

# Annual meeting about people satisfaction, human resources strategy, policies, and action plan

December 16th 2021

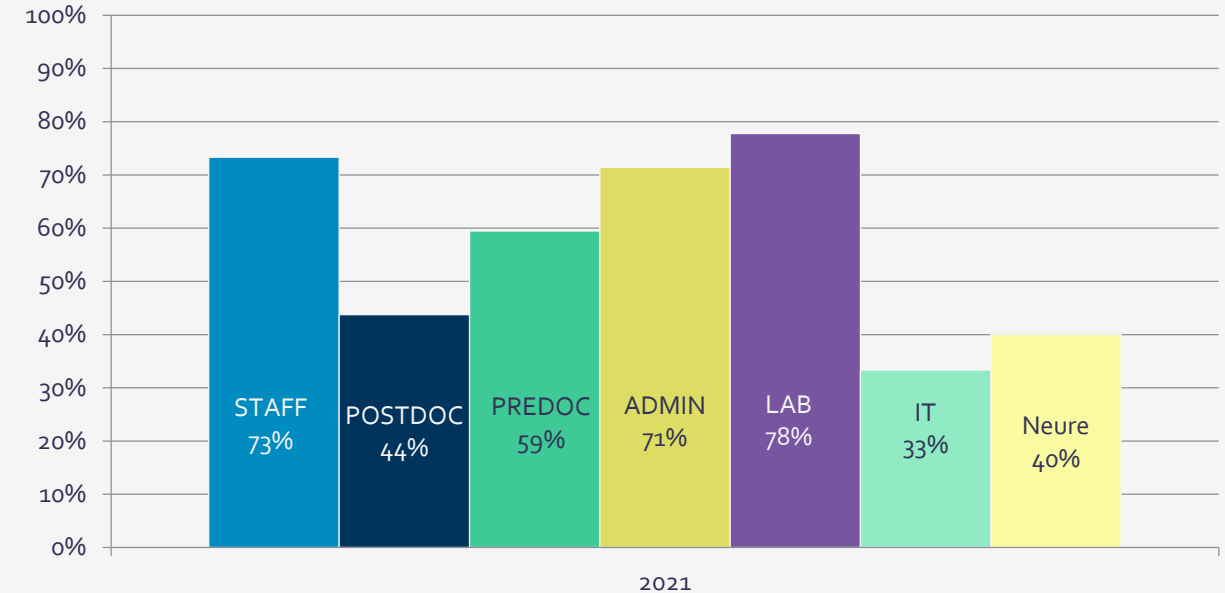
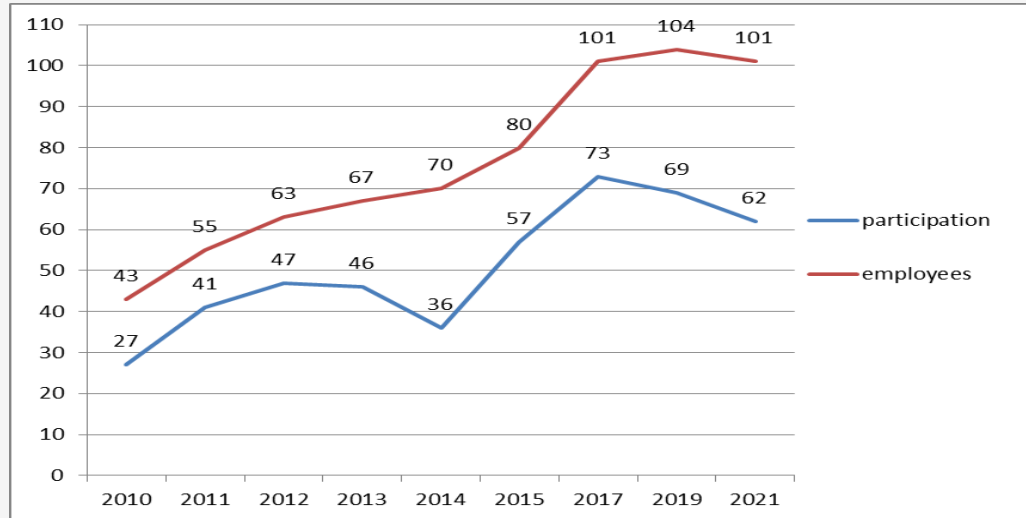


- ☐ People Satisfaction Survey
- ☐ HRS4R & HR Award
  - Brief intro, timeline & current situation
  - HRS4R Survey results
  - Gap analysis
  - Action Plan
- ☐ Questions and Answers

## Summary

**Objective :** The aim of this survey is to obtain information about the work environment at BCBL and elicit the satisfaction level related to different aspects of the work activity.

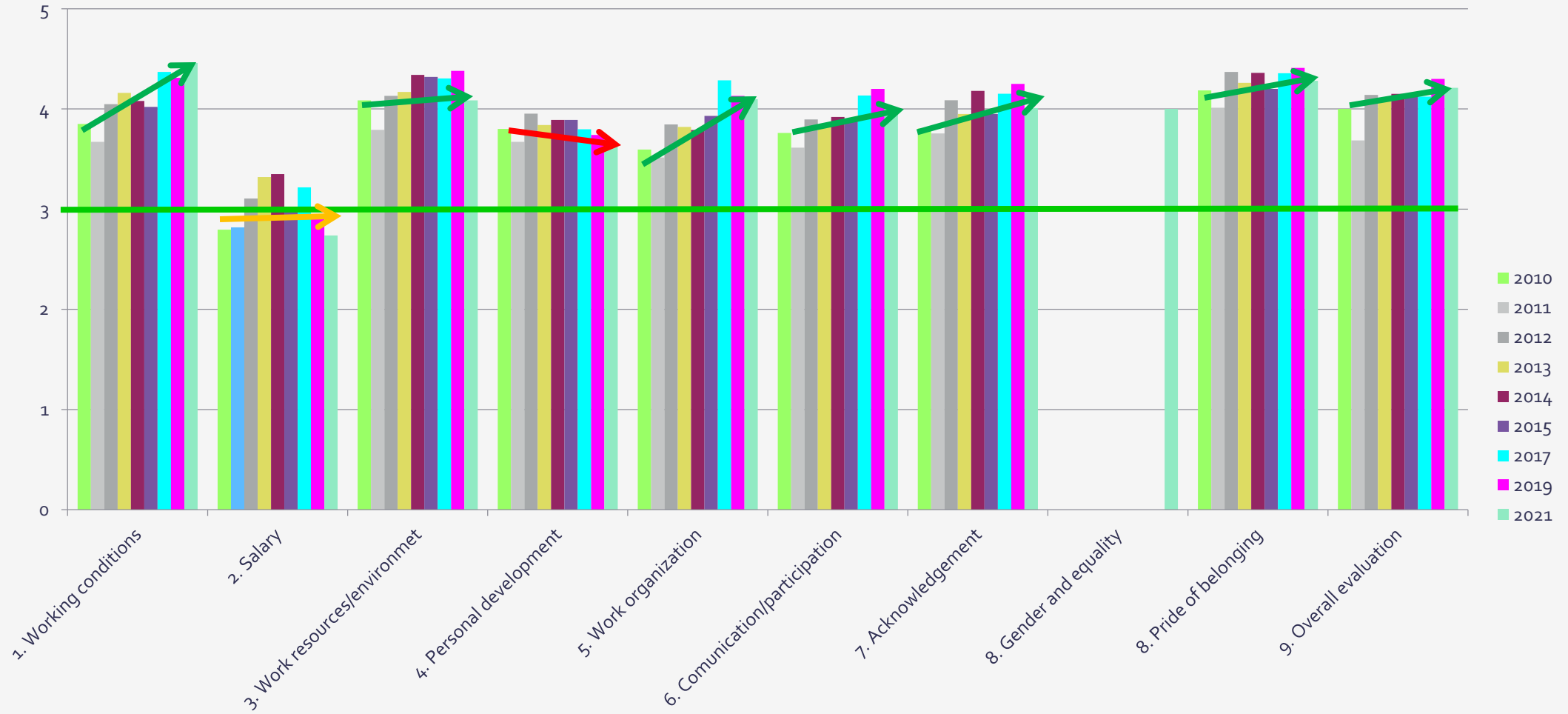
## 62 received answers, 61% participation

