

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2021ES623552

Name Organisation under review: **INSTITUTO DE INVESTIGACIÓN SANITARIA Y BIOMÉDICA DE ALICANTE (ISABIAL)**

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DATE ENDORSEMENT CHARTER AND CODE: March 12th, 2021

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented</p>	<p>In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
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Ethical and Professional Aspects

<p>1. Research freedom</p>	<p>+/-</p>	<p>ISABIAL has a Strategic Plan for the period 2016-2021 whose main objective is to guide the Institute's actions and define the objectives, common scientific lines, resources and actions necessary to guide the development of the Institute's priority research areas.</p> <p>The supervision and control of the projects carried out in the Institute is the responsibility of the corresponding Committees depending on the nature of the study, the institution to which the main researcher belongs and the center involved in the research (Research Commission/Internal Scientific Committee, External Scientific Committee, Drug Research Ethics Committee (CEIm) that acts as the Research Ethics Committee (CEI), and access to the Animal Experimentation Committee (CEBA) of the University). ISABIAL's management structure has an Innovation Area and an Innovation Committee, which facilitates the transfer of knowledge</p>	<ul style="list-style-type: none"> • Review of the Welcome Manual for researchers, including the basic principles of freedom of research at the Institute.
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		<p>and technology to the productive sector, with the support of the entities represented in the Institute.</p> <p>ISABIAL has an Evaluation Group within the Research Commission. Its purpose is to evaluate the initiatives and collaborations in R&D carried out within the Institute and make a recommendation to the Research Commission.</p> <p>ISABIAL researchers are free to propose their own projects and research lines, respecting in any case the legal and budgetary limitations that apply to them due to their membership in the public sector of the Generalitat Valenciana.</p> <p>ISABIAL has a Code of Good Scientific Practices accessible to all institute personnel, the objective of which is to promote the practice of quality and ethically correct scientific research.</p> <p>87.5% of the survey participants consider that the research staff is free to carry out their research tasks and promote new projects and work methodologies.</p>	
2. Ethical principles	+/-	<p>ISABIAL publishes and updates annually, the priority research areas of the Institute, indicating the composition of the research groups of each one, as well as the person designated as representative of each group.</p> <p>The supervision and control of the projects carried out in the Institute is the responsibility of the corresponding Committees depending on the nature of the study, the institution to which the main researcher belongs and the center involved in the research (Research Commission / Internal Scientific Committee, External Scientific Committee, Research Ethics Committee, Clinical Research Ethics Committee (CEIC), Drug Research Ethics</p>	<ul style="list-style-type: none"> • Review of the Welcome Manual for researchers, including ethical and legal aspects.

		<p>Committee (CEIm), and access to the Animal Experimentation Committee (CEBA) of the University).</p> <p>ISABIAL has an Evaluation Group within the Research Commission. Its purpose is to evaluate the initiatives and collaborations in R&D carried out within the Institute and make a recommendation to the Research Commission. The Evaluation Group not only reviews the proposals submitted to the intramural calls of the Institute, but also supervises any initiative or collaboration in this regard, in order to ensure the scientific quality of the projects and contribute to their improvement as much as possible, which makes it a fundamental resource on a scientific and managerial level.</p> <p>The ISABIAL Training Plan includes in its training proposal "Good Practices and Ethics" (management of personal data and good clinical practices) as a subject area. The ISABIAL training offer includes training courses on the following topic: "Introduction to innovation and intellectual and industrial property".</p> <p>ISABIAL has a Code of Good Scientific Practices, accessible to all institute personnel, whose objective is to promote the practice of quality and ethically correct scientific research.</p> <p>90.14% of the participants in the survey know the ISABIAL Code of Good Practices.</p>	
3. Professional responsibility	+/-	<p>ISABIAL has a Strategic Plan for the period 2016-2021 whose main objective is to guide the Institute's actions and define the objectives, common scientific lines, resources and actions necessary to guide the development of the Institute's priority research areas. ISABIAL has a defined scientific structure made up of five priority research areas in which the existing research</p>	<ul style="list-style-type: none"> • Prepare a statement of professional responsibility for researchers and management personnel. • Improved dissemination of industrial and intellectual property procedures.

