

Puławy, 28.04.2025

## Minutes from the HRS4R Internal Audit Team Meeting at IUNG-PIB of April 28, 2025

On 28 April, the internal audit group for the HR Strategy for Research Staff (HRS4R) held a meeting at IUNG-PIB.

The meeting took place on the Zoom platform, where several important issues were discussed.

1. The main topic was an analysis of the responses provided by IUNG-PIB employees in a survey conducted by the audit team. The most important issues raised by respondents were:
  - 1.1. Finances and working conditions;
  - 1.2. Issues of mobbing and discrimination;
  - 1.3. The system of evaluations, promotions, and transparent procedures;
  - 1.4. Support for young scientists.
2. Individual sections of the survey were discussed and potential corrective and preventive measures were considered.
3. It was decided that a summary report of the survey, together with recommendations, should be submitted to the Institute's management and the implementation group.
4. The next team meeting will be arranged once the implementation group has responded to the survey report.