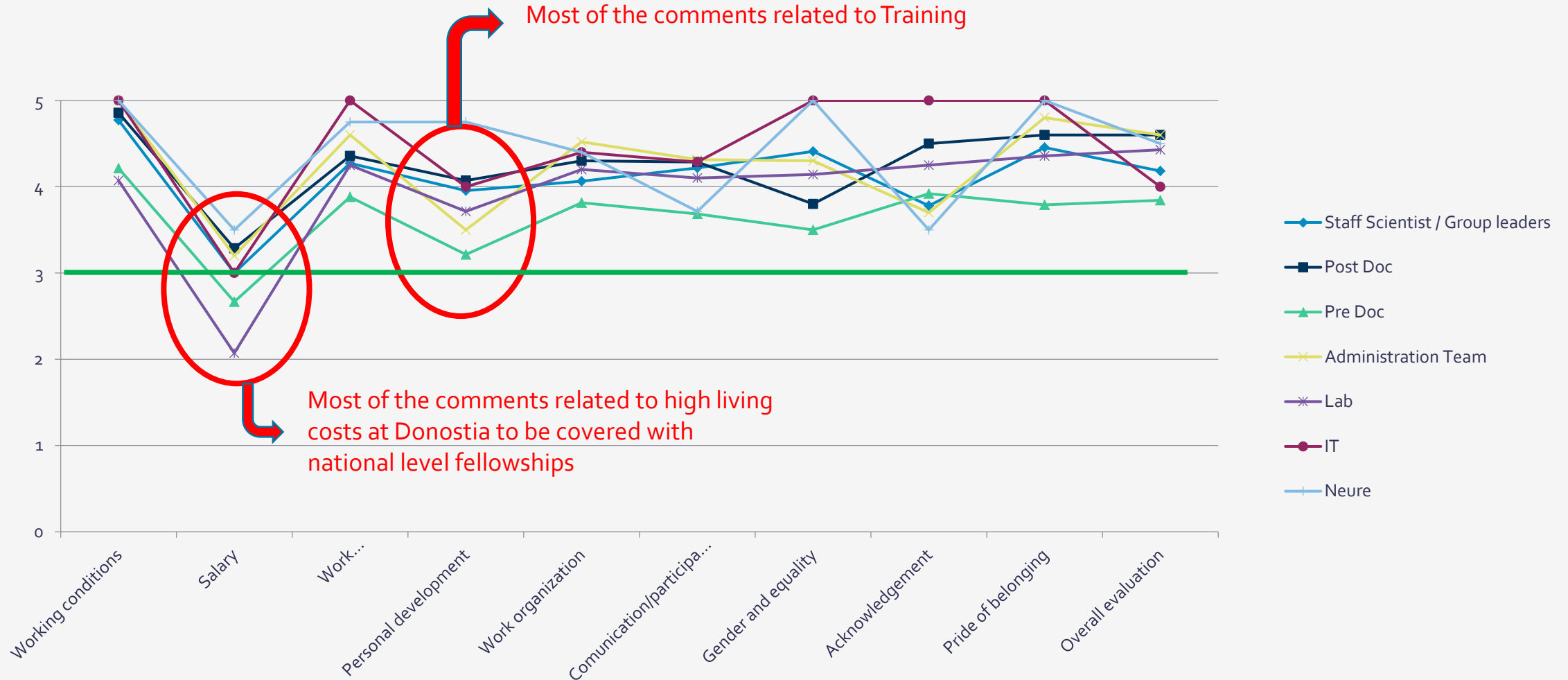


### Measured categories:

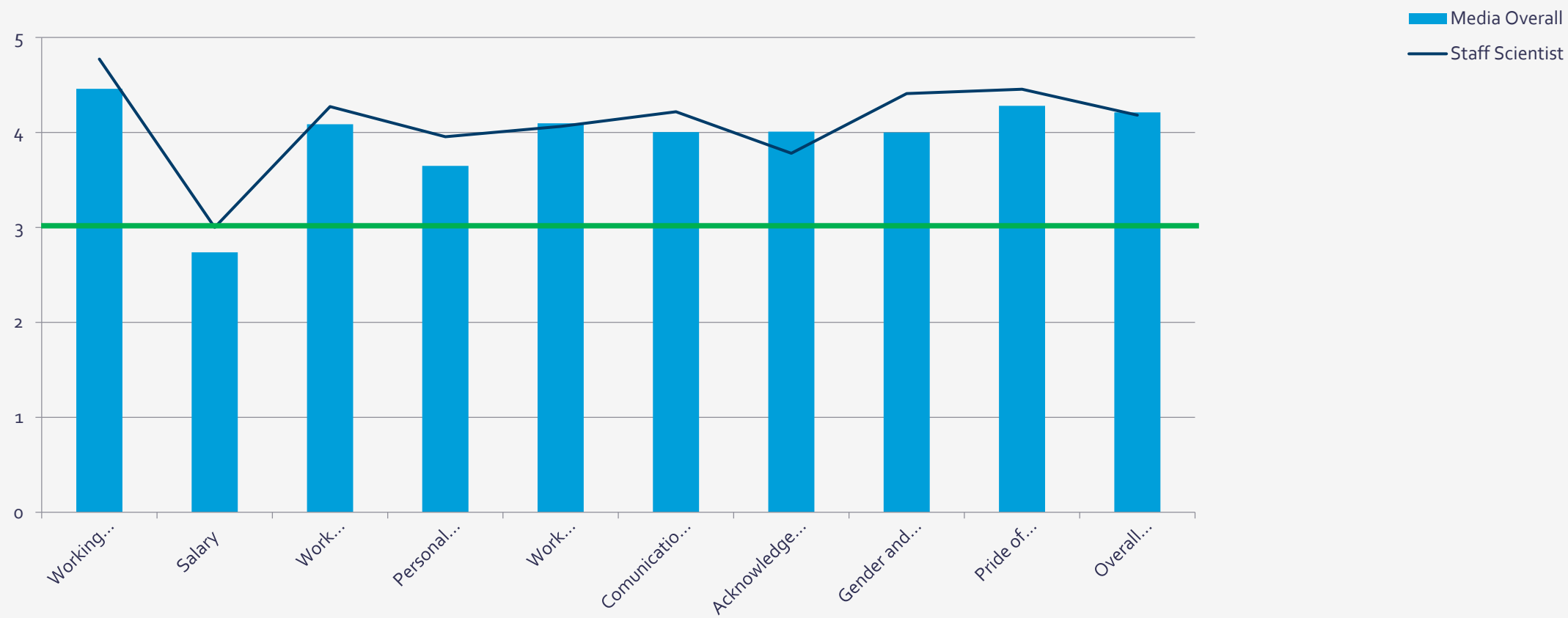
1. Working Conditions
2. Salary
3. Work resources and environment
4. Personal development
5. Work organization
6. Communication and participation
7. Acknowledgement
8. Gender and Equality
9. Pride of belonging
10. Overall evaluation