		<p>groups are framed, as well as the fundamental themes, and whose purpose is to be able to address the fundamental objectives of the Institute. The ISABIAL values include the Principle of research excellence and good scientific practices. ISABIAL's research staff abides by basic Good Scientific Practices (avoid plagiarism, share authorship and ownership when applicable, etc).</p> <p>ISABIAL has a Research Prioritization Plan whose objective is to define the Institute's research areas and prioritize them in terms of production, resource acquisition and opportunity, taking into account the health needs of the Institute's environment. The Institute also has internal regulations on intellectual and industrial property.</p> <p>The ISABIAL Training Plan includes in its training proposal "Good Practices and Ethics" (management of personal data and good clinical practices) as a subject area. The ISABIAL training offer includes training courses on the following topic: "Introduction to innovation and intellectual and industrial property".</p> <p>ISABIAL has a Code of Good Scientific Practices, accessible to all institute personnel, whose objective is to promote the practice of quality and ethically correct scientific research.</p> <p>24.29% of the personnel who have participated in the survey, consider that internal dissemination on industrial and intellectual property procedures should be promoted.</p>	
4. Professional attitude	+/-	<p>ISABIAL's different research areas have their own strategic plan, the monitoring of which is carried out through the Areas Coordination Group. In addition, for the assignment of a new research group, the presentation</p>	<ul style="list-style-type: none"> • Improve the dissemination of calls (newsletter).

		<p>of its own strategic plan is required together with its application for membership.</p> <p>ISABIAL's management structure has an Innovation Area and an Innovation Committee, which facilitate the transfer of knowledge and technology to the productive sector, with the support of the entities represented in the Institute. As ISABIAL's work group, the Evaluation Group is constituted, which acts as an advisory body with the objective of improving the competitiveness of the Institute through review and methodological support to the applicant in the concurrence of calls for research projects.</p> <p>The ISABIAL Process Map defines, among others, a Competitive Research Project Management process, a Clinical Research Contract Management process, an Expense Management process, an HR Management process, a Inventory Management process, a Research Platforms process and an Accounting Economic Management process.</p> <p>All R&D projects are presented through the ISABIAL Single Entrance Gate for authorization (http://alicante.san.gva.es/web/isabial/proyectos). The Gateway ensures the traceability of all inquiries and research activities carried out at the Institute.</p> <p>The monitoring of research projects is carried out through the FUNDANET management tool, in which all R&D activity is registered. FUNDANET allows you to monitor the scientific production carried out at the Institute. The manager responsible for the project authorizes from FUNDANET, the expenses necessary for the development of the project.</p>	
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		74.29% of the research staff consider that sufficient dissemination is carried out on the financing mechanisms and the status of their projects.	
5. Contractual and legal obligations	+/-	<p>ISABIAL has a Training Plan published and reviewed annually, with all the training activities carried out at the Institute. This plan is disseminated through the web to all research staff. ISABIAL's training offer includes training courses on the following topics: "Introduction to innovation and intellectual and industrial property", "Communication of results in the health field", "Preparation of a publication" and "Bibliographic search and document management “.</p> <p>ISABIAL has published on its website a "Recommendation of signature in publications for authors attached to ISABIAL", which defines the bibliographic signature and institutional credits to be used in the publication of results.</p> <p>The personnel hired by ISABIAL adheres to the Collective Agreement of Offices and Dispatches of the Province of Alicante, although the Legal Representation of Workers has expressed the intention of joining the agreement of labor personnel at the service of the Generalitat administration. Consequently, ISABIAL must request the mandatory reports referred to in the current budget law of the Generalitat and carry out the necessary procedures for formal adherence to it.</p> <p>ISABIAL approved, within its Innovation Committee and with representation of the OTRIs of the entities linked to the Institute, its own Regulations on Intellectual and Industrial Property.</p>	<ul style="list-style-type: none"> • Initiate the procedures for adhesion to the Agreement of the Administration of the Generalitat Valenciana.

