

## HRS4R ACTION PLAN

Category C&C	C&C Principle#	Other involved Principles	C&C Principle Name	Gap Analysis Year	Action	Areas of improvement	Responsible	Implementation due date	Indicator/Target/Control/Evidence	Status
Working Conditions and Social Security	30	15, 16, 28	Career Advice	2020	Create informative fiches for each grant so that grantees receive the fiche summarizing his/her grant's main topics.	HR to develop estándar fiches pero fellowship/grant	A. Fernandez	2021	Career advice < 2.5	Completed
Working Conditions and Social Security	37	16, 19,20, 29	Supervision and managerial duties	2020	Mental Health Resources for BCBLians	New section in the wiki describing Mental Health Resources in the region	HRS4R W.G.	2020	Supervision Gap < 2	Completed
Working Conditions and Social Security	37	16, 19,20, 30	Supervision and managerial duties	2020	Survey about the impact of Covid-19 in the BCBL community	Design, send and explote survey on Covid-19	HRS4R W.G.	2020	Supervision Gap < 2	Completed
Ethical and Professional Aspects	11	15,16,28,30, 40	Evaluation Systems	2021	finalize intranet and define regular meetings among supervisors and supervisees.G46:G46New self assessment web based platform has been developed and launched in order to record and track researchers evaluation and feedback. Tool was presented in a Lab meeting in May 2022. To be used for Non Ikerbasque postdocs (predocs via GAUR)	Career development	Group leaders	1Q 2023	Evaluation systems Gap < 2.5	In Progress
Working Conditions and Social Security	30	15, 16, 28	Career Advice	2021	Workshop on scientific/non-scientific pathways,	Advice on scientific/non scientific pathways, successful job search: based on VITAE's info create a QR poster or a linked pdf to ease the access to the fiches, and share among researchers	L. Lopez	2Q'2021	Career advice < 2.5	Completed
Working Conditions and Social Security	30	15, 16, 28	Career Advice	2021	Bring former BCBL researchers who left Academia to give talks about other working fields and options. Organize, inviting talks by people from outside academia (especially if they were former BCBLians), from tech companies, etc.  Create a short list with former members and get in touch with them to invite them for a talk: First talk already scheduled: Grant Berry's talk "Why I left academia...and why I came back" within the external speaker series on May 5 at 14:30  <a href="https://www.bcbl.eu/es/noticias/ponente-invitado/grant-berry-why-i-left-academia-why-i-came-back">https://www.bcbl.eu/es/noticias/ponente-invitado/grant-berry-why-i-left-academia-why-i-came-back</a>	Career development	HRS4R W.G. RESEARCHERS	Continuous	Career advice < 2.5	In Progress
Working Conditions and Social Security	30	15, 16, 28	Career Advice	2021	Track former BCBL researchers about what they did after leaving BCBL		HRS4R W.G.	2022	Career advice < 2.5	Completed
Working Conditions and Social Security	24	15,16,28,30, 40	Working Conditions	2021	presentation at a labmeeting in November introducing the issue of researcher welfare, why it is relevant at the BCBL and possible steps towards improving the situation	Mental Health Resources for BCBLians	Wellbeing WG	2021	Working Conditions Gap < 2	Completed
Working Conditions and Social Security	24	15,16,28,30, 40	Working Conditions	2021	Welfare Workshop to discuss opinions and ideas for possible ways to improve welfare at the BCBL.	Mental Health Resources for BCBLians	Wellbeing WG	1Q'2022	Working Conditions Gap < 2	Completed
Working Conditions and Social Security	24	15,16,28,30, 40	Working Conditions	2021	Mental welfare and psicosocial test to be run for all employees.Completed on November 2022. Feedback to be studied and implemented if needed.	Mental Health Resources for BCBLians	Wellbeing WG	3Q'2022	Working Conditions Gap < 2	Completed
Training and development	37	22,28,34,36,40	Supervision and managerial duties	2021	short structured workshop (60-90 min) for predocs (supervisees) and postdocs and above (supervisors) to discuss what's working and what needs improving in supervision and to identify supervision-related training needs	Supervision	HRS4R W.G.	1Q 2023	Supervision Gap < 2	Pending
Working Conditions and Social Security	24	15,16,28,30, 40	Working Conditions	2021	Specific Psychosocial wellbeing test and evaluation	Mental Health Resources for BCBLians	HRS4R W.G.	3Q 2022	Working Conditions Gap < 2	Completed
Working Conditions and Social Security	22	3, 4, 9, 19, 21, 23, 25, 37	Recognition of the Profession	2021	To implement annual scientific retreat	Better knowledge of the work done by peers, recognition, better understanding on BCBL's research lines	Groups leaders	3Q 2022	Recognition of the Profession gap <2.7	Completed
Working Conditions and Social Security	22	3, 4, 9, 19, 21, 25, 37	Recognition of the Profession	2021	Embedded in Supervision actions		Groups leaders	N/A	Supervision template	Completed
Working Conditions and Social Security	26	12, 15, 24, 28	Funding and salaries	2021	Explore and inform the BCBL community about the discounts for private insurance, kiroltxartela, Mutuaia health services, UPV psychological services, UPV cultural and sport services ( <a href="https://www.ehu.es/es/zerbitzuak">https://www.ehu.es/es/zerbitzuak</a> ), including discounts for gyms that PhD students can take advantage of, etc.		HRS4R W.G. ADMIN	2Q 2023	Funding and salaries Gap < 3	Completed
Working Conditions and Social Security	34	3, 5, 11, 15, 30, 36	Complaints	2021	Implement a farewell communication everytime a BCBL member leaves us. Design a mail text with the relevant information. This mail should be sent by the Group Leader and should be sent everytime a BCBL member leaves us.	Gain trust and confidence in the BCBL as a whole	Group leaders	1Q 2023	Complaints Gap < 2.5	Pending