# GENERAL SATISFACTION

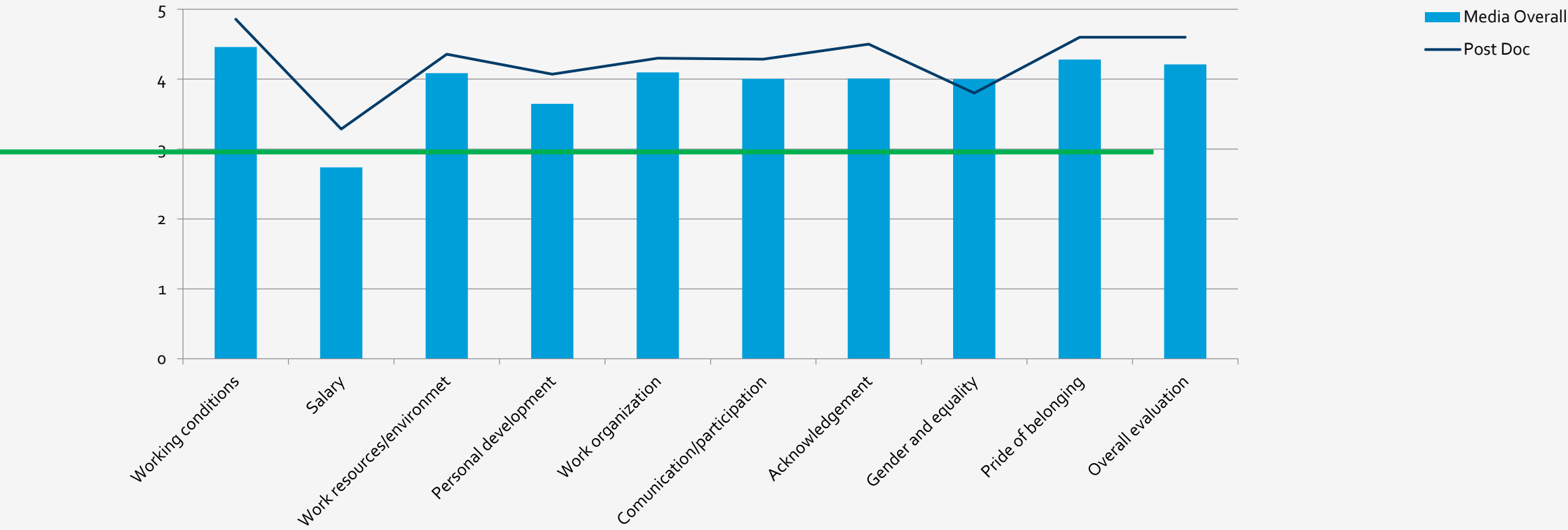




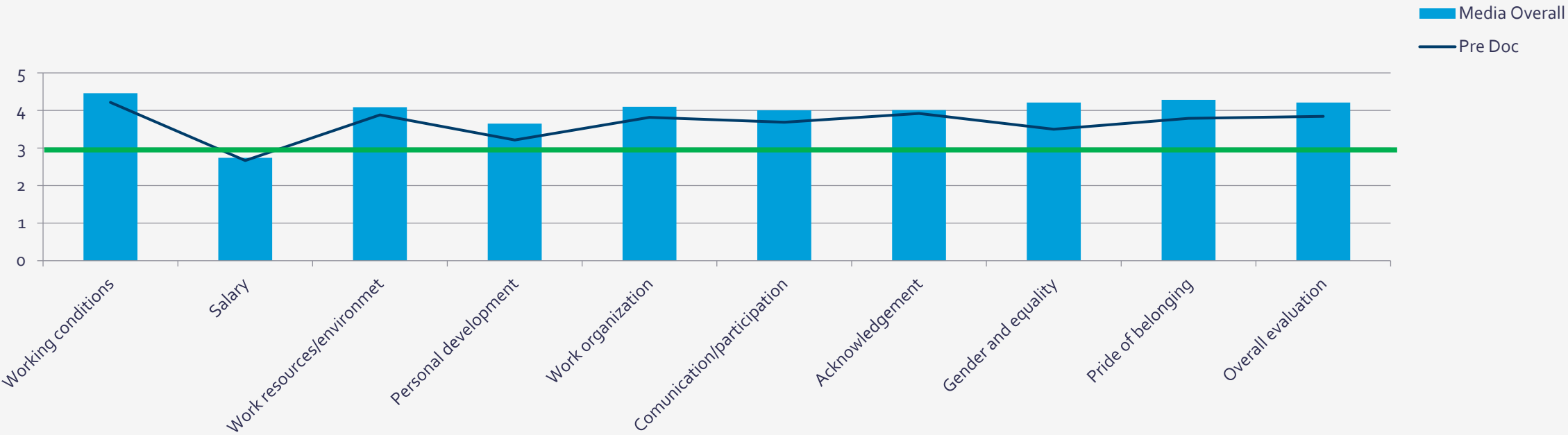
Staff Scientist/Group Leaders



Post Docs

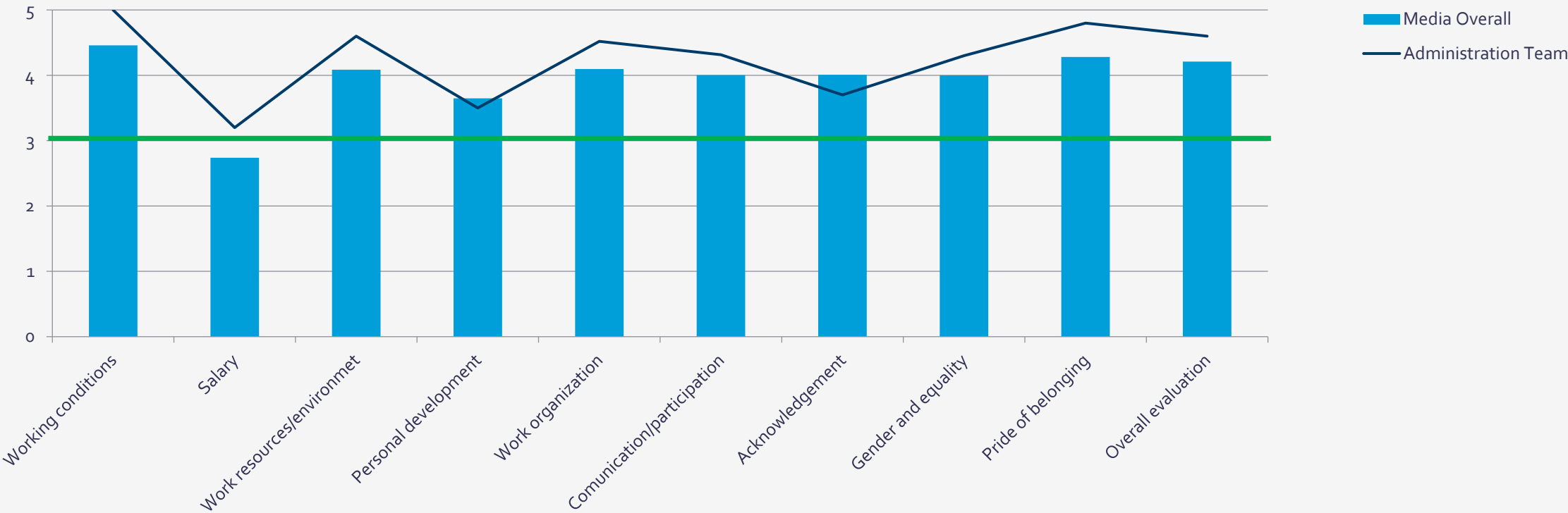


PhD Students

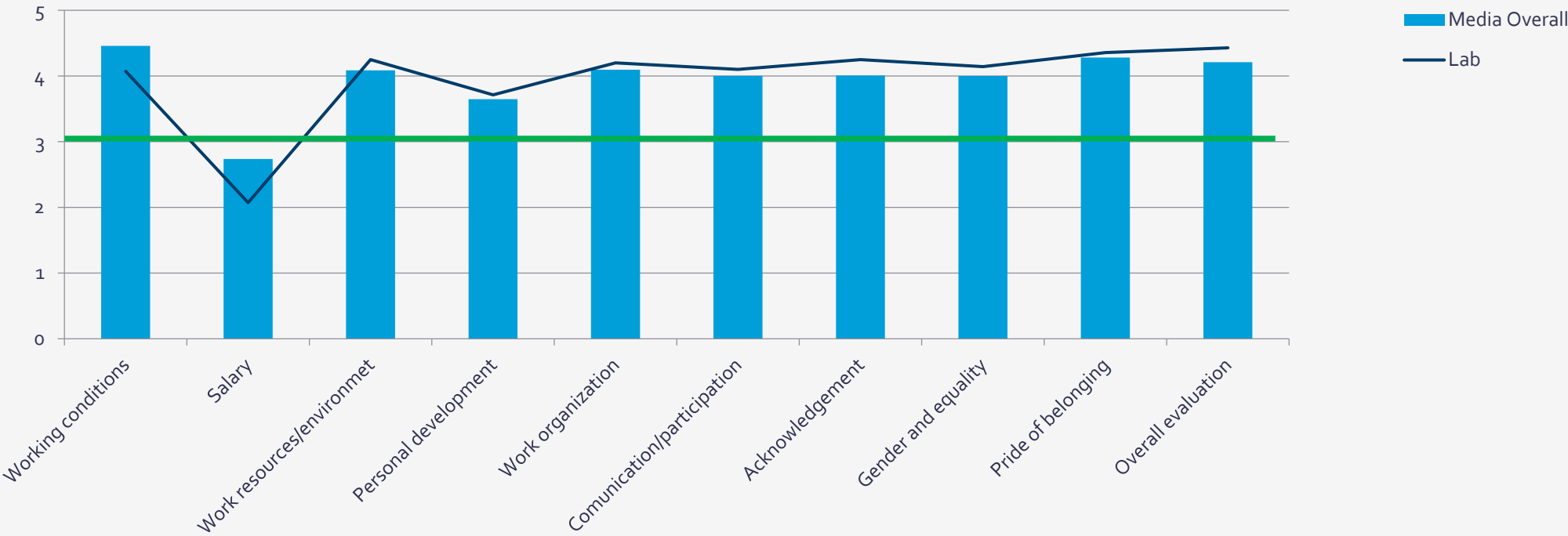




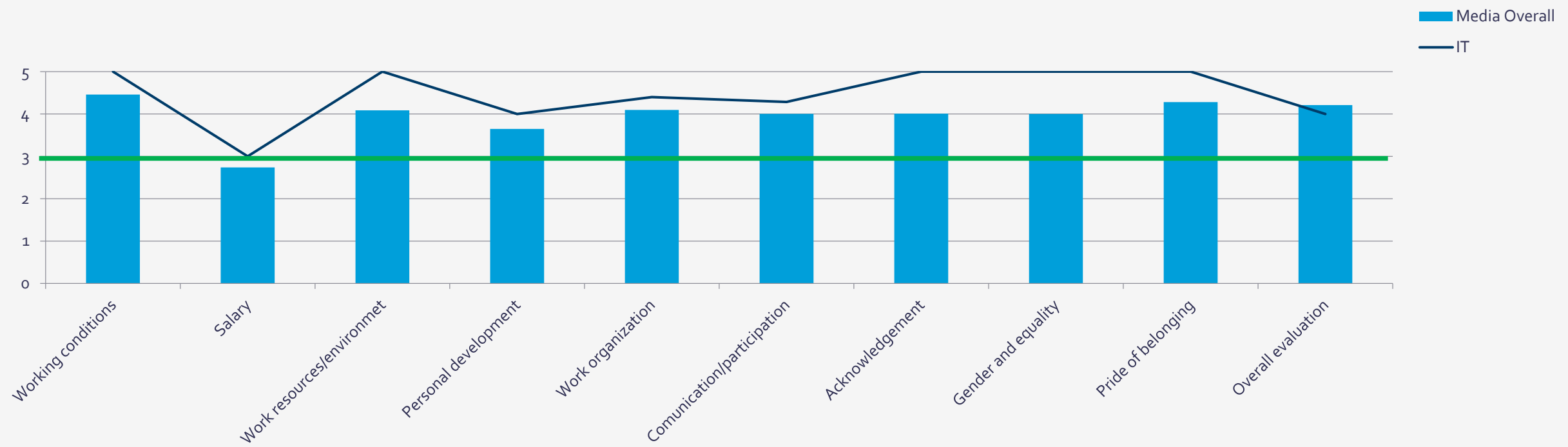
Administration team



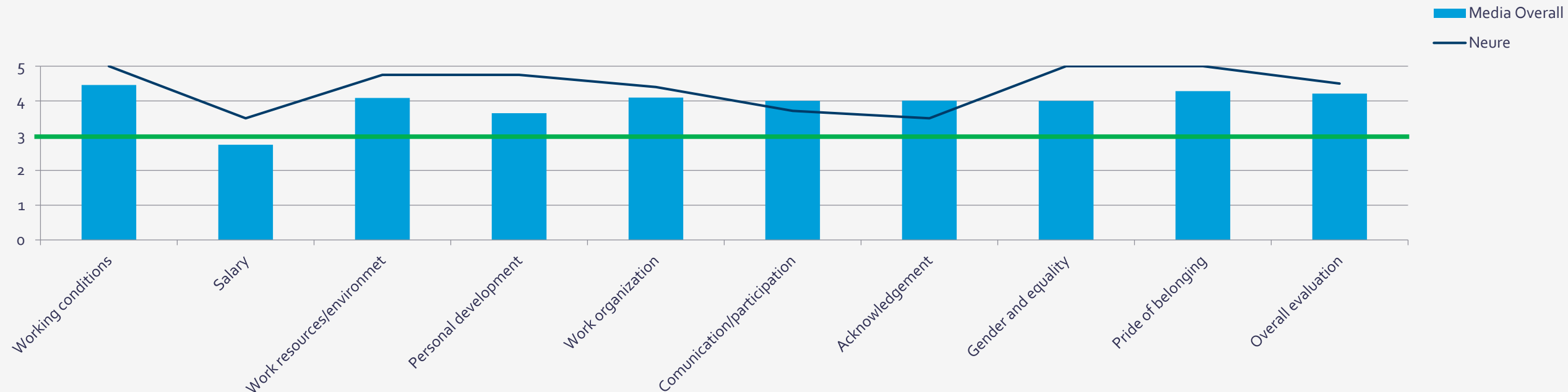
LAB



IT



NEURE



✓ People Satisfaction Survey

☐ HRS4R & HR Award

– Brief intro, timeline & current situation

– HRS4R Survey results

– Gap analysis

– Action Plan

☐ Questions and Answers



## Summary

bcdl

# HRS4R AND THE HR AWARD: Brief reminder



The **EUROPEAN CHARTER & CODE (C&C)** includes:

- 🗨 **European Charter for Researchers:** List of general principles, requirements, roles, and responsibilities both for researchers and institutions.
- 🗨 **Code of Conduct for the Recruitment of Researchers:** Standard rules for a transparent recruitment and selection process.
- 🗨 The **HR Excellence in Research award** identifies the organizations as providers and supporters of a stimulating and favourable working environment for researchers and bringing several benefits for Researchers and for the Institutions.



## HR STRATEGY - HRS4R

BCBL is committed to excellence in human resources management. That is why the center acceded to the principles established in the European Charter for Researchers and the Code of Conduct for hiring researchers (Charter and code, C&C), two documents containing the 40 principles with recommendations about the responsibilities and duties of researchers, employers and funders in relation to the ethical and professional aspects, recruitment processes and working conditions of researchers.

— [More information](#)

## Related PDFs:

- BCBL HR – Charter and Code Endorsement
- BCBL HR Strategy – Internal Analysis\_2016
- BCBL HR Strategy – Action Plan 2016-2017
- Revised Action Plan 2018-2019
- OTM-R Policy

