	HRS4R ACTION PLAN 2021-2023	Author: UOC Data : 1/03/2024	Approved in CdD 19/02/2024

Núm. of Principle (C&C)	Type of Action	Responsable	Units involved	Deadline	Measurable Indicator
11, 12, 14, 15, 17, 18, 21, 22, 25, 26, 28, 29, 30, 31, 33, 38	1.Review and update the research career path competencies and skills	. Office of the Vice President for Strategic Planning and Research . Personnel	. Office of the Deputy General Manager for R&I . Office of the Deputy General Manager for Finances and Resources . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	Q4 2019 Q3 2021	-Number of resources provided to the teaching and research staff for their competence development -Indicator reporting: 2 The Personnel department is currently working with the Employees' Committee and the Office of the Vice Rector for Governance and Academic Policy on the new policy for the UOC's teaching and research staff, which would include staff engaged exclusively in research and those engaged in both research and teaching.Once this new policy has been further developed and the profiles to be included have been defined, the competencies for each level will be adapted again to bring them into line with the European profiles (R1, R2, R3 and R4). The definition of these competencies will also have to be linked to the CoARA commitments and the CoARA Action Plan to be approved by the Executive Management Committee in February 2024.
11, 12, 14, 15, 17, 18, 21, 22, 25, 26, 28, 29, 30, 31, 33, 38	2.Review and update the research career path competencies and skills (communication plan)	. Communications . Personnel	. Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for Finances and Resources . Office of the Deputy General Manager for R&I . R&I department . Research Communication Committee . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	Q2 2020 Q4 2021	- Number of communication actions developed. -Indicator reporting : 2 resources Once this new policy has been further developed and the competencies and action plan have been defined, a communication plan will be prepared and implemented to inform researchers about the competencies and skills involved in a research career, as well as a development plan for their improvement.

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18, 21	3.Mobility Policy	. Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager R&I . Personnel	. Office of the Deputy General Manager for R&I . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	Q2 2019 Q2 2023	. Approval by governing bodies . Mobility policy publication The UOC will continue to support mobility through the provision of up-to-date, relevant information and resources. An internal commission to better assess and promote mobility was appointed in the context of the current UOC Strategic Action Plan.
12, 13, 14, 15, 16, 17, 18, 21	5. UOC Recruitment Policy	Personnel	Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for Finances and Resources . Office of the Deputy General Manager for R&I . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	Q1 2020 Q3 2021	- Number of improvement actions implemented to improve the experience of candidates in terms of assessment criteria linked to the C&C element identified in the Gap Analysis (16 (Judging merit (Code)). -Indicator reporting: 6 actions The selection policy is currently available on the transparency portal in Catalan and Spanish and on the UOC Intranet in Catalan, Spanish and English. Furthermore, in 2020 the internal selection procedure for researchers for research projects and the selection procedure for teaching and research staff have been published on the **Intranet** in Catalan, Spanish and English. Lastly, it should be mentioned that the UOC has reviewed and updated the OTM-R checklist, and that this is available in the HRS4R section of the UOC website.

Núm. of Principle (C&C)	Type of Action	Responsable	Units involved	Deadline	Measurable Indicator
12, 13, 14,15,16, 17,18, 21	7.OTM-R training	Communications	.Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for Finances and Resources . Office of the Deputy General Manager for R&I . Personnel . R&I department . Research Communication Committee . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	Q42019 Q3 2021	-Number of visits by UOC staff to the HRS4R internal website: 738 -Number of communicative actions for the dissemination of the OTM-R principles in selection processes Indicators reporting : 5 actions
2,3,4,7,32	11. Dissemination Plan of the UOC Welcome Package targeted to R1-R2/R3-R4	Communications	. Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for R&I . Office of the Deputy General Manager for Finances and Resources . Personnel . R&I . Research Communication Committee . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	Q1 2019 Q1 2022	- Number of communication actions Indicator reporting: 6 actions -Number of views of the published news item Indicator reporting :126
30, 38, 39	16. Training plan for researchers	. Personnel . R&I department	. Office of the Deputy General Manager for R&I . Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for Finances and Resources . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q2 2020** **Q4 2021**	-Percentage of responses from the teaching and research staff with a score between 7 and 10 for the item "Access to training appropriate to needs" in the Tell us yours survey. Indicator reporting:Information pending the results of the final report 2024. Transparency portal. - Number of specific training actions for the teaching and research staff Is currently available on the transparency portal in Catalan and Spanish. - Number of participants in specific training actions for the teaching and research staff. Is currently available on the transparency portal in Catalan and Spanish.

