

HUMAN RESOURCES STRATEGY FOR RESEARCHERS´S SURVEY

The “Human Resources Strategy for Researchers” (HRS4R), supports research institutions in the implementation of the policies and practices of “The European Charter for Researchers” and “The Code of Conduct for the Recruitment of Researchers”. The implementation of the Charter and Code will render institutions more attractive to researchers looking for a new employer or for a host for their research projects.

IIS Princesa launches this survey with the objective to carry out an internal gap analysis in order to identify areas of improvement according to the Charter and Code, with the objective of developing an action plan strategy and implement improvement measures. The European Commission will evaluate this work and, if the evaluation results positive, acknowledge IIS Princesa with the logo “HR Excellence in Research”.

The survey is anonymous and voluntary, although it will help us to improve our procedures. The survey is divided in 5 blocks, first a profile with general information, followed by the 4 sections included in the Chapter and Code: I. Ethical and professional aspects, II. Recruitment, III. Working conditions and social security, and IV. Training.

It is estimated that it takes only 10 minutes to answer.

In case of doubt, please do not hesitate to contact: iis.hlpr@salud.madrid.org.

I. Profile

Personal information:

1. Gender:

Male

Female

2. Age:

< 19

20-30

31-40

41-50

51-60

>61

3. Nationality:

Spanish

Rest of European countries

American countries

Asian countries

African countries

Oceania countries

Professional information:

4. Category:

Principal Investigator: He/she has to have a PhD and has to be beneficiary of at least one project funded by Plan Nacional de I+D+i or the European Commission in the last 5 years

Postdoctoral researcher

Predoctoral researcher

Laboratory Technician

Administrative or management staff

Other:

5. Area of research:

Area 1. Cellular and molecular etiopathogenic mechanisms in inflammatory and autoimmune diseases

Area 2. Translational neuroscience

Area 3. Advanced therapies and individualized medicine

Associated group

Administrative staff

N/A

6. Employer institution:

Hospital Universitario de La Princesa

Hospital Universitario Santa Cristina

Hospital Infantil Universitario Niño Jesús

Universidad Autónoma de Madrid

Fundación para la Investigación Biomédica Hospital Universitario de La Princesa

Other:

7. Type of contract:

Permanent

Temporary

8. Dedication:

Full time

Part time

9. Time in the current position:

< 1 year

1 - 2 years

3 - 4 years

5 - 6 years

7 - 8 years

9 - 10 years

> 11 years

II. Ethical and professional aspects

Each question can be evaluated from 1 to 5, establishing 1 as the lowest level of agreement and 5 as the highest level of agreement, (N/A) not applicable.

10. Ethical principles: IIS Princesa distributes and spreads the institutional Code of good practice.

1 2 3 4 5 N/A

11. Professional responsibility: IIS Princesa personnel are competent to carry out their job.

1 2 3 4 5 N/A

12. Contractual and legal obligations: IIS Princesa provides adequate information about the current legislation to its researchers.

1 2 3 4 5 N/A

13. Good practice in research: IIS Princesa provides information about national legal requirement for data and confidential protection and Ethical Principles for Medical Research Involving Human and animals.

1 2 3 4 5 N/A

14. Dissemination, exploitation of results: IIS Princesa has enough tools (web page, newsletter...) to ensure correct dissemination and exploitation of research results.

1 2 3 4 5 N/A

15. Public engagement: IIS Princesa has enough tools to ensure that research activities reach to society at large in such a way that they can be understood by non-specialists, thereby improving the public understanding of science.

1 2 3 4 5 N/A

16. Non discrimination: IIS Princesa does not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

1 2 3 4 5 N/A

17. Evaluation/ appraisal systems: IIS Princesa introduces 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 committee.

1 2 3 4 5 N/A

III. Recruitment

Each question can be evaluated from 1 to 5, establishing 1 as the lowest level of agreement and 5 as the highest level of agreement, (N/A) not applicable.

18. Recruitment (Code): IIS Princesa recruitment procedures are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

1 2 3 4 5 N/A

19. Selection (Code): IIS Princesa selection committees bring together diverse expertise and competences, have an adequate gender balance and include members from different disciplines.

1 2 3 4 5 N/A

20. Transparency (Code): Prior to the selection IIS Princesa informs about the recruitment process and the selection criteria, the number of available positions and the career development prospects. IIS Princesa informs candidates after the selection process about the strengths and weaknesses of their applications.

1 2 3 4 5 N/A

21. Judging merit (Code): IIS Princesa judges qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications (bibliometric indices are properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, transfer of knowledge, management of research and innovation and public awareness activities).

1 2 3 4 5 N/A

22. Seniority (Code): The level of qualifications required by IIS Princesa is in line with the needs of the position.

1 2 3 4 5 N/A

23. Postdoctoral appointments (Code): IIS Princesa establishes clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments.

1 2 3 4 5 N/A

IV. Working conditions and social security

Each question can be evaluated from 1 to 5, establishing the 1 as the lowest level of agreement and 5 as the highest level of agreement,(N/A) not applicable.

24. Research environment: IIS Princesa ensures the most stimulating research or research training environment and offers appropriate equipment, facilities and opportunities, including remote collaboration over research networks. It also ensures that the national or sectoral regulations concerning health and safety in research are observed.

1 2 3 4 5 N/A

25. Stability and permanence of employment. IIS Princesa is committed to promote the stability of employment conditions for researchers as permitted by the laws and regulations governing public employment in Spain.

1 2 3 4 5 N/A

26. Stability and permanence of employment: IIS Princesa ensures as far as possible the improvement of the stability of employment conditions for researchers.

1 2 3 4 5 N/A

27. Funding and salaries: IIS Princesa ensures that researchers, in line with the social context, have fair 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.

1 2 3 4 5 N/A

28. Gender balance: IIS Princesa aims for a representative gender balance at all levels of staff, including supervisory and managerial level.

1 2 3 4 5 N/A

29. Intellectual Property Rights: IIS Princesa ensures that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights.

1 2 3 4 5 N/A

30. Co-authorship: IIS Princesa provides the necessary framework conditions so that researchers can have the right to be recognized and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

1 2 3 4 5 N/A

31. Teaching: IIS Princesa ensures that teaching duties are adequately recognized and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers is counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

1 2 3 4 5 N/A

IV. Training

Each question can be evaluated from 1 to 5, establishing 1 as the lowest level of agreement and 5 as the highest level of agreement, (N/A) not applicable.

32. Relation with supervisors: IIS Princesa facilitates a structured and regular relationship of researchers in their training phase with their supervisor(s) and faculty/departmental representative(s) that allow them to fully benefit.

1 2 3 4 5 N/A

33. Supervision: IIS Princesa ensures that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties and informs the researchers accordingly.

1 2 3 4 5 N/A

34. Positive general comments

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35. Negative general comments

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