		<p>ISABIAL has a Code of Good Scientific Practices accessible to all institute personnel, the objective of which is to promote the practice of quality and ethically correct scientific research.</p> <p>35.71% of those surveyed consider it a priority to offer more information on working conditions.</p>	
6. Accountability	++	<p>ISABIAL carries out periodic audits and publishes its annual accounts. On the other hand, ISABIAL receives random audits as established in the calls for each project. ISABIAL's 2016-2021 Strategic Plan proposes a Quality System Promotion Plan that includes, within its actions, establishing a monitoring and evaluation mechanism, including internal reports.</p> <p>The monitoring of research projects is carried out through the FUNDANET management tool, in which all R&D activity is registered. FUNDANET allows the monitoring of scientific production as a result of the development of research activities, regardless of the nature of its origin, be it a research project, a study or clinical trial or an invention or idea communicated to the Innovation Area. Regarding the economic monitoring of the projects, the manager responsible for the project authorizes from FUNDANET, the expenses necessary for the development of the project, in accordance with the provisions of the financial report, as well as informing the researchers of the funds pending execution. with enough time for the adequate progress of the study and its completion. FUNDANET has an alert system, through which the tasks and deadlines to be fulfilled for the proper development of the project are indicated. This system makes it possible to ensure compliance with the commitments acquired and communications with the researchers and/or funding entities programmed for this purpose. The main researcher, for his part, is responsible for making the final</p>	

		<p>scientific report, and justifying the achievement of the objectives and results achieved with the development of the project.</p> <p>ISABIAL has a Code of Good Scientific Practices accessible to all institute personnel, the objective of which is to promote the practice of quality and ethically correct scientific research.</p> <p>72.85% of the research staff who have participated in the survey, consider that ISABIAL collaborates adequately in the audits of research activities.</p>	
7. Good practice in research	+/-	<p>ISABIAL complies with the legislation on data protection as established in Organic Law 3/2018, of December 5, on the Protection of Personal Data and guarantee of digital rights.</p> <p>ISABIAL has a Code of Good Scientific Practices accessible to the institute's staff, the objective of which is to promote the practice of quality and ethically correct scientific research.</p> <p>The ISABIAL Training Plan includes in its training proposal "Good Practices and Ethics" (management of personal data and good clinical practices) as a subject area. ISABIAL's training offer includes training courses on the following topic: "Introduction to innovation and intellectual and industrial property". As ISABIAL is located in the facilities of the General University Hospital of Alicante, the guidelines on computer security are those applicable to the environment of the Alicante-General Hospital Health Department. In compliance with the Data Protection Law, both ISABIAL and the General University Hospital of Alicante, the central structure of ISABIAL, through the Department of Universal Health and Public Health, are part of the Administration of the Generalitat</p>	<ul style="list-style-type: none"> • Revision of the Welcome Manual for researchers to include the Code of Good Scientific Practice.

		<p>and its public sector Therefore, following the Official Bulletin of the Valencian Government of May 23, 2018, they are subject to the figure of the Data Protection Delegate of the Generalitat.</p> <p>Each of the Institutions that make up ISABIAL has its own Emergency Safety Plan, which it applies to researchers who carry out their research activities in their infrastructures.</p> <p>ISABIAL follows the procedure for waste treatment approved by the General University Hospital of Alicante (HGUA). In this sense, it is the HGUA that ensures the provision of the necessary means for its compliance and that coordinates the collection and disposal of waste generated at the facilities.</p> <p>79.71% of the respondents consider that there is a good dissemination of the regulations related to occupational safety, data protection and other confidentiality requirements.</p>	
8. Dissemination, exploitation of results	-/+	<p>ISABIAL's Strategic Plan for the period 2016-2021 defines as a strategic line "Promote the dissemination of scientific research results, promoting the transfer of results to clinical practice and to society". In addition, this Plan includes a Communication and Positioning Plan that aims to "promote the dissemination of research activity and transfer a positive image of ISABIAL to society, in order to attract interests to the Institute and position it as a center of reference" .</p> <p>ISABIAL has a record of all the Institute's scientific activity, producing an annual scientific report that includes details of all scientific publications each year, as well as participation in projects in competitive competition, as well as participation in REDES and CIBERS. ISABIAL has</p>	<ul style="list-style-type: none"> • Prepare a Plan for the Translation and Transfer of Results to clinical practice and the productive sector. • Improve the dissemination of research results on the web. • Dissemination of the agreements of the Innovation Committee (Innovation Bulletin). • Promote actions that facilitate the publication of results in high impact magazines.

