



CENTRUM ZDROWIA DZIECKA

Instytut „Pomnik - Centrum Zdrowia Dziecka”  
Al. Dzieci Polskich 20, 04-730 Warszawa  
T: 022 815 70 00; F: 022 815 15 10  
[www.czd.pl](http://www.czd.pl)

Warsaw, August 9<sup>th</sup> 2016

N/DBW/...../2016

### European Commission

#### Declaration of support for the European Charter of Researchers and the Code of Conduct for the Recruitment of Researchers

The Children's Memorial Health Institute (CMHI) accepts and fully supports the principles expressed in the Recommendation of the European Commission 2005/251/EC on "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers" (hereinafter referred as the Charter and Code).

The principles of the Charter and Code are in line with the CMHI policy aiming to increase institution's attractiveness to researchers by offering them favourable working conditions, enhancing the quality of research and innovation, and strengthening international mobility. Some of the general rules of the Charter and Code have already been implemented and are common practice at our Institute. The CMHI fully understands the need to respect and promote the rules and initiative of the Charter and Code among its researchers and officers.

The CMHI is on the way to finalize the required internal analysis and corresponding documents on HR strategy and action plan. They will be sent for the required evaluation within one of the indicated terms.

We are convinced that dissemination and implementation of the Charter and Code foster international collaboration and attractive European labour market for researchers.

Sincerely yours

Małgorzata Syczewska Ph.D. Associate Professor  
Director of the Children's Memorial Health Institute