## ← OTM-R

### Transparency policy in recruitment and talent attraction processes

The BCBL has recently defined its OTM-R policy, as an improvement of our recruitment procedures designed and developed within our management model (MPS).

We are convinced that ensuring that the best applicant gets recruited. Open, Transparent and Merit-based Recruitment of researchers will improve the effectiveness of our organization and thus, our research program. As a result, we believe implementing this methodology promotes optimal circulation of scientific knowledge.

Open Recruitment guarantees the equal opportunities principle. Our recruitment processes respect diversity, promoting non-discrimination due to reasons of race, color, age, sex, marital status, ideology, political opinions, nationality, religion, sexual orientation, or any other personal, physical or social conditions among its professionals. Therefore job calls are widely published, both nationally and internationally.

Transparent Recruitment at the BCBL is guaranteed by the establishment of monitoring indicators and the quality control check performed at the BCBL every time a job call ends.

Merit-based Recruitment guarantees that applicants to any BCBL offer complete effectively for a job, based merely on their academic background, technical and professional skills, motivation, abilities and knowledge.

The scope of the OTM-R policy at the BCBL covers the recruitment and talent attraction procedures for the following profiles:

Early Stage Researchers (ES)

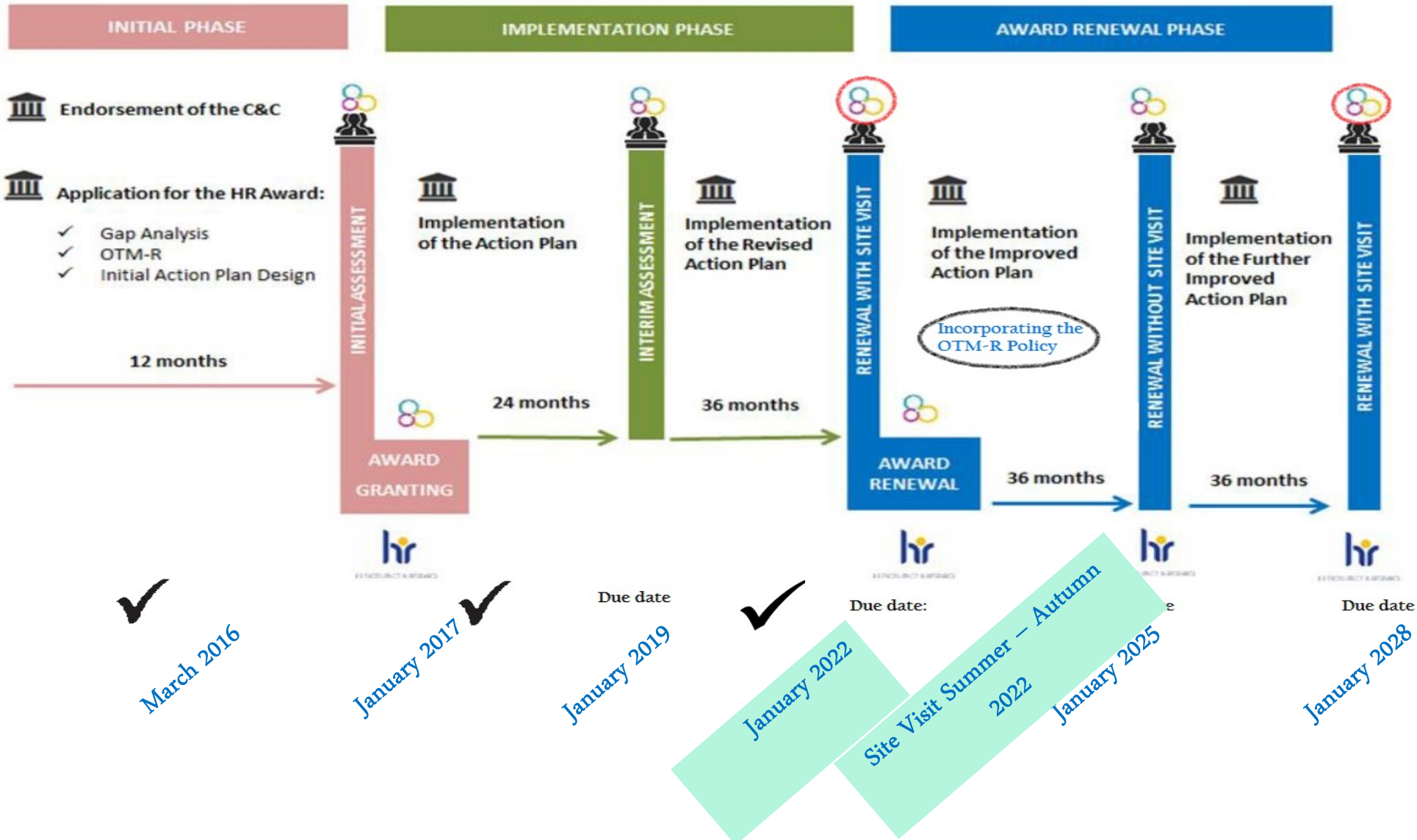
Experienced Researchers (EX)

Group Leaders (GL-R)



BASQUE CENTER  
ON COGNITION, BRAIN  
AND LANGUAGE

# HRS4R AND THE HR AWARD: Brief reminder



## HRS4R WORKING GROUP

Our Working Group's meeting notes are available at:  
[https://wernicke.bcbi.local/wiki/index.php/HRS4R\\_Working\\_Group](https://wernicke.bcbi.local/wiki/index.php/HRS4R_Working_Group)



Eskerrik asko !!!