		<p>Standard Forms for the Internal Scale of Research Groups (Scientific Production and Strategic Plan).</p> <p>In addition, ISABIAL's management structure has an Innovation Area and an Innovation Committee, which facilitates the transfer of knowledge and technology to the productive sector, with the support of the entities represented in the Institute.</p> <p>ISABIAL has published on its website a "Recommendation of signature in publications for authors attached to ISABIAL", which defines the bibliographic signature and institutional credits to be used in the publication of results.</p> <p>ISABIAL's R&D Training Program defines Scientific Communication as a priority thematic area. In addition, the ISABIAL Training Program includes the following training courses: "Communication of results", "Introduction to Innovation and Industrial Property", "Bibliographic search and document management", and "Preparation of a publication".</p> <p>26.47% of the research staff consider it a priority to increase the dissemination of the research carried out at ISABIAL.</p>	<ul style="list-style-type: none"> • Development of an Open Science policy. Promotion of Open Access publications.
9. Public engagement	-/+	<p>ISABIAL has a Strategic Plan, in which one of its axes is called "VISIBILITY" whose objective is to promote the dissemination of research activity and transfer a positive image of ISABIAL to society. ISABIAL proposes in its Strategic Plan the development of a Communication and Positioning Plan whose objective is to promote the dissemination of research activity and transfer a positive image of ISABIAL to society, in order to attract interests to the Institute and position it as a center of reference. To this end, a specific Communication Plan has been drawn</p>	<ul style="list-style-type: none"> • Promote scientific communication activities aimed at society. • Carry out training actions to improve the transversal competences of ISABIAL staff in terms of dissemination to society, participation and co-creation.

		<p>up (Action A511.4 of the Strategic Plan), which includes activities such as: events, dissemination actions and informational materials.</p> <p>In its Strategic Plan, a Plan to Promote Relations with Private Entities and Social Agents is also proposed, the objective of which is to promote the Institute's approach to private entities and relevant social agents, to make them participate in the positive image of ISABIAL and its positioning as reference center in R&D. This Plan includes activities with patient associations and other social agents.</p> <p>ISABIAL periodically publishes scientific reports that collect its activity carried out.</p> <p>Annually, ISABIAL holds the Clinical Research Day, as a dissemination activity to give ISABIAL more visibility. However, the Institute recognizes the need to promote scientific communication and dissemination activities aimed at society, for example, through participation in events such as "Science with Tapas" or activities with patient associations.</p> <p>34.34% of the research staff consider it necessary to have collaboration agreements with patient associations and companies to increase citizen participation in research activities.</p>	<ul style="list-style-type: none"> • Promotion of the participation of patients, societies and stakeholders. For example: "Clinical Research Day". • Identify and assess the use of other means of scientific communication. • Promote actions that facilitate the publication of results in high impact magazines.
10. Non discrimination	+/-	<p>ISABIAL has a personnel hiring management procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE" that defines the description, instructions and procedures to follow when a need for hiring personnel arises. This procedure complies with the principles of publicity, competition, transparency, confidentiality, equality and non-discrimination.</p>	<ul style="list-style-type: none"> • Implement the actions contemplated in the ISABIAL Equality Plan. • Work towards the achievement of the Company Equality mark (DIE).

