Action Plan (2015)

Ethical principles	Ethical principles	Gap Analysis	Action	Who	When	How	Results
ETHICAL & PROFESSIONAL ASPECTS	Professional Responsibility	Integrate HR Strategy into IISPV's Strategic Plan	StrategicPlan	Management	June 2015	Via internal experts	Strategic Plan
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
RECRUITMENT	Recruitment	The Researchers sees the need to establish a recruitment policy for future additions	Recruitment Policy	Personal Management-WorkTeam	Oct 2015	Open consultationand board approval	Know-How IISPV recruitment policy, promoting the mobility programme
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	ManagementIISPV	Des 2016	Via internal and external experts	Drafting, implementation & broadcast of IISPV Labour agreement
WORKING CONDITIONS	Stability and permanence of employment	The recognition of continuous improvement	Professional Career	Personal Management-WorkTeam	June 2015	Via specific courses	Developing a IISPV training plan and professional career path IISPV
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	March 2015	Via internal experts	Anew document IISPV welcome guide
TRAINING	Teaching	Continuous training throughout the career	Training Plan	Personal Management-WorkTeam	Des 2015	Via specific courses	Creatinga training committee, IISPV 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	2017	Via internal experts	Document creation, data collection & result analysis