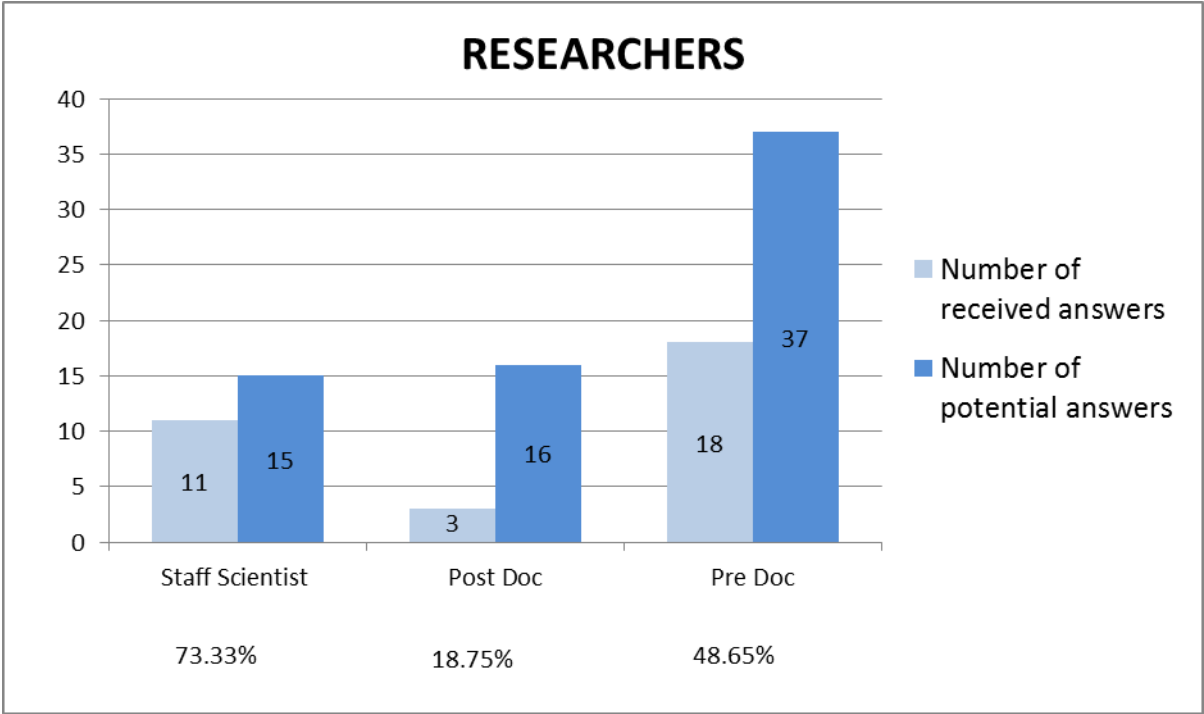


# HRS4R Survey results (ONLY RESEARCH STAFF)



2021

Participation



Response rate:

2017	70%
2019	57%
2021	47%



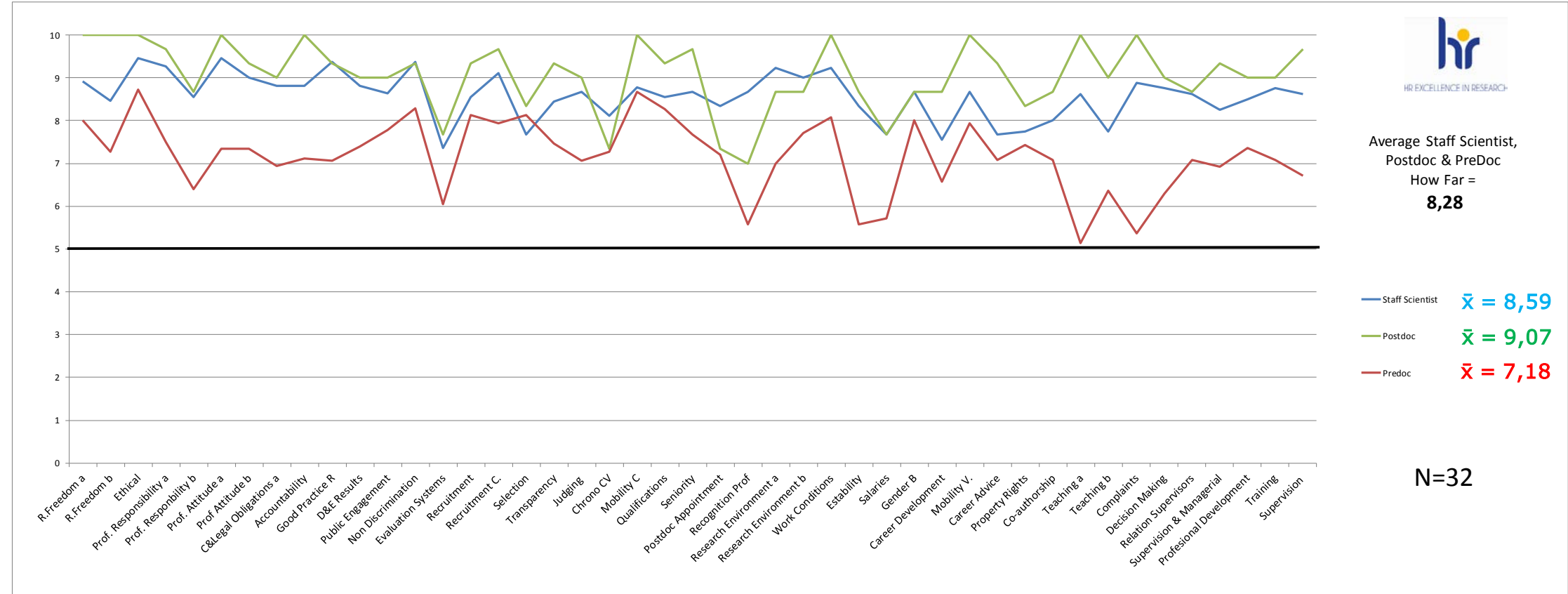
# HRS4R Survey results



2021

Gap analysis

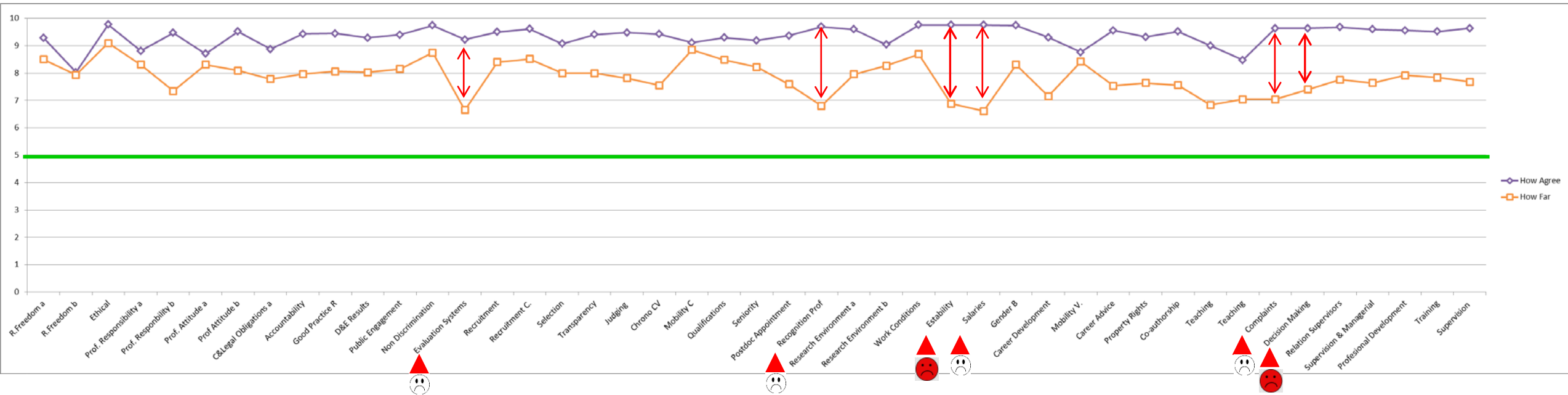
HOW FAR STAFF SCIENTISTS VS POSTDOC VS PREDOC



2021

Gap analysis > Agreed strategy to act: Top 5 Gaps (Top 5+1 this time, because the 6<sup>th</sup> principle appears in the last 3 surveys)

It could have been: top ranked principles , most important principles, lowest scored principles, etc.



2017			
	Agreement	How Far	Gap
1-Research Freedom	8.61	7.83	0.78
2-Ethical	9.62	8.68	0.94
3-Prof. Responsibility	9.36	8.08	1.28
4-Prof Attitude	9.06	8.16	0.90
5-C&Legal Obligations	8.88	7.93	0.94
6-Accountability	9.40	8.77	0.64
7-Good Practice	9.62	9.15	0.47
8-D&E Results	9.28	8.79	0.49
9-Public Engagement	9.60	9.04	0.56
10-Non Discrimination	9.84	9.08	0.76
11-Evaluation Systems	9.42	8.20	1.22
12-Recruitment	9.43	8.27	1.17
13-Recruitment C.	9.43	8.46	0.97
14-Selection	9.22	8.38	0.83
15-Transparency	9.52	7.44	2.09
16-Judging	9.55	8.54	1.00
17-Chrono CV	9.52	8.54	0.98
18-Mobility C	9.43	9.20	0.22
19-Qualifications	9.24	8.43	0.82
20-Seniority	9.47	8.71	0.75
21-Postdoc Appointment	9.52	8.53	1.00
22-Recognition Prof	9.71	8.61	1.11
23-Research Environment	9.50	8.39	1.11
24-Work Conditions	9.72	8.65	1.07
25-Estability	9.61	7.11	2.50
26-Salaries	9.57	7.96	1.61
27-Gender B	9.57	8.30	1.27
28-Career Development	9.34	7.28	2.06
29-Mobility V.	9.31	8.56	0.75
30-Career Advice	9.63	7.48	2.15
31-Property Rights	9.50	8.17	1.33
32-Co-authorship	9.57	8.11	1.45
33-Teaching	9.55	7.41	2.14
34-Complaints	9.61	8.13	1.49
35-Decision Making	9.59	7.20	2.39
36-Relation Supervisors	9.60	7.78	1.82
37-Supervision & Managerial	9.63	7.98	1.65
38-Professional Development	9.67	8.39	1.29
39-Training	9.60	8.11	1.48
40-Supervision	9.68	8.17	1.51
AVERAGE	9.47	8.25	1.22