		<p>ISABIAL has an Equality Plan as a tool for detecting and eradicating possible inequalities that, due to sex, exist or are presented in ISABIAL to achieve real and effective equality. In addition, ISABIAL has an Equality Commission that will ensure that it disseminates, promotes and enhances equal opportunities for all ISABIAL workers, promoting full equality between women and men. The Equality Commission will be equal and will be made up of at least 3 members representing the administration and 3 members representing the trade union organizations with representation on the Sector Board.</p> <p>78.26% of the research staff consider that ISABIAL respects the principles of equality and non-discrimination for the incorporation of researchers.</p>	
11. Evaluation/ appraisal systems	+/-	<p>ISABIAL has a Strategic Plan for the period 2016-2021 that includes a strategic axis entitled "STRUCTURE" whose objective is to establish the necessary processes to ensure scientific and management excellence. In addition, the Strategic Plan proposes an Integration Plan that, among other objectives, must establish categories of excellence among research groups and the evaluation and promotion mechanisms.</p> <p>ISABIAL has a Procedure for the Classification of Research Groups. In addition, it has a Research Areas Coordination Group, which acts as a scientific promotion and coordination body within the Research Commission, with the aim of dynamizing, coordinating and uniting the scientific activity of the research groups, in relation to ISABIAL's strategic and emerging research areas, ensuring the coherence, relevance and quality of the centre's strategic planning in this area.</p>	<ul style="list-style-type: none"> • Review and update of the ISABIAL Integration Plan. • Updating and review of the Quality and Improvement Plan. Prepare a plan of action, evaluation and assessment of all areas of the Institute.

		<p>In addition, ISABIAL has a Call for the promotion of research among vulnerable groups (residents, nursing, primary care) and a Guardianship Plan for emerging groups, clinicians and professional groups (residents, nursing, primary care, contracted personnel and staff in ascribed training).</p> <p>36.24% of the research staff consider it necessary to develop and disseminate personnel evaluation systems that allow the performance of researchers to be evaluated.</p>	
Recruitment and Selection			
12. Recruitment	+/-	<p>ISABIAL has a personnel hiring management procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE", which defines the description, instructions and procedures to follow when a need for hiring personnel arises. The selection of research staff and management staff and collaborators in research tasks will be carried out by the evaluation Commission appointed in each call, which must respect the principles of equality, merit, capacity, independence and impartiality by evaluating the documents provided. in the application, basing the decision on criteria of adaptation to the profile that appears in the call. The hiring procedure establishes that job offers will be published on the ISABIAL website for at least a period of no less than 15 calendar days (application reception period).</p> <p>ISABIAL job offers are published through the job portal and include the job description, working conditions, functions, requirements for participation in the call (qualifications, experience, languages), work merits (professional experience, training, general skills and attitudes), and also includes the assessment of these merits and the interview phase.</p>	<ul style="list-style-type: none"> Adapt the ISABIAL personnel hiring procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE" to the recommendations of the C&C and OTM-R.

		<p>ISABIAL's Strategic Plan includes a "PEOPLE" axis whose objective is to consolidate the critical mass of ISABIAL and promote the development of personnel in the scientific and research field, contributing to the excellence of the Institute.</p> <p>ISABIAL encourages the recruitment of new talent in development through its own call for pre-doctoral scholarships, for their incorporation into research groups of the Institute.</p> <p>ISABIAL has an Equality Plan with a section on Access to Employment and Hiring, which includes among its specific objectives "Promote parity in selection and provision bodies, provided that the principles of professionalism and specialization are violated."</p> <p>64.28% of those surveyed consider the current hiring procedure appropriate.</p>	
13. Recruitment (Code)	+/-	<p>ISABIAL has a personnel hiring management procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE" that defines the description, instructions and procedures to follow when a need for hiring personnel arises. The selection of research staff and management staff and collaborators in research tasks will be carried out by the Evaluation Commission appointed in each call, which respects the principles of equality, merit, capacity, independence and impartiality by evaluating the documents provided in the application, basing the decision on criteria of adaptation to the profile that appears in the call. The hiring procedure establishes that job offers will be published on the ISABIAL website for at least a period of no less than 15 calendar days (application reception period).</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R. The hiring procedure must include the working conditions and the elements of the professional career (at a general level).