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18	18.R&I international talent acquisition policy	. Human Resources Department	. Office of the Deputy General Manager (Research and Innovation) . Office of the Vice President for Strategic Planning and Research . Human Resources Department . Research and Innovation Area . Legal Department	**Q4 2021**	. Approval by governing bodies . R&I international talent acquisition policy publication A process has been developed to recruit candidates at source, with each case validated by the Executive Board. 1 case in France..
12, 13, 14, 15, 16, 17, 18, 21	19.Continuous improvement of OTM-R principle	. Personnel . R&I department	. Office of the Deputy General Manager for R&I . Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for Finances and Resources . Personnel . DORA working group . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q2 2022**	- % of updated SGIQ policies, processes and procedures that impact on the teaching and research staff Indicator reporting: 100%.
30, 38, 39	20.Training plan for researchers (communication plan)	. Personnel . R&I department . Communications	. Office of the Deputy General Manager for R&I . Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for Finances and Resources . UOC HRS4R Implementation and Monitoring Com. . UOC HRS4R Advisory and Working Group	**Q4 2021**	- Number of actions for the dissemination of the training plans of studies and research centres Indicator reporting: 6 actions Notice is published on the UOC's intranet with the main details A specific training section called "Your training" has been added to the weekly newsletter that the UOC sends to its entire staff (The weekly round-up) The research centre training plans have been made available in Catalan, Spanish and English to ensure that everyone can access and understand them. They have been disseminated through the services for research catalogue (with the publication of a related news item) and through the Training and HRS4R pages on the UOC intranet.The doctoral school provides courses services.

Núm. of Principle (C&C)	Type of Action	Responsable	Units involved	Deadline	Indicator
2, 5, 10, 11, 12, 13, 14, 15, 16, 23, 24, 25, 26, 27, 28, 34, 35, 38.	21. Development and implementation of the actions specific for R&I included in the UOC's Equality Plan	. Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for R&I	. R&I department . Personnel, Specialization Centre for Talent & Reference Centre for Research . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q4 2023**	- % Actions implemented under the current Gender Equality Plan 5 completed (29%) 9 in process (53%) 3 pending (18%)
12, 13, 18, 27, 28, 29, 38, 39	22. Policy for attracting R&I talent through competitive proposals, adapted to the research groups' own research plans.	. Office of the Deputy General Manager for R&I . R&I department . Personnel	. Office of the Vice President for Strategic Planning and Research . Library . Scientific Management Unit . Communication . Research Communication Committee . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q1 2022**	. Plan finalized . Web section published and maintained.
2, 3, 4, 6, 7, 8, 32	23 Expansion and improvement of the R&I Catalogue of Services	. R&I department	. Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for R&I . Office of the Deputy General Manager for Finances and Resources . Personnel . Research Innovation Committee . Library . Ethics Committee . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q2 2022**	. Publication of new contents All the information is available on the UOC intranet . Visits to the dedicated webpage: 126
23, 24	24. UOC Hub de Recerca at 22@	. Office of the Deputy General Manager for R&I . Office of the Vice President for Strategic Planning and Research	. General Services . Office of the Deputy General Manager for Finances and Resources . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q4 2023**	. Project actions achieved . Building in operation Notice.

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11, 12, 14, 15, 17, 18, 21, 22, 25, 26, 28, 29, 30, 31, 33, 38	25.Assess the competencies of the research career to continue developing the competency profile	. Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for R&I . Personnel	. Office of the Deputy General Manager for Finances and Resources . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q1 2023**	- Percentage of responses from the teaching and research staff with a score between 7 and 10 for the item "The objectives model is useful as a tool for professional development" of the survey Tell us yours. Indicator reporting: Information pending the results of the final report 2024. - Actions for the redefinition of the new model and its implementation: 4
2, 3, 4, 7, 32	26.Expansion and improvement welcome Service and welcome pack	. Personnel	. Office of the Vice President for Strategic Planning and Research Office of the Deputy General Manager for R&I . Office of the Deputy General Manager for Finances and Resources . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group	**Q2 2022**	-Improvements implemented on the teaching and research staff hosting process Indicator reporting: 10 actions -Percentage of responses from the teaching and research staff with a score between 7 and 10 for the item "the reception of new staff in their new job is well managed" of the climate survey. Indicator reporting:Information pending the results of the final report 2024.