


REVISED ACTION PLAN (2020-2022)


I. ETHICAL AND PROFESSIONAL ASPECTS						
ACTION	GAP PRINCIPLE(S)	TIMING	RESPONSIBLE	NEW ACTION OR CONTINUATION	INDICATOR	
1	Updating the strategic plan and integrating the HR strategy	2,3,4,7,9	From Q3 2019 to Q2 2020	Managing Director Research Director Director	Continuation	IPHES Strategic Plan
2	Updating Gender Plan Actions	9,10,27	From Q3 2020 to Q2 2021	Managing Director HR Manager	New action	Revised Gender Plan
3	Implementing the CERCA's code of conduct and disseminating its content	2,3,4,5,6,7,8,9,10,11	Q1 2020	Managing Director HR Manager	New action	Number of employees that have received this information

II. RECRUITMENT						
ACTION	GAP PRINCIPLE(S)	TIMING	RESPONSIBLE	NEW ACTION OR CONTINUATION	INDICATOR	
4	Assessing the accomplishment of the IPHES Research Career Plan Guide in accordance with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers	11, 12,14,15,16,17,18,19,21	From Q4 2021 to Q3 2021	Research Director Research Coordinator	New action	Individual assessment report for each researcher regarding the accomplishment of descriptors established in the IPHES Research Career Plan Guide

III. WORKING CONDITIONS AND SOCIAL SECURITY						
ACTION	GAP PRINCIPLE(S)	TIMING	RESPONSIBLE	NEW ACTION OR CONTINUATION	INDICATOR	
5	Drawing up a Welcome Guide	23,24	From Q4 2019 to Q1 2020	Managing Director Research Director HR Manager	Continuation	IPHES Welcome Guide
6	Administering a satisfaction survey once new researchers have joined the institute	23,24	Q2 2020	HR Manager	New action	Satisfaction rate
7	Defining the salary policy for staff members (non-competitive and structural salary scales for the researchers of the centre)	26	Q1 2022	Managing Director HR Manager	New action	IPHES salary policy

III. TRAINING						
ACTION	GAP PRINCIPLE(S)	TIMING	RESPONSIBLE	NEW ACTION OR CONTINUATION	INDICATOR	
8	Promoting training and mobility policies to strengthen the professional influence of the institute's staff	28,29,30,39	From Q1 2021 to Q3 2021	Managing Director Research Director Research Coordinator	New action	Degree of accomplishment of descriptors and goals established in the IPHES Professional Training Plan tailored to each researcher
9	Collecting information about the current training activities attended by researchers	38,39	Q3 2021	Research Director HR Manager	New action	Number of training sessions

 Continuation action

 New action