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University of Gdansk Human Resources policy and internationalisation

Leszek Fiertek, Deputy Chancellor Administration and
Infrastructure
Marta Chmielewska, HR Department
Karolina Juskiewicz, HR Department



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Human Resources Department

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- 40 employees
- 4 Departments to manage:
 - HR
 - Payroll
 - Employees Social Affairs
 - Health and Safety
- daily support of 3242 UG staff



Find
us
on
the
second
floor



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Professional practices to support current practices or open up new directions

The University of Gdańsk, as the second university in Poland, has been awarded the HR Excellence in Research logo by the European Commission.

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HR EXCELLENCE IN RESEARCH



University of Gdańsk HR Development Policy

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- In force from 01.09.2021
- constitutes the implementation of the provisions of the Statute of the University of Gdańsk, wherein detailed rules of the human resources policy are laid down by the Rector
- complies with the mission, vision and values laid down in the University of Gdańsk Development Strategy for 2020–2025
- consulted with trade unions
- consists of 3 sections:
 - Academic staff development policy (academic teachers)
 - Non-academic Staff development policy
 - Common areas: Academic teachers and non-academic teachers





ACADEMIC STAFF DEVELOPMENT POLICY

Three academic career paths:

- The basic assumption of the research and teaching path is that persons gaining stable employment at UG will be able to pursue and improve their scientific activity, while the high professional competencies they acquire will be able to be successfully used in teaching.
- For the teaching path, the basic assumption is to enable the professional development of academic teachers with significant teaching achievements.
- For the research path, the basic assumption is to enable stable employment for persons with outstanding scientific achievements and predispositions to conduct groundbreaking research, leading international research projects.





NON-ACADEMIC STAFF DEVELOPMENT POLICY

- Specifies the most important aspects, directions and methods of human resource management
- Refers to the needs of University and employees – professional development, employment stability, fair and objective personnel-related decisions
- Defines transparent procedures of employment - planning employment, recruitment, employment
- Career paths
- Periodic assessment
- Incentive scheme – bonus and award schemes, promotions related to periodic assessment
- Employment after retirement - distinguished university employee status
- Improving qualifications





COMMON AREAS: ACADEMIC TEACHERS AND NON-ACADEMIC TEACHERS

- remuneration – governed by the University of Gdansk Remunerartion Regulations
- social matters – regulated by the Act on the Company Social Benefits Fund - holiday, cultural and sports subsidies for present and retired employees
- helath and safety matters – complies with the regulations and directives of the European Union and the rules of health and safety

Internationalisation

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The Fahrenheit Union

Long-term cooperation of three
universities in Gdańsk



**Fahrenheit
Universities**



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Internationalisation

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Internationalisation

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- 100 International employees from more than 30 countries
- 2 International Research Agendas
- SEA-EU, Erasmus+
- „Welcome Point”– support not only for foreigners but also for non-english speaking employees
- Language barrier - English language courses for non-academic staff
- Competence trainings for managers – benefits from internationalisation





Thank you for your attention.

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