		<p>ISABIAL job offers and their resolution are published on the Institute's website through the Employment Portal and include the job description, working conditions, functions, requirements for participation in the call (degree, experience, languages), work merits (professional experience, training, general skills and attitudes), and also includes the assessment of these merits and the interview phase.</p> <p>25% of those surveyed consider it a priority to include professional development opportunities in job offers.</p>	
14. Selection (Code)	+/-	<p>ISABIAL has a personnel recruitment management procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE".</p> <p>ISABIAL has an established procedure for the appointment of the Evaluation Commission. The assessment of qualitative aspects is the responsibility of the Evaluation Commission designated in each call, which will include the Promote responsible for the Exchange/Project, as well as the Head of Service and the Scientific Director of ISABIAL or person delegated. The Evaluation Commission may also seek the collaboration and advice of external experts in the subject matter of the position offered.</p> <p>The Evaluation Commission respects the principles of equality, merit, capacity, independence and impartiality, assessing those merits that it considers for the performance of the position offered.</p> <p>ISABIAL has an Equality Plan with a section on Access to Employment and Hiring, which includes among its specific objectives "Promote parity in selection and provision bodies, provided that the principles of professionalism and specialization are violated."</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R. Include an evaluation self-check in the application.

		75% of the research staff consider appropriate the Evaluation Committees that are set up for the job offers published.	
15. Transparency (Code)	+/-	<p>ISABIAL has a personnel hiring management procedure in place "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE", which specifies the criteria for the selection and hiring of personnel (content of published offers).</p> <p>The hiring procedure establishes that job offers will be published on the ISABIAL website for at least a period of no less than 15 calendar days (application reception period).</p> <p>ISABIAL job offers are published through the job portal and include the job description, working conditions, functions, requirements for participation in the call (qualifications, experience, languages), work merits (professional experience, training, general skills and attitudes), and also includes the assessment of these merits and the interview phase.</p> <p>The hiring procedure includes the Publication of the Resolution of the chosen candidate. The name and both surnames of the selected person are published.</p> <p>Currently there are no tools that allow communication to unsuccessful candidates.</p> <p>78.57% of the research staff consider the information offered in the job offers on the selection procedure and evaluation criteria of the candidates adequate.</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R. Make communications of acceptance / denial to candidates.
16. Judging merit (Code)	+/-	<p>ISABIAL has a personnel hiring management procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE" that</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the

		<p>defines the description, instructions and procedures to follow when a need for hiring personnel arises. The selection of research staff and management staff and collaborators in research tasks will be carried out by the evaluation Commission appointed in each call, which respects the principles of equality, merit, capacity, independence and impartiality by evaluating the documents provided in the application, basing the decision on criteria of adaptation to the profile that appears in the call.</p> <p>ISABIAL job offers are published through the job portal and include the job description, working conditions, functions, requirements for participation in the call (qualifications, experience, languages), work merits (professional experience, training, general skills and attitudes), and also includes the assessment of these merits and the interview phase.</p> <p>85.72% of the respondents consider it necessary that qualitative aspects such as teaching, personnel supervision, knowledge transfer and carrying out scientific dissemination activities should be taken into account in the evaluation of the candidates among other.</p>	<p>recommendations of the C&C and OTM-R, which includes guidelines regarding the communication of acceptances / denials. (For example, publication of rankings through coded lists of the results of the selection processes).</p>
<p>17. Variations in the chronological order of CVs (Code)</p>	<p>-/+</p>	<p>ISABIAL has a management procedure for hiring personnel "PNT-ECO-006-02 PROCEDURE FOR HIRING PERSONNEL".</p> <p>The assessment of qualitative aspects is the responsibility of the Evaluation Commission. The Evaluation Commission respects the principles of equality, merit, ability, independence and impartiality, assessing those merits that it considers for the performance of the position offered, such as chronological variations in the curriculum.</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R. Include in the new selection and hiring procedure the assessment of chronological variations and interruptions in the professional career.

