

Feasibility study for the development of a certification mechanism for genuinely good HR management in the public research sector in Europe

HR strategies for researchers: future directions and good practice across Europe

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Presentation overview

- Introduction to the Feasibility Study
 - Study objectives
 - Study work phases and timing
 - Identification of relevant stakeholder bodies and organisations
 - Initial consultation with all stakeholder groups
 - Follow-up desk research and targeted interviews
- Questions for today
- Contact details

Study objectives

1. To develop a certification process for good human resources management in the public research sector
 - Clarify the concept of “good human resource management”
 - Identify suitable assessment criteria and methodology for data collection and analysis
 - Identify possible synergies with other relevant certification processes
2. To design an architecture for the body or bodies that will carry out the certification
 - Develop an accreditation mechanism for certification body/bodies
 - Carry out a cost-benefit analysis of the options
3. To develop scenarios for the practical setting up and promotion of the certification structure and the associated accreditation mechanisms
4. To assess the feasibility of the initiative, taking into account existing EU and national initiatives and legislative frameworks
 - Point out (potential) synergies with on-going EU and national policy initiatives
 - Assess the potential for future linkages with EU funding mechanisms
 - Investigate ways to achieve a high level of acceptance and use of the new mechanism

Study work phases and timing

1. Inception planning (complete)
 2. Identification of relevant stakeholders (May)
 - Eight main target groups - Researchers, RPOs, RFOs, EC, National Authorities, Accreditation Bodies, Certification / QA bodies, other
 - Ensure that all relevant bodies & organisations are identified and consulted
 3. Initial consultation on main parameters (June / July)
 - Alert all relevant groups to study and invite preliminary inputs
 - Focus will be on identification of related initiatives and schemes, main options and features of proposed scheme, key success factors
 4. Preliminary analysis and interim reporting (July / Aug)
 5. Follow-up interviews and desk research (Aug / Sep)
 - To analyse and learn from prior examples / related initiatives
 - To consult on main issues and implementation scenarios in more detail
 - To explore costs and benefits of different options
 6. Detailed design and assessment of options (Sep / Oct)
 7. Final reporting and presentation of results (Oct / Nov)
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Our objectives...

To identify the most feasible, efficient and effective way forward,
whatever that may be

To ensure that all relevant stakeholders have an opportunity to
provide input to the study

To ensure that all relevant issues / concerns are addressed through
the study

Questions for today

- We hope to receive some preliminary inputs from attendees on the following questions:
 1. To what extent does the Human Resources Strategy for Researchers cover all of the key elements of good practice in HR management?
 2. What are the main *existing* HR quality schemes in use today within the public research sector in Europe?
 3. What are the relative merits of a single ‘pass/fail’ certification process versus one that identifies relative performance (e.g. gold, silver, bronze)?
 4. Are there any models that the study team could learn from with regard to how the proposed scheme might best be implemented?
 5. What are the key issues and concerns that the feasibility study should take account of?

Thank you

Contact details for this study

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