

# Sustainable Development Strategy of NIMH for the period 2021–2024

- Discussed:** The priorities contained in the Sustainable Development Strategy for the period 2021-24 have been discussed by the NIMH Management.
- Approved:** Sustainable Development Strategy of NIMH for the period 2021-24 was approved by the director of NIMH on 30.11.2020.

## 1. BASIC INFORMATION

### 1.1 Characteristics of the organisation

NIMH is a state-subsidised organisation in the direct supervision of the Ministry of Health and a provider of health services in the sense of § 2 paragraph 1 of Act No. 372/2011 Sb. on health services and conditions of their provision, as amended. NIMH was established as a state-subsidised organisation by the Deed of Foundation, which was issued by the Ministry of Health on 29 May 2012 under ref. MZDR 17267-XV / 2012 in the sense of changes according to the Measure of the Ministry of Health of 1 November 2014 under ref. : MZDR 20341 / 2014-4 / FIN and as amended by the Measure of the Ministry of Health issued under ref. : MZDR 39663 / 2016-1 / OPŘ dated 6 September 2016.

The main mission of the organisation is to provide scientific and research activities focused on mental illness and mental health.

## 2. FUNDAMENTAL PILLARS OF THE STRATEGY

The sustainable development strategy is based on five fundamental pillars:

### 2.1 Human resources and evaluation

The general objective of the human resources and evaluation pillar is to retain a sufficient number of qualified employees who are directly or indirectly involved in scientific and research activities, and to ensure their motivation and professional development. The organisation intends to introduce a system of regular evaluation of researchers and support staff in the period 2021-22. The positive motivation of employees to enhance performance should be reflected, among other things, in the financial recognition based on this evaluation.

The main goals for this area include:

- Retain key employees and ensure their substitutability.
- Set career and professional growth of employees.
- Increase the professionalism of employees (including the development of language and IT skills, etc.).
- Support the acquisition or completion of doctoral studies.
- Support professional internships and practice.
- Attain university graduates for scientific and research activities.
- Support the mentoring program and work with young researchers, postgraduate students, junior and senior researchers.
- Support programs for the development and education of researcher at NIMH.
- Encourage the knowledge transfer of outgoing and emeritus employees.
- Create a uniform methodology for evaluation, which will serve as a tool for evaluating the organisation's employees.
- Implement employee evaluation system based on uniform evaluation methodology.
- Ensure annual appraisals and evaluation of employees.
- Within the evaluation of the scientific and research department, not only publishing activities will be evaluated, but also project preparation, popularisation of science, publishing activities, pedagogical activities or other relevant activities.
- Retain the HR Award certificate awarded by the European Commission to research institutions, which implement the HRS4R (The Human Resources Strategy for Researchers).

## 2.2 Financing

The general objective of the funding pillar is to ensure stable funding for both planned and ongoing research activities and ensuring the full use of grant funds. One of the long-term goals is to obtain a larger share of institutional funding (RVO / IPO) for science and research.

### The main goals for this area include:

- Always consider the economic impact on the organisation when conceptually planning and implementing scientific and research activities.
- Prior to submitting a grant or project, ensure a thorough financial assessment of the impact on the organisation in the event of their implementation.
- Continuously monitor prospective challenges, grants and projects and prepare applications with regard to the personnel situation and capacity utilisation.
- Support internal, national and international grants and contractual research.
- Reimburse costs from institutional funds (RVO/NPU/IPO) only in exceptional and justified cases.
- Diversify financial resources. Strive for maximal use of national, transnational and institutional funding.

## 2.3 Infrastructure a technological support

The general objective of the infrastructure and technological support pillar is to maintain and make efficient use of existing equipment and create adequate technological and software support across the institution. In the area of IT, it means particularly a provision of data storage and backup, connectivity, and software and IT equipment.

### The main goals for this area include:

- Provide and maintain adequate equipment for research programs (laboratories and instrumentation).
- Continuously monitor instrumentation and laboratory equipment (condition, utilization, renewal requirements).
- Create a short-term and long-term plan for the development of instrumentation and laboratory equipment.
- Ensure adequate hardware and software equipment of workplaces.
- Ensure a high standard of user support by the Information Technology Department.
- Regular renewal of hardware equipment.
- Providing operational and backup data storage and ensure their regular inspection.

## 2.4 Presentation and promotion of results

The general goal of the pillar of presentation and promotion of results is to provide educational activities with the aim of promoting and presenting the results of science and research among non-professional and professional audience.

### The main goals for this area include:

- To support publication in prestigious scientific peer-reviewed journals and to support cooperation with foreign authors.
- Carry out informational awareness-raising campaigns based on scientific and research results.
- To support the outputs of applied research including their commercialisation.
- To support the active participation of employees in domestic and international scientific conferences.
- Organise conferences and seminars to present the results of science and research.
- To support the presentation of the results of science and research within discipline and interdisciplinary exhibitions and exposition.
- Maintain the data on NIHM website up-to-date and clear.

- Ensure the presentation of individual professional workplaces.
- Support pedagogical activities and other related activities.
- Support the involvement of NIMH in ongoing, or the creation of new accredited, subjects or fields in the field of neuropsychology.

## 2.5 Cooperation

The general goal of the cooperation pillar is to maintain and develop existing cooperation with domestic and foreign institutions and to support the establishment of cooperation with new partners.

The main goals for this area include:

- To support cooperation with domestic and foreign institutions.
- Promote membership in national and international associations.
- To support the membership of employees in councils, commissions, etc.
- To support internationalisation – mobility of researchers
- To support the development of the international environment in the organisation.
- To support research focused on the current needs of society and with regard to their commercialisation.

## 3. GENERAL OBJECTIVES OF NIMH IN THE FIELD OF SCIENCE AND RESEARCH

The general objectives of the NIMH in the field of science and research define the general direction of the scientific and research activities of the entire organisation, without differentiation of individual research programs. In accordance with the Charter, the Statute and project of NIMH, the general objectives of NIMH in the field of science and research include:

- Development of competencies and capacities.
- Focus on topics in accordance with the objectives of the basic activities of the organisation formulated in the Deed of Foundation and the Statute.
- Support the increase of the research and scientific qualifications of employees.
- Sustain the long-term financial stability of the organisation while the excellent level of scientific and research activities remains.
- Representing the Czech science in the field of research on mental disorders and mental health protection abroad and close cooperation with international organisations.
- Perform scientific and research activities in accordance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

In Klecany, date: 15 -03- 2021

Approved:



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