website of WMU. (T) WMU employees and doctoral students are provided with access to a single document containing information on universal ethical values and the resulting principles of ethical conduct of employees at WMU, as well as the procedure for appointment, dismissal, and tasks of the Ethics Committee

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Developing a bilingual statement to confirm acquaintance with the Statute and the Regulations for the management of intellectual property rights during the employment stage.	3. Professional responsibility	1Q2025	DSP	(I) Statement added to the package of personnel documents issued to the position candidate (T) Newly hired employees of WMU have knowledge of applicable internal and external regulations
Sharing information with scientists about applicable internal regulations related to IT support and data recovery capabilities	7. Good practice in research	4Q2025	CI, DSP, CZP	(I) Intranet tab with the necessary information (T) Research staff have quick access to information on IT support for data recovery
Sharing information with researchers about the tools and opportunities available at WMU for disseminating research results.	8. Dissemination, exploitation of results	4Q2025	DSP, CZP, CJNIE, BG	(I) Guide/guide in electronic form containing the necessary information for new employees (I2) Intranet tab with the necessary information and links referring to detailed internal regulations (T) Employees, especially the newly employed, are provided with quick access to the information necessary at the stage of implementation to work at WMU

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Translating the main legal acts, including the Statute, Work Regulations, Remuneration Regulations, and others, into English.	Subdivisions 1 - 40	1Q2026	DSP, DWM, DOP	(I) Legal acts available in English on the University's website (T) Employees and job candidates who do not speak Polish have access to the most important internal regulations at the University
Creation of the OTMR Procedure As part of the Personnel Policy, the OTMR (Open, Transparent, and Merit-Based Recruitment) procedure will be developed in both Polish and English, including the following elements: -A model notice with information clauses and statements for candidates. -Provisions addressing the diversity of experience among committee members, gender balance, representation from various industries, and the possibility of involving an external expert or an English language teacher.	Subdivisions 12 - 21	3Q2025	DSP, BRD, RN, PRD, Dean's Offices	(I) Order of the Rector (internal legal act) - introducing the Personnel Policy with the OTMR procedure published on the website of THE OTMR. (T)Implementation of the principles of the OTM-R policy as a universal mandatory and uniform procedure for the recruitment of researchers

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
<ul style="list-style-type: none"> -Guidelines for informing candidates about the strengths and weaknesses of their applications. -Criteria for selecting candidates, along with their respective weightings. <p>Changing and adapting the Regulations of competitions for NA positions to the OTMR procedure</p>				
<p>Training/Instructions for Members of Selection Committees:</p> <ul style="list-style-type: none"> -Guidance on evaluating the full scope of candidates' experience. -Training on addressing career breaks and deviations from the chronological order of candidates' careers. -Emphasizing mobility as a valuable contribution to a researcher's professional development. 	<p>16. Judging merit (Code of Conduct for the Recruitment of Researchers)</p> <p>17. Variations in the chronological order of CVs (Code of Conduct for the Recruitment of Researchers)</p> <p>18. Recognition of mobility experience (Code of Conduct for the Recruitment of Researchers)</p>	4Q025	DSP (HR)	<p>(I) Training in the form of a webinar/online presentation on the training platform and on the intranet - once every 2 years</p> <p>(T) Certificate of acquaintance with the training provided to the DSP/personal file by each member of the committee</p>

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Developing a system to monitor and supervise the recruitment process for researchers, including the collection and analysis of quantitative data.	Subdivisions 12 - 21	1Q2025	DSP (HR), Dean's Offices, BRD,	(I) Annual report for the university authorities to assess the recruitment process of researchers (T) Monitoring feedback in OTM-R procedure implementation, enabling optimization and corrective actions
Reviewing and updating the regulations regarding criteria for academic positions, incorporating a flexible staff selection approach (balancing bibliometric indicators with other factors, such as professional experience). Updating the competition regulations.	16. Judging merit (Code of Conduct for the Recruitment of Researchers)	2Q2025	DSP, PRD, RD, BG, RRK, RN	(I) Update of the Order of the Rector (internal legal act) published on the WMU website (T) All academic staff have knowledge and access to advancement policies. (T2) Job applicants have access to the required criteria for the position of academic teacher

