

Human Resources and Social Policy

With a view to increasing the efficiency of the JINR operation, the system of the evaluation and remuneration of labour of scientific and other personnel categories will undergo improvement throughout the next seven-year period. The motivation mechanism for high efficiency in job performance and employee career development will be set up in accordance with the principles applied at major international research centers.

The JINR Plan for 2010–2016 to achieve the set goals includes the following actions:

1. Creation of conditions and mechanism for improving the remuneration system

2010–2016

Increase of the JINR budget and optimization of the budget spending on labor remuneration; increase of the remuneration rate based on the situation in the region and in the scientific research sector.

2010

Application of the “PIN — Personal Information” system to evaluate the scientific, innovative and other types of performance by the JINR employees.

Development and approval of the Regulations for the JINR Remuneration System and Incentives.

Monitoring of the performance efficiency of the JINR subdivisions in accordance with the evaluation system used in the Russian Federation for organizations in the state-run science sector.

2011

Preparation of a new version of the Regulation for the JINR Personnel and its approval by the JINR Committee of Plenipotentiaries.

2011–2012

Development and application of regulatory guidelines and other measures related to the protection and use of the intellectual property created by JINR employees.

2. Enhancement of the efficiency in the existing HR management system

2010–2016

Optimization of the personnel structure and adjustment of the JINR staff schedule to changing environment.

Development of the JINR contract employment system.

Assurance of the special status of the JINR executives in the territory of the Institute’s host country.

2010

Promotion of establishment of the JINR Personnel Association.

2011

Work to address issues of state pension provision for the staff from the JINR Member States.

Work to address issues of income taxation for the staff from the JINR Member States.

2012

Setting up of an electronic document circulation system which delivers efficiency and transparency to the administrative services provided to the JINR staff.

2014

Review of performance of the JINR staff.

3. Implementation of social safety net measures provided to the employees

2010–2016

Implementation of a complex of measures to attract and recruit young scientists, engineers and workers.

Supplementary actions to support the JINR long-service employees financially and socially.

2011–2012

Application of the non-state pension provision system to JINR employees.

2013–2014

Establishment of an endowment fund to finance the Institute's social programmes.

4. A special programme entitled “Young Staff at JINR” has been approved within the effort to attract, train and recruit young scientists for the Institute. The programme envisions further development of the financial and social support system for young people and of their education, creation of the environment for professional growth, promotion of their motivation towards scientific research or administrative work.

The action plan under the programme “Young Staff at JINR”:

1. Annual analysis of the staffing situation, especially concerning young people.
2. Publication of an updated version of the programme “Young Staff at JINR”.
3. Formation of a young staff reserve at JINR subdivisions.
4. Development and implementation of social programmes to improve the quality of life and work conditions of young employees:
 - implementation of the system of bonuses and grants for young staff
 - construction of residential areas for lease to young staff
 - health services, sport programmes, assistance to young families
 - development of concessional lending to purchase housing property by young employees
5. Improvement of the existing system to attract and train young reserves of the Institute:
 - coordination of the programmes of the JINR University Centre (UC) and laboratories
 - PR-campaign: delivering public lectures, organizing scientific tours and presentations
 - annual scientific conferences, schools, workshops for young scientists and specialists.

The programme “Young Staff at JINR” envisions financing for the key activities indicated in the table below from the following sources: the JINR budget, the budgets of production subdivisions, and non-budgetary funds.

Financing (k\$)

Activities	2010	2011	2012	2013	2014	2015	2016
Efforts to attract active and initiative young people:							
recruitment of young people under the programmes of the JINR UC and Laboratories	50 pers.	60 pers.	60 pers.	70 pers.	70 pers.	80 pers.	80 pers.
PR-campaign: public lectures, scientific tours, presentations	20	25	30	35	40	45	50
Training of highly qualified scientific replacement:							
annual scientific conferences, schools, workshops for young scientists and specialists	20	25	30	35	40	45	50
formation of a young staff reserve (~10 persons/year)	8	10	12	14	16	18	20
Incentives to preserve young scientists and specialists in the JINR staff:							
implementation of the grant system for young scientists (~100 persons/year)	450	540	640	750	900	1 100	1 300
bonuses to young scientists	38	45	57	68	80	100	118
concessional lending to purchase housing property (~25 persons/year), non-budgetary repayable funds	300	370	450	480	560	630	740
construction of residential areas for lease to young staff	10 apartments per year, by cost estimates						
social programmes for young people (~200 persons/year): health service, vouchers, sports, assistance to young families	20	25	30	35	40	45	50
Repayable funds	300	370	450	480	560	630	740
Non-repayable funds	556	670	799	937	1 116	1 353	1 588
Total	856	1 040	1 249	1 417	1 676	1 983	2 328