



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

Consensus Report
(to be filled by the lead assessor)



INTERIM ASSESSMENT of UPDATED HR-STRATEGY

Name Organisation under assessment: Univerisitat de Barcelona

Organisation's contact details: Dr Xavier Barril, Delegate of the Rector

Submission date initial GAP-analysis, HR Strategy and Action Plan: 24.04.2015.

DETAILED ASSESSMENT

1. QUALITY ASSESSMENT

The quality assessment evaluates the level of ambition and the **quality of progress** intended and obtained by the organisation.

	YES	NO
Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented?	X	
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	X	
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or alterations?	X	
Is the implementation of the HR strategy and Action Plan sufficiently embedded within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	X	
Has the organisation developed an OTM-R policy?		X

2. STRENGTHS, WEAKNESSES AND RECOMMENDATIONS

On the basis of the information submitted and taking into account the organisation's national research context, how would you as an assessor judge the HR Strategy's **strengths and weaknesses**?

Strengths

Commitment of the institution is evident from the provided documents.

The Action plan is clear and objectives are well defined.

Different categories of administrative/management staff and researchers from R1 to R4 are involved.

Weaknesses

The UB community at large has not been fully involved in the initial survey nor in following actions

Only 20 principles out of 40 have been taken into consideration.

There is a general lack of materials in English on the website

If relevant, please provide suggestions for alterations or revisions to the (updated) HR strategy:

An updated version of the original questionnaire should be sent again and extended to the whole community of UB.

All the 40 principles should be addressed, in particular considering the strengthened' Human Resources Strategy for Researchers

Institutional web site and published documents should have a fully comprehensive English version

A more detailed timetable, together with a Gantt chart would help the continuous monitoring of the plan

RECOMMENDATIONS

Which describes the organisation's progress most accurately?	Additional comments
1. The organisation is progressing with appropriate and quality actions as described in its Action Plan. There is evidence that the HRS4R is further embedded.	
2. The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. There is some evidence that the HRS4R is further embedded.	X
3. The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. There is a lack of evidence that the HRS4R is further embedded.	