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Forming an advisory board composed of the most experienced and outstanding academic teachers of the University, as part of the Scientific Council.	22. Recognition of the profession	3Q2026	DSP, BSD, PRD, University Authorities, Scientific Council	(I) Order of the Rector (internal legal act) published on the WMU website. (T) Young scientists, doctoral students and students can benefit from the advice and experience of renowned scientists
Training Unit Managers on Registering Harmful Factors and Workplace Risks Guide/Instruction for Managers on Workplace Setup, Computer Equipment Procurement, and Onboarding Processes	23. Research environment	4Q2025	DSP, BHP, Legal Advisors, heads of organizational units, Deputy Director Repertory Infrastructures, CZP, CI, Public Procurement Department, Procurement Department	(I1) Training in the form of a webinar/online presentation on the training platform and on the intranet (I2) Certificate of training by managers provided to the DSP (I3) Publication of the guide/instructions on the intranet (T1iT2) Improvement of occupational health and safety (T3) Optimization of the onboarding process, ensuring the most stimulating research environment

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Verification and Updating of Research Infrastructure and Equipment	23. Research environment	4Q2026	Asset Management Department, Procurement Department, Public Procurement Department, CI, heads of organizational units	(I1) Inventory report for University Authorities (I2) Tool/search engine to identify and search for research equipment and apparatus on the University's website (T1 and T2) Research staff can quickly search and locate research equipment and apparatus
Increasing the Availability of Information Regarding Applicable Internal and External Regulations That Ensure Work-Life Balance, Coordination, and Synchronization with Activities Planned Under the Gender Equality Plan for Contractors	24. Working conditions	3Q2026	DSP, Communication and Marketing Department, Rector's Plenipotentiaries for Equal Treatment	(I) Information placed on the website/intranet (T) All WMU employees have access to information on regulations and procedures regarding, among others, the possibility of remote work, flexible working hours and work-life balance
Conducting an Information Campaign on the Applicable Legal Provisions at the University Related to Gender Equality, Counteracting Undesirable Phenomena Such as Mobbing and Unequal Treatment, and Procedures for Reporting Such Incidents, Correlated with the Information Campaign Under the Gender Equality Plan for WMU	27. Gender balance 34. Complaints/appeals	4Q2025	DSP, Team for Equal Treatment, Rector's Plenipotentiaries for Equal Treatment, Communication and Marketing Department	(I) Information posted on the website/intranet (T) All WMU employees are provided with access to information on regulations and procedures regarding equality issues

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Development of a Guide to Scientific Career Paths at WMU	28. Career development 39. Access to research training and continuous development	1Q2026	DSP.CZP, BRD, SD	(I)The guide published on the intranet and on THE University's website (T) WMU employees (from R1 - R4) and doctoral students at every stage of their scientific career are provided with access to information on the possibility of scientific and professional development.
Unifying the Regulations on Financing Professional Development	28. Career development 39. Access to research training and continuous development 40. Supervision	2Q2026	Financial Division, CZP, DSP, Public Procurement	(I) Development of a compendium on the possibilities and sources of financing (internal and external) of various forms of scientific and professional development for academic teachers and doctoral students (T) WMU employees (from R1 - R4) and doctoral students at every stage of their scientific career have access to information on the possibility of financing scientific and professional development.
Improving Communication and Dissemination of Knowledge About Access and Opportunities for Professional Development, Sources of Financing for Professional Development, Training Regulations, Internship Procedures, and Other Activities Supporting the Professional Development of Researchers	28. Career development 39. Access to research training and continuous development 40. Supervision	1Q2026	DSP, CI, Financial Division, CZP, Communication and Marketing Department	(I) Tab on the intranet/website containing the necessary information, links, and contacts to substantive units, including a compendium on sources of financing (I) Periodic mailing to employees and doctoral students of WMU (T) WMU employees have access to information on scientific and professional development at every stage of their career.