2019			
	Agreement	How Far	Gap
1-Research Freedom	8.54	7.74	0.79
2-Ethical	9.79	9.13	0.67
3-Prof. Responsibility	9.32	8.05	1.27
4-Prof Attitude	9.22	8.15	1.06
5-C&Legal Obligations	9.32	8.05	1.26
6-Accountability	9.55	8.14	1.42
7-Good Practice	9.59	8.84	0.75
8-D&E Results	9.29	8.42	0.87
9-Public Engagement	9.54	8.81	0.73
10-Non Discrimination	9.97	9.59	0.38
11-Evaluation Systems	9.03	8.03	1.00
12-Recruitment	9.49	8.61	0.88
13-Recruitment C.	9.61	8.19	1.42
14-Selection	8.97	8.44	0.54
15-Transparency	9.54	7.75	1.79
16-Judging	9.70	8.28	1.43
17-Chrono CV	9.41	8.63	0.78
18-Mobility C	9.53	8.94	0.59
19-Qualifications	9.26	8.85	0.41
20-Seniority	9.25	8.67	0.58
21-Postdoc Appointment	9.50	8.33	1.17
22-Recognition Prof	9.62	8.05	1.57
23-Research Environment	9.71	8.24	1.46
24-Work Conditions	9.86	9.11	0.75
25-Estability	9.89	6.69	3.20
26-Salaries	9.73	7.64	2.09
27-Gender B	9.54	8.50	1.04
28-Career Development	9.30	6.51	2.78
29-Mobility V.	9.20	7.81	1.39
30-Career Advice	9.63	7.12	2.51
31-Property Rights	9.40	8.43	0.97
32-Co-authorship	9.79	8.24	1.55
33-Teaching	9.55	7.11	2.45
34-Complaints	9.81	8.52	1.30
35-Decision Making	9.73	7.29	2.44
36-Relation Supervisors	9.58	7.86	1.72
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39-Training	9.52	7.84	1.68
40-Supervision	9.64	7.68	1.96
AVERAGE	9.40	7.85	1.55

Very good score yet !  
But slowly decreasing....

From **HRS4R Survey**, special focus needs to be placed in the **TOP 5+1 GAPS**:

● **Evaluation System:** Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

PRINCIPLE  
11

● **Recognition of the Profession:** All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level.

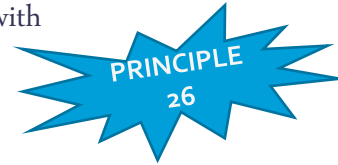
PRINCIPLE  
22

● **Stability:** Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

PRINCIPLE  
25

From **HRS4R Survey**, special focus needs to be placed in the **TOP 5+1 GAPS**: (cont.) :

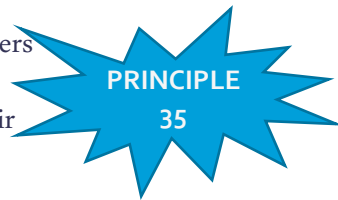
🗨 **Funding and Salaries:** Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.



🗨 **Complaints:** Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.



🗨 **Participation in decision making bodies:** Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.



# Tracking of Action Plan 2020/2021:

- 15 Actions were planned for 202/2021 Action Plan:
  - 14 were "Completed"
  - 1 is "In progress"

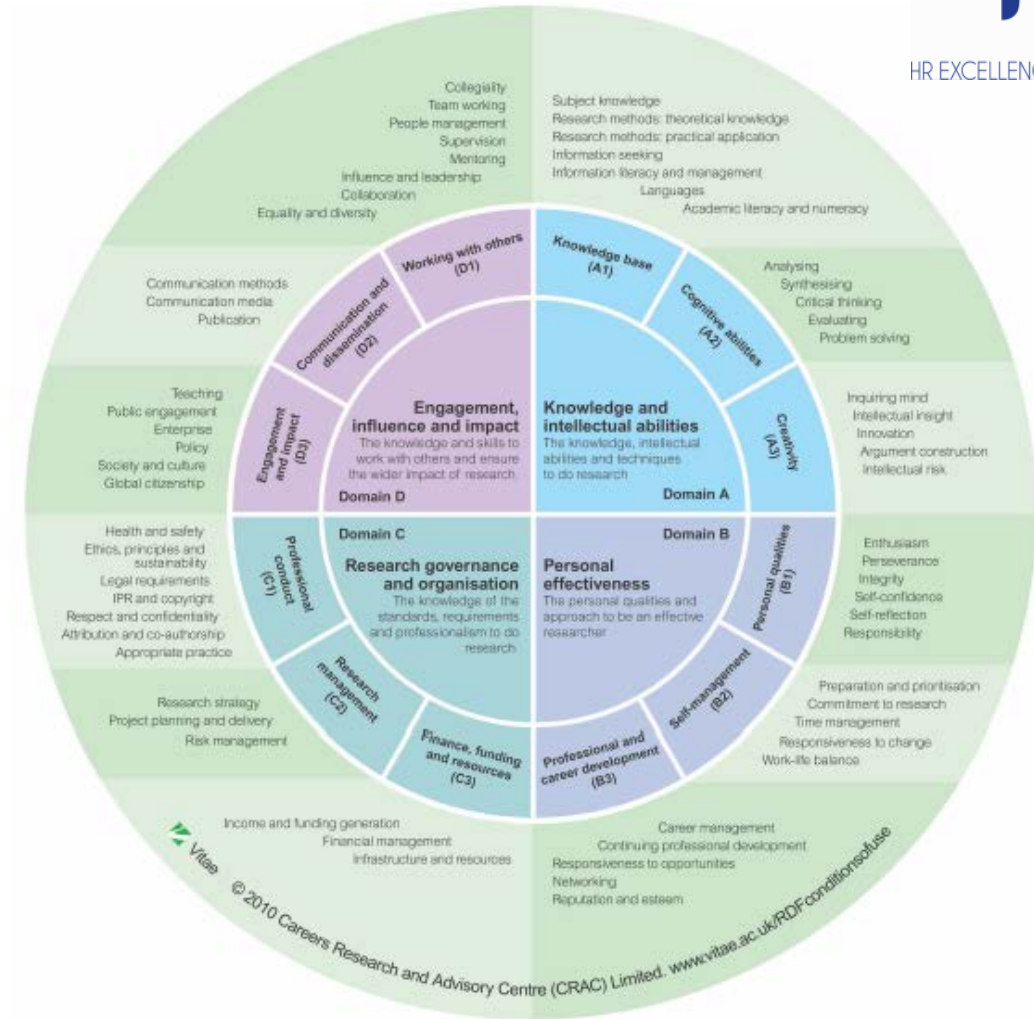
Category C&C	C&C Principle#	Other involved Principles	C&C Principle Name	Gap Analysis Year	Action	Areas of improvement	Responsible	Implementation due date	Indicator/Target/C ontrol/Evidence	Status
Ethical and Professional Aspects	11	15,16,28,30, 40	Evaluation Systems	2021	New self assessment web based platform has been developed and launched in order to record and track researchers evaluation and feedback.	- finalize intranet and define regular meetings among supervisors and supervisees.	HRS4R W.G.	2022	Web based tool	Pending
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	- Updated info at wiki	Completed
Working Conditions and Social Security	27	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	- Updated info at wiki	Completed
Working Conditions and	27	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	2021	- Updated info at wiki	Pending
Working Conditions and Social Security	24	15,16,28,30, 40	Working Conditions	2021	Specific Psico-social wellbeing test and evaluation	Mental Health Resources for BCBLians	Wellbeing WG	2022	- Updated info at wiki	Pending
Working Conditions and Social Security	28	15, 16, 19,20, 24, 30	Career Development	2021	Vitae: Skills poster	Soft skills: training and development	HRS4R W.G.	2Q 2022	- Lab meeting	Pending

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### Soft Skills for researchers:

- BCBL started July'2019 > Non successful experience. Little interest from researchers
- Kept on working on it > Interactive poster developed on 2021 (QR poster with VITAE's info to ease the access to the Soft Skills). >> This deserves a dedicated Lab meeting
- European Commission is adding this "Soft Skills" training wheel to the HRS<sub>4</sub>R strategy and award, for any HR logo holder Institution:

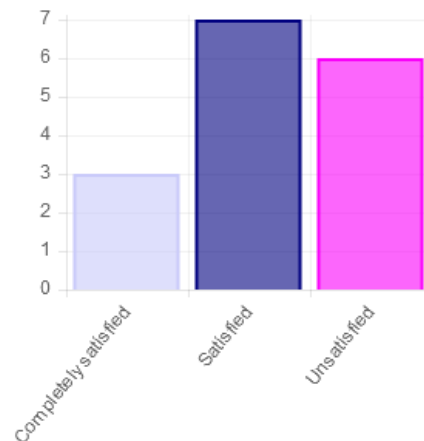


- Scan the QR
- Go through the interactive RDF map
- Discover each individual skill
- Identify your strengths and gaps in development!

