

ACTION PLAN

Case number: 2026CZ354676

Name of Organisation under review: Královské Vinohrady University Hospital

Organisation's contact details: Šrobárova 1150/50, Prague 10, 100 34 ID number: 00064173 TIN: CZ00064173, Mgr. Renata Majvaldová, renata.majvaldova@fnkv.cz

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1. ORGANISATIONAL INFORMATION

Please provide a limited number of key figures for your organisation. Figures marked with an asterisk (*) are compulsory.

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research	312,43
Of whom are international (i.e. foreign nationality)	31,4
Of whom are externally funded (i.e. for whom the organisation is host organisation)	*
Of whom are women	123,85
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor	34,75
Of whom are stage R2 = in most organisations corresponding with postdoctoral level	76,98
Of whom are stage R1 = in most organisations corresponding with doctoral level	76,85
Total number of students (if relevant)	NR
Total number of staff (including management, administrative, teaching and research staff)	3182
RESEARCH FUNDING (figures for most recent fiscal year)	€ (exchange rate 24,150)
Total annual organisational budget	2.223.188,40
Annual organisational direct government funding (designated for research)	584.669,30
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	1.557.773,80
Annual funding from private, non-government sources, designated for research	80.745,30
ORGANISATION PROFILE (short description of your organisation, max. 100 words)	

Královské Vinohrady University Hospital (KVUH) is a state-funded organisation founded by the Ministry of Health of the Czech Republic. It is a medical facility located on the territory of the capital city of Prague, which represents a set of specialized clinics, departments, institutes, pharmacies, a heliport and other buildings providing preventive, diagnostic and curative care to the population, as well as the education of health professionals and doctors. Since 2011, KVUH has also been a research organisation.

KVUH is an important centre for healthcare research, development and innovation in the Czech Republic. Research and development at the KVUH plays an important role in the progress of medicine and the improvement of health care, not only in the Czech Republic, but also at the international level. The hospital focuses on clinical research, the application of new diagnostic and therapeutic methods and cooperation with academic institutions and the application sphere. Research takes place here in various areas of medicine, such as cardiology, metabolism, intensive care medicine, oncology, haematology, dermatology, surgery, traumatology, neurology and others.

PREPARED BY: MGR. RENATA MAJVALDOVÁ, JULY 2026

	proposed measure/action	principle/s	deadline/time horizon	responsible person/department	goal(s)/indicator(s)
Ethics and equal opportunities (KA3)					
1.	A separate Code of Ethics of a research organisation containing general principles of ethics and integrity in research and good scientific practice.	principle 1, 2	4.Q/2027	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; Barbora Řebíková Ph.D., Ethics Officer; Ing. Erika Eksteinová, Methodologist	Published document Introduced to all staff working on research Training on good scientific practice and ethics in science (20 junior researchers)
2.	Update and finalisation of the Statute of the Ethics Committee (including the expansion of members) and revision of the Rules of Procedure of the Ethics Committee. Modification of rules for submission of initiatives in electronic form.	principle 1	4. Q/2026	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; MUDr. Martin Herold, Chair of the Ethics Committee; Jitka Havlíková, Office for science and research	Published documents All staff working on research informed
3.	Update of the Publication Code with the inclusion of patent protection for the benefit of KVUH and scientific and research staff.	principle 2	4. Q/2027	prof. Petr Toušek, Director for science and research	Updated document
4.	Amendment of the Gender Equality Directive with binding rules for supporting equal opportunities in science and research, including equal opportunities in growth.	principle 4, 5	4. Q/2026	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; Ing. Erika Eksteinová, Methodologist	Published document All staff working on research informed

5.	Development of the Gender Equality Plan regarding age, gender and caregivers according to the requirements of the European Commission. Expansion of grant support options for junior researchers and staff returning after a career break.	principle 4, 5, 6, 20	4. Q/2027	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; Jitka Havlíková, office for science and research	Gender Equality Plan document published All staff working on research informed Grant scheme Junior Grants Grant scheme Returns Grants
6.	Support for social safety at KVVH: Setting up the functioning of the ombudsperson for KVVH researchers and improving awareness.	principle 1, 5, 13	3. Q/2028	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; Ing. Erika Eksteinová, Methodologist	Published document All staff working on research informed Training on social safety, mediation and work-life balance (65 persons)
Open science (KA8)					
7.	Strategy in support on open science – introduction of open science support at KVVH.	principle 3, 6, 15, 16	4. Q/2027	Doc. Petr Waldauf, Specialist for the collection, management, analysis and statistical processing of medical data	Establishment of a contact person for open science Adoption of open science strategy Involvement in international networks on open science Training of the staff member responsible for open science
8	Data management policy and data sharing in accordance with FAIR principles.	principle 3	4. Q/2027	Doc. Petr Waldauf, Specialist for the collection, management, analysis and statistical	Published document Tools for data management and sharing Training on data management (10 persons)