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Working Conditions and Social Security	34	3, 5, 11, 15, 30, 36	Complaints	2021	Work on a chart of rights and duties of researchers at all levels, what a supervisee/supervisor should expect from a supervisor/supervisee. The "Being a researcher at the BCBL" already contains something along these lines, but should be improved in order to hint to other aspects of the interaction between supervisor and supervisee and that can be the source of attrition in some cases.	Gain trust and confidence in the BCBL as a whole	HRS4R W.G. RESEARCHERS	2Q 2022	Complaints Gap < 2.5	Completed
Working Conditions and Social Security	34	3, 5, 11, 15, 30, 36	Complaints	2021	Training on "Conflicts resolution" for Ombudsman and Intermediate levels.	Get skills for a better mediation and complaints' resolution	HRS4R W.G. ADMIN	2Q 2022	Complaints Gap < 2.5	Completed
Working Conditions and Social Security	35	3,15, 37	Participation in decision making bodies	2021	before each GL meeting, as the GL to "officially" ask their group members whether there are some issues that they wish to be seen or discussed in the GL meetings.		Groups leaders	2Q 2022	Participation in decision making bodies < 2	Completed
Working Conditions and Social Security	26	12, 15, 24, 28	Stability	2021	Improve the welcome plan in order to give further information about how to make the stay in the BCBL longer: apply to grants (JdC, MC etc.), win the RyC or Ikerbasque + get "approval" from the GLs.		HRS4R W.G. ADMIN	1Q'2022	Complaints Gap < 2,5	Completed
Working Conditions and Social Security	28	15, 16, 19,20, 24, 30	Career development	2021	Vitae: Skills poster	Soft skills: training and development. Lab meeting performed 01/03/2022 showing how to use the interactive planner	HRS4R W.G.	2Q 2022	Career Development Gap < 2.5	Completed
Working Conditions and Social Security	37	15, 16, 19,20, 24, 30	Supervision and managerial duties	2021	Organize an annual survey where students report what are their current needs in terms of training. A survey, looking at a general picture of what are the current needs, then it would be easier to organize training courses linked to these needs, and people would feel they have the opportunity to publicly express it >> wiki page developed		HRS4R W.G. RESEARCHERS	1Q 2023	Supervision Gap < 2	Completed
Recruitment and Selection	13	15	Recruitment procedures	2021	Add new section advertising our own Job vacancies, share by internal email and create posters to promote our calls in Conferences where BCBL delegates participate.	The internal communication process needs to be improved in order to make all the BCBL community aware of all the vacancies to be published	HRS4R W.G.	2022	- success rate in our calls	Completed
Working Conditions and Social Security	28	15, 16, 19,20, 24, 30	Career development	2021	Training content created, and annual trainings scheduled, starting 2023. Trainer: Ainhoa Eguiguren	Soft skills training: Speaking in public	HRS4R W.G.	3Q 2023	Career Development Gap < 2.5	Completed
Working Conditions and Social Security	28	15, 16, 19,20, 24, 30	Career development	2021	Training content created, and annual trainings scheduled, starting 2023. Trainer: Caroline Handley	Soft skills training: Writing clinic	HRS4R W.G.	1Q 2023	Career Development Gap < 2.5	Completed
Working Conditions and Social Security	30	15, 16, 28	Career Advice	2022	Career development workshop: (1) Mobility/networking in academia (2) How to get an academic position (3a) Career options beyond academia (3b) Career options in academia (4) How to prepare a CV, cover letter, and job interview	Career development, professional growth and career advice	HRS4R W.G. RESEARCHERS	2023 May 10-11	Career advice < 2.5	Completed
Ethical and Professional Aspects	8	2,3,5,7,9	Dissemination, exploitation of results	2022	Training for researchers on Open data system	Open data system to be clarified (science is going towards complete and transparent data sharing and the rules for this are not clear enough still at the BCBL; legal obligations). Include at RF >> prepare video with info and training about ethics and open data		2Q 2023	Number of Publications in Open Journals	In Progress
Working Conditions and Social Security	23	13,24,25,28	Research environment	2022	New building and offices required if growth continues. Share with trustees and prepare request. In the mean time, keep flexible working conditions and improve remote access systems and protocols.	Lack of space for newcomers or researchers becoming permanent	M.Arocena	1Q'2025	Research environment Gap < 2	Completed