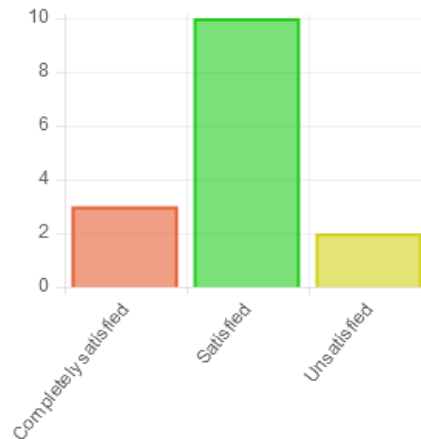


Another significant action from Action Plan 2020/2021 has been the “Exit Survey”

WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **SALARY**

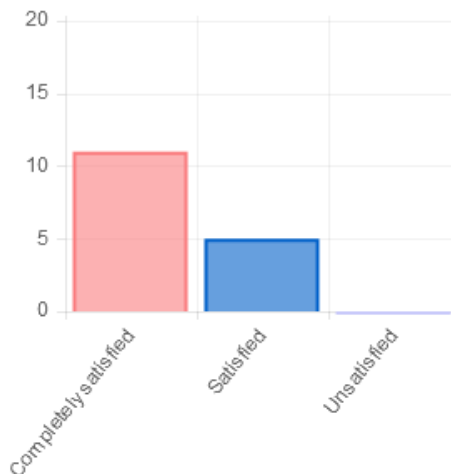


WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **FORMATION**

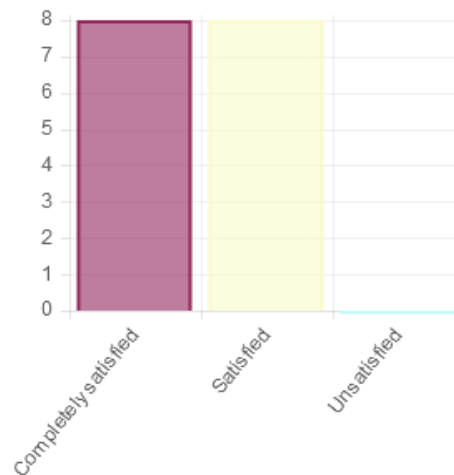


Answers from 34 ex-bcblians

WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **WORK ENVIRONMENT**

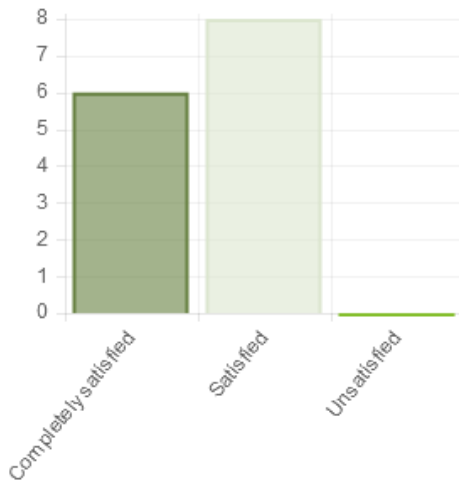


WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **WORK LOAD**

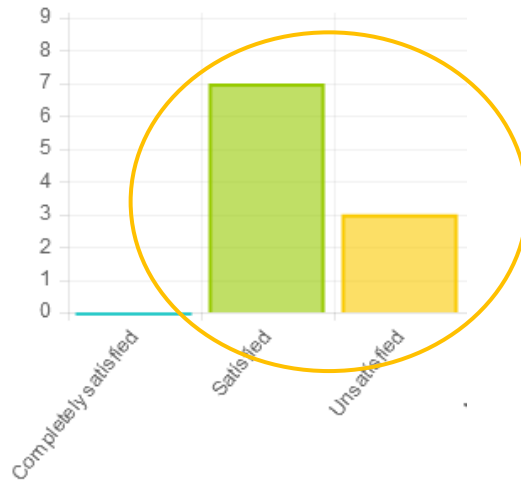


# Tracking of Action Plan 2020/2021 > Exit Survey

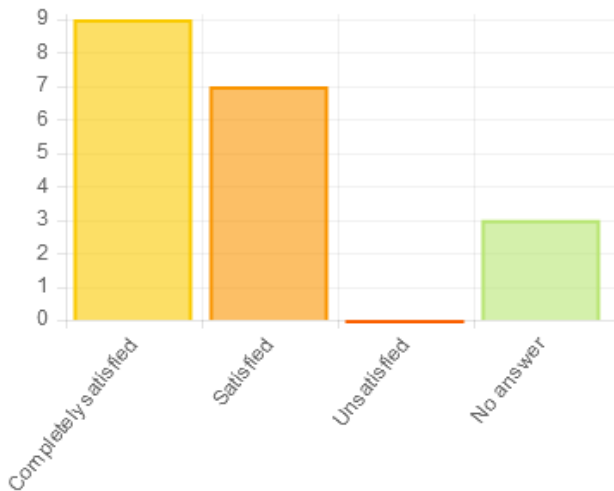
WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **SOCIAL BENEFITS**



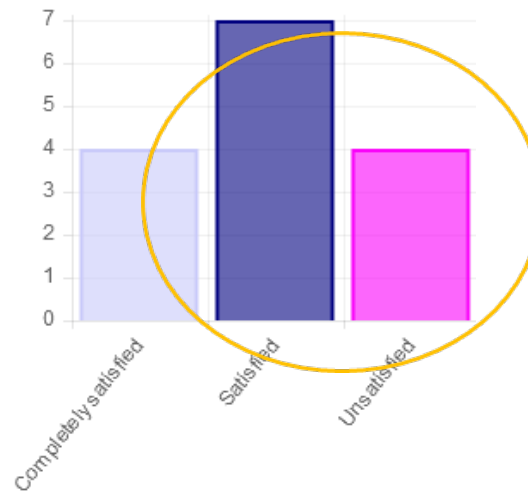
WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **POSSIBILITY OF PROMOTION**



WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **RELATIONSHIP WITH COLLEAGUES**

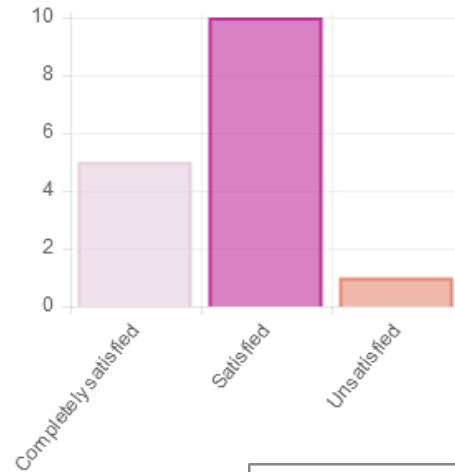


WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **RECOGNITION**

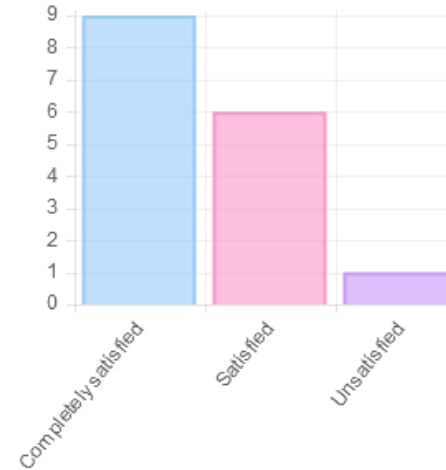


## Tracking of Action Plan 2020/2021 > Exit Survey

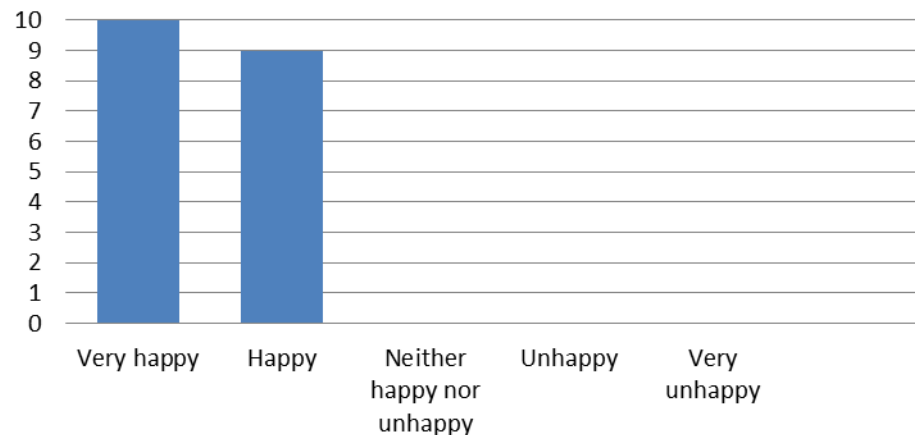
WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **TEAMWORK**