				processing of medical data	
Development of human resources (KA2, KA3)					
9.	Development of a human resources management strategy - analysis of the current state and a plan for further development with a focus on areas such as assessment and education/training.	principle 11, 13, 14	2. Q/2028	Mgr. Renata Majvaldová, HR Excellence in Research Manager; with support of HR office	Analysis completed Plan of next steps
10.	Setting the rules for mentoring and training junior researchers (R1 and R2)	principle 6, 9, 13, 19, 20	2. Q/2028	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; prof. Petr Toušek, Director for science and research; Lucie Jeřábková, Head of Education department	Each junior researcher has a mentor Rules for mentoring and training junior staff approved
11.	Creation of the Methodology for the recruitment of scientific and research workers, including the selection process, where the methodology will respect the OTM-R document and the rules of open, transparent and fair procedures for the recruitment and selection of scientific and research staff.	principle 10, 11, 13	3. Q/2028	Mgr. Renata Majvaldová, HR Excellence in Research Manager; with support of HR office	Methodology published Methodology introduced to heads of department/workplaces Training on selection process (10 persons)

12.	Development of the directive on the establishment, change and termination of employment relationships with extension to research activities	principle 10, 13, 14, 17	2. Q/2028	Mgr. Vladimíra Chvátlová, head of the employee affairs department; Mgr. Renata Majvaldová, HR Excellence in Research Manager	Approval of internal regulation
Support for and assessment of science (KA3, KA5)					
13.	Assessment of research teams. Development of a support apparatus, establishment of an independent assessment committee and the setting up of the assessment process of research teams.	principle 12, 13	3. Q/2028	prof. František Duška, leader of research teams focusing on clinical research in intensive care medicine	Creation of the Centre for assessment, assessment and science support Establishment of an independent assessment committee Assessment methodology approved Staff exchange at a partner institution abroad focused on transfer of experience with assessments (2 × 2 weeks) First assessment of teams completed
14.	Setting up a sustainable system for keeping records of researchers. Junior scientists also have their mentor recorded in their records.	principle 6, 13, 19, 20	4.Q/2026	Lucie Jeřábková, MBA, head of Education department	Records completed Update process set up

15.	Training in statistics and bibliometrics	principle 6, 19	3. Q/2028	prof. Hana Malíková, Head of Department of Radiology and Nuclear Medicine; prof. František Duška, leader of research teams focusing on clinical research in intensive care medicine; Hana Šťastná, office for science and research	Training on statistics (40 persons) Training on bibliometrics (20 persons)
Internationalisation (KA6)					
16.	Support for the internationalisation of the institution - development of foreign mobility, support for employee travels abroad, participation in international projects, staff exchanges of staff from abroad at KVUH, development of partnerships and networking. The internationalisation methodology, which will govern all aspects of internationalisation at KVUH, will serve as a guide for the management and evaluation of internationalisation activities.	principle 7, 11, 17, 19	3. Q/2028	prof. Jan Gojda, deputy head for science and research; Mgr. Michaela Peštová, office for international cooperation in science and research	Establishment of an office for the support of internationalisation Establishment of an internationalisation committee as an advisory body Securing new foreign partners for cooperation on international projects Updated support framework for the development of foreign mobility of KVUH employees Training for employees on internationalisation and international projects (60 persons)

					Conference (round table) to support internationalisation
17.	Establishment of a bilingual environment.	principle 1, 5, 11, 16	2. Q/2028	prof. Jan Gojda, deputy head for science and research; Mgr. Michaela Peřtová, office for international cooperation in science and research	Translations of key documents into English Availability of a KVUH on-line presentation in English with a focus on science Language courses (50 persons)
Digital skills, cybersecurity (KA9)					
18.	Development of IT skills – especially work with Microsoft Office.	principle 19	4. Q/2027	Ing. Krátký, head of ICT department; Ing. David Mařín, ICT department	Procedures and a e-learning materials for employees published (120 persons) Case studies published
19.	Support for and raising awareness about cybersecurity	principle 15, 19	3. Q/2026	Ing. Krátký, head of ICT department; Ing. David Mařín, ICT department	Training on e-learning (several topics, 120 persons each)
Communication and popularisation of science (KA10)					
20.	Development of a website about science at KVUH, including a translation to English	principle 16	2. Q/2026	Hana řřastná, office for science and research	Website published in Czech and English language
21.	Development of an intranet for scientific and research staff	principle 16	3. Q/2026	Hana řřastná, office for science and research;	Launch of an intranet, the aim of which is to improve the internal communication tool for researchers

				Ing. Krátký, head of ICT department	regarding ensuring the necessary GDPR rules.
22.	Popularisation and communication of science	principle 12, 14, 16, 19	2. Q/2028	Kristína Jaklová, marketing specialist	Active accounts on social networks Podcast about science (an episode each 3 months) A series of video spots (4) Training for employees on creative writing, presentation skills, media communication (60 persons total)