

Action Plan

Ethical principles	Ethical principles	Gap Analysis	Action	Who	When	How	Results	Indicator(s)/Target	Current Status
ETHICAL&PROFESSIONAL ASPECTS	Professional Responsibility	Integrate HR Strategy into IISPV's Strategic Plan	Strategic Plan	Management	June 2015	Via internal experts	Strategic Plan		In preparation
ETHICAL&PROFESSIONAL ASPECTS	Non Discrimination	The need to develop a equality plan of Institute	Equality Plan	Personal Management-Work Team	Jan 2015	Via internal and external experts	Drafting Plan for Equality IISPV and IISPV harassment protocol	Analysis jobs Number of incidences	Completed
RECRUITMENT	Recruitment	The Researchers sees the need to establish a recruitment policy for future additions	Recruitment Policy	Personal Management-Work Team	Oct 2015	Open consultation and board approval	Know-How IISPV recruitment policy	New hires Following the procedure	Completed
WORKING CONDITIONS	Recognition of the profession	By survey researchers ask us the urgency of creating a labor agreement	Working Agreement Integrate HR Strategy into IISPV'S Strategic Plan	Management IISPV	Des 2016	Via internal and external experts	Drafting, implementation & broadcast of IISPV Labour agreement		In preparation
WORKING CONDITIONS	Stability and permanence of employment	The recognition of continuous improvement	Professional Career	Personal Management-Work Team	June 2015	Via specific courses	Developing a IISPV training plan and professional career path IISPV	Calculate de number of researchers have changed their position in the race	Completed
WORKING CONDITIONS	Working conditions	Through the survey we see the need to improve the boot protocol to new employees	Welcome Guide	Personal Management - Technical office	Mar 2015	Via internal experts	A new document IISPV welcome guide	Number of new additions give the new manual	Completed
TRAINING	Teaching	Continuous training throughout the career	Training Plan	Personal Management-Work Team	Des 2015	Via specific courses	Creating a training committee, IISPV training plan	Calculate the number of seminars, courses and retreat	Completed
WORKING CONDITIONS	Recognition of the profession	Develop an internal study that analyses The stability of Employment conditions, formation, occupation for research employees in IISPV	Tracing and analysis	Management and work team	2017	Via internal experts	Document creation, data collection & result analysis	Send survey results to learn about the various policies and plans	In preparation

New Action Plan 2017-2020

Ethical principles	Ethical principles	Gap Analysis	Action	Who	When	How	Results
ETHICAL&PROFESSIONAL ASPECTS	Professional Responsibility	Integrate HR Strategy into IISPV's Strategic Plan	Strategic Plan	Management	Oct 2017	Via internal experts	Strategic Plan
ETHICAL & PROFESSIONAL ASPECTS	Professional Responsibility	Develop a IISPV Code for Best Practices in Research, promote diffusion and compliance	Code for Best Practices in Research	Quality Unit	Des 2018	Via internal experts	Number of diffusion activities
TRAINING	Teaching	Continuous training throughout the career	Training Plan 2018	Personal Management-Work Team	Mar 2018	Via specific courses	Continue with the annual Training Plan
WORKING CONDITIONS	Recognition of the profession	Develop an internal study that analyses The stability of Employment conditions, formation, occupation for research employees in IISPV	Tracing and analysis	Management and work team	Des 2017	Via internal experts	Document creation, data collection & result analysis
WORKING CONDITIONS	Recognition of the profession	The pre doctoral and postdoctoral researchers will be more supported and protected by the institution. Create a committee and its action protocol to manage researchers complains/appeals	Action Protocol	Management & Researchers	June 2018	Via internal experts	Creating a committee
WORKING CONDITIONS	Recognition of the profession	By survey researchers ask us the urgency of creating a labor agreement	Working Agreement Integrate HR Strategy into IISPV'S Strategic Plan	Management IISPV	Des 2019	Via internal and external experts	Drafting, implementation & broadcast of IISPV Labour agreement