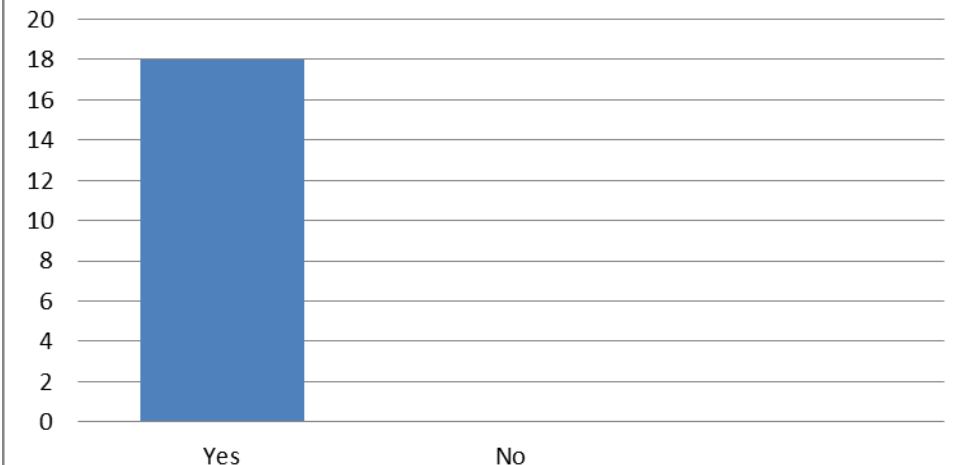
WHAT IS YOUR DEGREE OF SATISFACTION WITH THE FOLLOWING ASPECTS OF THE BCBL AND WITH YOUR JOB HERE? **RELATIONSHIP WITH SUPERIORS**



**IN GENERAL, DO YOU FEEL HAPPY OR UNHAPPY OF HAVING WORKED IN THE COMPANY?**



**WOULD YOU RECOMMEND WORKING IN THE BCBL?**



**WHICH ARE, IN YOUR OPINION, BCBL'S THREE MAIN STRENGTHS?**

Good atmosphere  
Flexibility  
The opportunity to meet people dedicated to this field  
Companionship  
Schedule  
Work atmosphere and schedule  
Training and new techniques  
Prestige  
Superiors' trust towards workers (autonomy and flexibility)  
Dinamism  
Resources  
Lab support  
Infrastructure and facilities  
Expertise of permanent staff  
Collaborations with different people working on different aspects of language  
Facilities  
Excellent researchers from multiple disciplines  
Training programme (lab meetings, project presentations etc.)  
Full support on writing project proposals and excellent feedback  
Promotion of healthy work-life balance

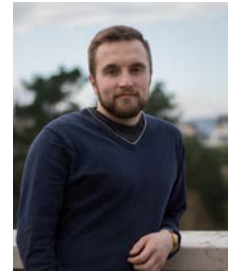
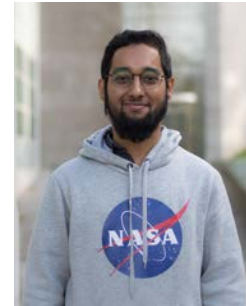


**WHICH ARE, IN YOUR OPINION, BCBL'S THREE MAIN WEAKNESSES?**

- Lack of communication among different parts of the center
- Low salaries compared to many other centers & universities in other countries
- Lack of job continuity and stability, but that is just inherent to science jobs more generally.
- Hierarchical organization
- Small reproducibility/ open science policies implemented
- There is margin for improvement in supporting new career development plans
- Some difficulties with addressing conflictive issues in the company.
- Lack of communication
- Virtually no teamwork in research terms



## Tracking of Action Plan 2020/2021 > Exit Survey



# Action Plan 2022/2023



HR EXCELLENCE IN RESEARCH

As off now, 19  
Actions related to  
Top 5+1 Gaps  
have been planned  
for 2022/2023  
(some are already  
completed !)

Category	C&C Principle	Other involved Principles	C&C Principle Name	Gap Analysis Year	Action	Area of improvement	Responsible	Implementation date	Indicator/Target/Count Evidence	Status
Ethical and Professional Aspect	11	15, 16, 24, 30, 40	Evaluation System	2021	New self assessment web based platform has been developed and launched in order to record and track researchers evaluation and feedback.	-Finalize intranet and define regular meetings among supervisors and supervisees.	HRS4R W.G.	2022	Web based tool	Pending
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 NTA's info create a QR poster or a linked list to share the access to the fishes and share among researchers.	L. Lopez	2021	-Job meeting agenda	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	HRS4R W.G. RESEARCHERS	2022	-Updated info at wiki	Pending
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	-Updated info at wiki	Completed
Working Conditions and Social Security	27	15, 16, 28, 30, 40	Working Conditions	2021	presentation at a lab meeting 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	-Updated info at wiki	Completed
Working Conditions and Social Security	27	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	2021	-Updated info at wiki	Completed
Working Conditions and Social Security	24	15, 16, 28, 30, 40	Working Conditions	2021	short structured workshop (60-90 min) for postdoc (supervisors) and postdoc and above (supervisors) to discuss what's working and what needs improving in supervision and identify supervision related training needs	Mental Health Resources for BCBLians	Wellbeing WG	2022	-Updated info at wiki	Pending
Recruitment and Selection	11	15, 16, 28, 30, 40	Working Conditions	2021	Design a questionnaire to be filled in by the members of the group and also by researchers from other groups and by some people from admin, IT, labs. This would ensure some sort of anonymity, because then even Pls with few people in their group would still receive feedback from 10-15 persons, so no risk anyone is afraid of being tracked if he/she gives negative feedback. It should be a questionnaire whose goal is to promote constructive criticism and dialogue, and it should be anonymous.	We may think in having an evaluation protocol for post-doc and staff/group leaders	HRS4R W.G. RESEARCHERS	2022		Pending
Working Conditions and Social Security	22	3, 4, 9, 19, 21, 25, 37	Recognition of the Profession	2021	Implement annual scientific retreat	Better knowledge of the work done by peers, recognition, better understanding of BCBL's research lines	Group leaders	30/2022		Pending
Working Conditions and Social Security	22	3, 4, 9, 19, 21, 25, 37	Recognition of the Profession	2021	Embedded in Supervision actions		Group 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, kirolxartels, Mutua's health services, UPV psychological services, UPV cultural and sport services ( <a href="https://www.ohu.es/oc/sorbitos/">https://www.ohu.es/oc/sorbitos/</a> ), including discounts for gyms that PhD students can take advantage of, etc.		HRS4R W.G. ADMIN	10/2022	Information public in the wiki	Pending
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	HRS4R W.G. ADMIN	10/2022	Number of sent mails per year	Pending
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 supervisor/supervisee 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	2022	Information public in the wiki	Pending
Working Conditions and Social Security	35	3, 15, 37	Participation in Decision making bodies	2021	Maybe something that could be done is, before each GL meeting, as the GL to "officially" ask their group members whether there are some issues that they wish to be seen discussed in the GL meetings.		Group leaders			Pending
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	2022		Pending
Ethical and Professional Aspect	11	15, 16, 28, 30, 40	Evaluation System	2021	Professional Development Plan to be improved and implemented including periodical supervision/evaluation meetings and feedback about personal achievements		HRS4R W.G. ADMIN	2022		Pending
Working Conditions and Social Security	28	15, 16, 19, 20, 24, 30	Career Development	2021	RE-Definition of specific career development strategy for researchers		HRS4R W.G. ADMIN	2022		Pending
Working Conditions and Social Security	28	15, 16, 19, 20, 24, 30	Career Development	2021	Vitae: Skills poster	Soft skills training and development	HRS4R W.G.	2022		Pending
Working Conditions and Social Security	28	15, 16, 19, 20, 24, 30	Career Development	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 workshop/training course linked to these needs, and people would feel they have the opportunity to publicly express it.		HRS4R W.G. RESEARCHERS			Pending

- ✓ HRS4R & HR Award
  - Brief intro, timeline & current situation
  - HRS4R Survey results
  - Gap analysis
  - Action Plan

☐ Questions and Answers



## Summary

bcdl



## Next steps

- HRS4R Action Plan: HRS4R WG along 1Q'2022 > Develop detailed actions, deadlines and responsables > Implement actions along 2022-2023, mainly focused on **Evaluation System, Recognition of the Profession, Stability, Funding and Salaries, Complaints** and **Participation in decision making bodies**
- From the Exit Survey: Work on **Recognition of the Profession** and **Promotion (Supervision )**
- Lab meeting dedicated to Soft Skills' wheel
- HR award renewal: 3Q' 2022
- Other HR related initiatives > **Hot Desking Strategy:**
  - 14 employees have answered positively (6 of them, researchers)
  - From the 6 researchers, only one's contract lasts more than 1 year > No worth
  - However: the space issue remains specially in Summer time, and for Predocs (employees + visitors) joining us on Fall 2022 and next courses (Severo Ochoa FPI, BFI, Caixa Inphinit, etc.)
  - We are wasting resources because we have no space for newcomers/visitors at the same time that the BCBL is empty.
  - No additional spaces are available at the building.
  - We have to look for a Post pandemic solution. It does not have to be a single solution, but we can try to combine different alternatives: more seats and tables, switch shifts (MWF – TTh or AM/PM) , hot desking...



## Questions, suggestions and discussion...

This presentation is available in our wiki, at:  
[https://wernicke.bcbl.local/wiki/index.php/BCBL\\_General\\_Meetings](https://wernicke.bcbl.local/wiki/index.php/BCBL_General_Meetings)

# Thank you!

## Eskerrik asko eta Gabon Zoriontsuak!

Wishing to see you all at  
**NEXT RETREAT !**