18. Recognition of mobility experience (Code)	-/+	<p>ISABIAL has a management procedure for hiring personnel "PNT-ECO-006-02 PROCEDURE FOR HIRING PERSONNEL".</p> <p>The hiring procedure defines the merit scale of the candidates, positively evaluating academic and professional training stays. The Evaluation Commission respects the principles of equality, merit, capacity, independence and impartiality, assessing those merits it considers for the performance of the position offered, such as recognition of mobility.</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R. (Eg: Evaluation of stays abroad).
19. Recognition of qualifications (Code)	+/-	<p>ISABIAL has a management procedure for hiring personnel "PNT-ECO-006-02 PROCEDURE FOR HIRING PERSONNEL".</p> <p>The hiring procedure defines the merit scale of the candidates, recognizing non-formal qualifications, especially in the context of international and professional mobility. The Evaluation Commission respects the principles of equality, merit, capacity, independence and impartiality, evaluating those merits that it considers for the performance of the position offered, such as the recognition of qualifications.</p> <p>51.85% of the respondents consider that ISABIAL adequately values the academic and professional merits of the research staff.</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R.
20. Seniority (Code)	+/-	<p>ISABIAL has a management procedure for hiring personnel "PNT-ECO-006-02 PROCEDURE FOR HIRING PERSONNEL".</p> <p>The assessment of qualitative aspects is the responsibility of the Evaluation Commission. The Evaluation Commission respects the principles of equality, merit, capacity, independence and impartiality, assessing those</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R.

		<p>merits that it considers for the performance of the position offered, such as chronological variations in the curriculum. ISABIAL does not restrict the hiring of personnel due to the seniority of the degree obtained.</p> <p>The job offers published from ISABIAL are not limited to specific degrees and specify that they are open to "equivalent" degrees.</p>	
21. Postdoctoral appointments (Code)	-/+	<p>ISABIAL has a management procedure for hiring personnel "PNT-ECO-006-02 PROCEDURE FOR HIRING PERSONNEL".</p> <p>The published job offers contain information on the working conditions (legal status, duration, professional category, probationary period, working day, gross annual salary and workplace).</p> <p>The assessment of qualitative aspects is the responsibility of the designated Evaluation Commission. The Evaluation Commission respects the principles of equality, merit, capacity, independence and impartiality, evaluating those merits that it considers for the performance of the position offered.</p>	<ul style="list-style-type: none"> Adapt ISABIAL's "PNT-ECO-006-02 PERSONAL" contracting procedure to the recommendations of the C&C and OTM-R.
Working Conditions and Social Security			
22. Recognition of the profession	+/-	<p>ISABIAL has a Strategic Plan for the period 2016-2021 in which the strategic objective is defined as "To provide, as far as possible, adequate training adapted to the needs of the members of the Institute".</p> <p>In addition, the Strategic Plan includes a strategic axis entitled "PEOPLE" whose objective is "Consolidate the critical mass of ISABIAL and promote the development of personnel in the scientific and research field, contributing to the excellence of the Institute". Within this strategic</p>	<ul style="list-style-type: none"> Updating and review of the Quality Plan and Improvement. Establish evaluation and assessment systems in all areas of the Institute, including the personal researcher. Perform the classification of the personal researcher according to the definition of EURAXESS categories (R1, R2, R3 and R4).