Suggested actions (Actions – A)	Principle in gap analysis	Due Date	Entity responsible	Indicator(s) – I/ Target(s) – T
Creation and Implementation of an In-University Training Platform	28. Career development 39. Access to research training and continuous development 40. Supervision	3Q2025 r	CI, CKJK, DSP	(I) Access to the WMU employee platform (T) Increase availability and optimize time
Training for Heads of Units/Supervisors in Communication, Providing Feedback, Coaching and Mentoring, Team Management, and Onboarding of New Employees as Part of Best Practices in Supporting Young Scientists. Creation of a Buddy System for Young/Aspiring Scientists Starting Their Careers.	28. Career development 40. Supervision	4Q2026	DSP, BRD, SD, heads of organizational units	(I) Training in the form of a webinar/online presentation on the training platform and on the intranet - required when taking up the function of manager/supervisor/scientific supervisor (I2) Appointment by the head of the unit of a person at the beginning of each academic year who will act as a "buddy" throughout the year(I3) Certificate/certificate of acquaintance with the training provided to the DSP/personal files (T1, T2 and T3) Ensuring the optimal level of management of the unit and team, including the same level of care/implementation for all early-stage researchers starting a career at the WMU.

MONITORING THE IMPLEMENTATION AND EFFECTIVENESS OF PLANNED ACTIVITIES

The Team for the Implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers was appointed to efficiently and effectively carry out the entire process of preparation and implementation of the HR Excellence in Research Strategy at the WMU. The Implementation Team makes key decisions regarding the strategic and operational directions of activities planned to be implemented at WMU, it is also responsible for the ongoing coordination and implementation of the assumed activities, in cooperation with the designated units of the University.

The expected frequency of the Implementation Team meetings during the implementation period of the Strategy will depend on the needs, but the meetings will take place at least three times a year.

A key element of the implementation of the principles of the Charter and the Code at the WMU will be the monitoring of the work of the Implementation Team for Implementations in the field of progress in the implementation of the activities contained in the Action Plan. Therefore, after the approval of the Strategy by the Senate of the Wrocław Medical University, a Steering Committee will be established, the main task of which will be to supervise the work of the Team for Implementation in terms of compliance with the strategic objectives of the Contract and the principles of the Charter and the Code. The members of the Steering Committee will mostly be representatives of the University's rectoral and administrative authorities. A Monitoring Group will also be established, consisting of researchers of all levels (R1-R4), whose task will be to assess the effects of the implementation of the Strategy at the operational level and to support the Team for Implementation in the development of an open, transparent, and achievement-based employee recruitment procedure (OTMR).

CONCLUSIONS

Wrocław Medical University consistently carries out activities aimed at ensuring appropriate working and learning conditions. Full implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers is, therefore, a continuation of the assumptions contained in both the WMU Strategy for the years 2021 – 2028 and the priorities set for the new term - i.e. focus on the development of personalized medicine, which is the future in modern medicine around the world, popularization of science and knowledge, activities related to the social responsibility of the University and expansion of the clinical and didactic base. The "HR Excellence in

Research" award will also confirm the commitment of the Wroclaw Medical University to creating a transparent, safe, and stimulating working environment for scientists.

LIST OF ANNEXES

Annex 1. Endorsement and Commitment Letter of the Wroclaw Medical University to the principles of the Charter and the Code (11 December 2023)

Annex 2. Confirmation by the European Commission of the initiation on 22 December 2023 of the procedure aimed at including the Wroclaw Medical University to the group of scientific units supporting the provisions of the Charter and the Code

Annex 3. Order No. 208/XVI R/2023 of the Rector of Wroclaw Medical University of 11 December 2023 on the appointment of a Team for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers at Wroclaw Medical University

Annex 4. Specimen of the research tool

