

Cork Institute of Technology
Bishopstown,
Cork,
Ireland

31 March 2015

**Declaration of support for the principles of the European Commission's Recommendation
"The European Charter for Researchers" and "The Code of Conduct for the Recruitment of
Researchers"**

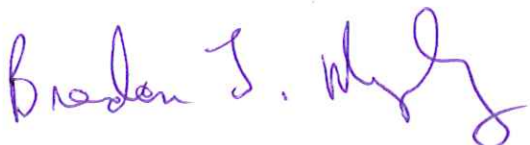
The Cork Institute of Technology supports the principles outlined in the European Commission's initiative of 11 March 2005, "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers".

The Cork Institute of Technology welcomes the Charter and Code as a progressive contribution to policy regarding researchers and a valuable initiative to develop attractive research careers on a transnational basis.

The Cork Institute of Technology is committed to supporting and promoting the full acceptance of the principles outlined in the Charter and Code, and intends to conduct the steps outlined by EURAXESS towards the HR Strategy for Researchers and HR Excellence in Research logo.

The Governing Body of Cork Institute of Technology formally adopted the Charter at its meeting on 26 March 2015.

Signature



Dr Brendan J Murphy
President

RECOMMENDED TO GOVERNING BODY FOR APPROVAL (subject to the above amendment)

An annual report should issue to the Audit Committee in relation to activity in relation to both the Protected Disclosures Policy and the Fraud Policy.

Mr Gallagher referred to the Fraud Policy which has been circulated with the Agenda. This Policy sets out how the Institute will manage fraud. If the fraud is of a significant nature then there probably will be a Gardaí involvement in that. The Policy allows us to incorporate that sort of investigation.

Mr O'Neill sought the approval of Governing Body for the Fraud Policy.

Governing Body APPROVED the Fraud Policy as circulated.

Mr O'Sullivan noted that in the above two policies that the consultation history was blank and asked did any consultation take place.

Mr Gallagher advised that consultation has taken place with most of the staff unions with the exception of the TUI although it has been issued to them. He assured Governors that the consultation section will be filled out in the final version.

Mr O'Sullivan stated it would be prudent to do so as it would give assurances all round.

EU Code of Conduct for Recruitment of Researchers

The Charter constitutes a framework for researchers, employers and funders which invites them to act responsibly and as professionals within their working environment, and to recognise each other as such.

It is expected to align the Institute's Researcher Career Framework to this code, and this will enhance the Institute's HR Quality in Research application. A GAP analysis will be carried out and an action plan developed to implement changes required to be compliant with the code.

RECOMMENDED TO GOVERNING BODY FOR APPROVAL

Mr O'Neill referred to the EU Code of Conduct for the Recruitment of Researchers.

Mr Gallagher advised that we have been looking at the Research area within the Institute. We have developed a Researcher Career Framework. That has been done in accordance with standards that are set out at a European

level. We are interesting in applying for a quality mark in relation to HR practice in Researcher Career. The first part of that is to adopt this Code which is the European Charter for Researchers. This is something that the Governing Body will need to endorse. We can then do a gap analysis between our practice and this Code and then apply for the quality mark. We are confident we can achieve that because we have designed the Researcher Career Framework based on this Code.

Governing Body APPROVED the EU Code of Conduct for the Recruitment of Researchers as circulated.

5. Finance / Budget Audits

Comptroller and Auditor General End of Audit Meeting Document

Updated Financial Statements for the year ended 31 August 2014 have been furnished to and are under review by the Comptroller and Auditor General Seamus McCarthy. There were four adjustments, including a prior year adjustment for Apprentice Building expenditure per ISS.5.

ISS.32 relates to procurement, and in respect of the Due Diligence issue, the Committee are advised that this formed part of the Institute's Internal Audit Plan and was supported by the HEA.

ISS.34 refers to costs incurred in relation to IMERC. UCC will deal with this matter through their audit (the same Senior Auditor covers both CIT and UCC).

NOTED.

6. Risk Management

Legal Cases

A number employment cases are progressing as follows;

Rights Commissioner – 2 cases
Equality Tribunal – 1 case
Progression issue in the Circuit Court
Progression issue in the High Court

The Quigley case is now with the new court of appeals.

NOTED.

Audit Comm.
12/3/15.

Nov/Dec
2013



EUROPEAN
COMMISSION

Community research

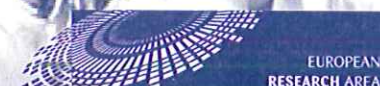


The European Charter for Researchers

The Code of Conduct for the Recruitment of Researchers

www.europa.eu.int/eracareers/europeancharter

EUR 21620



EUROPEAN
RESEARCH AREA

HUMAN RESOURCES AND MOBILITY