		<p>axis, a Plan to Promote Research Training is contemplated.</p> <p>ISABIAL's research staff is classified into two types of equally recognized profiles: Senior Research Staff and New or Training Research Staff. Through the working group for the elaboration of the Researcher Statute, led by the Autonomous Research Directorate, work is being done on the definition of the categories based on EURAXESS.</p> <p>60.65% of the research staff consider appropriate the categories of researchers established in ISABIAL.</p>	
23. Research environment	+/-	<p>ISABIAL has a defined scientific structure made up of five priority research areas in which the existing research groups are framed, as well as the fundamental themes.</p> <p>ISABIAL has a management structure made up of four areas (accreditation; innovation and quality, projects; clinical trials; and economic, HR and legal).</p> <p>The Institute currently has an approximate area of 2,205 m² dedicated to the research work of its professionals. This includes the Institute's Management Area and the Scientific-Technical Support Area. In terms of scientific-technical support, ISABIAL houses the HGUA Biobank, certified with ISO 9001 and belonging to the National and Valencian Network of Biobanks, and also has a Research Support Laboratory.</p> <p>ISABIAL's Strategic Plan includes an "INNOVATION" axis, which defines as a strategic line the "Establishment of links and collaboration networks". ISABIAL encourages the participation of research staff and platforms in national and international networks, promoting integration in research networks. In addition, the</p>	<ul style="list-style-type: none"> • Publication and update of ISABIAL's own service rates.

		<p>Strategic Plan includes a Plan to Promote Research Training and a Plan to Promote Research.</p> <p>ISABIAL has a Training Plan that includes, among its objectives, “Integrate the training offered by the entities that make up ISABIAL and consolidate a global training offer adapted to the characteristics of the Institute and the demands of the professionals who make it up, promoting the recruitment of research staff at all levels”.</p> <p>ISABIAL has a Guardianship Plan for Emerging and New Groups, the objective of which is to “Offer researchers from emerging and novice groups, as well as Primary Care and Nursing researchers integrated in any group modality, specific support actions to contribute to their development and evolution, guaranteeing the excellence of the research carried out”.</p> <p>34.42% of the research staff consider it necessary to offer more information about the existing support structures for researchers.</p>	
24. Working conditions	+/-	<p>All the work centers that make up the ISABIAL are adapted for people with reduced mobility and people with disabilities.</p> <p>ISABIAL has an Equality Plan that includes a section on "CONCILIATION" that considers among its specific objectives "to promote and facilitate the reconciliation of work, family and personal life of workers".</p> <p>68.34% of the respondents consider the measures implemented in ISABIAL on family conciliation and work flexibility to be appropriate.</p>	<ul style="list-style-type: none"> • Promotion of family conciliation measures. (Eg: Request for teleworking).
25. Stability and permanence of employment	++	<p>ISABIAL is an employer body of the public sector and, like other entities in the sector, most of its own Human</p>	

		<p>Resources designated to R&D are financed through public calls. In this sense, the legal regulations for the control of the public deficit are applicable, which include the limitation in the wage bill and in the generation of indefinite contracts. Likewise, ISABIAL is obliged to carry out a List of Jobs on an annual basis.</p> <p>ISABIAL's contracting capacity is limited to its own projects and it does not have the capacity to extend such contracts indefinitely. In this sense, ISABIAL does not have procedures for the stabilization of its research staff, or of professional career elements.</p> <p>ISABIAL participates in the Working Group for the elaboration of the Statute of the Labor Research Personnel, at the regional level (Valencian Community).</p> <p>47.54% of the research staff consider it necessary to improve staff stabilization procedures.</p>	
26. Funding and salaries	++	<p>ISABIAL is an employer body of the public sector and, like other entities in the sector, most of its own Human Resources designated to R&D are financed through public calls. In this sense, the legal regulations for the control of the public deficit are applicable, which include the limitation in the wage bill and in the generation of indefinite contracts.</p> <p>ISABIAL's contracting capacity is limited to its own projects and it does not have the capacity to extend such contracts indefinitely. In this sense, ISABIAL does not have procedures for the stabilization of its research staff, or of professional career elements.</p> <p>ISABIAL has salary tables based on the Labor Agreement to which the workforce currently adheres (Collective</p>	

		<p>Agreement for Offices and Dispatches of the Province of Alicante). For the realization of these salary tables, the references marked by in the II Collective Agreement of Labor Personnel at the service of the Autonomous Administration have been taken into account.</p> <p>However, when defining the entity's last Job List, the intention of joining the II Collective Agreement of the workforce at the service of the administration of the Generalitat has been taken into account. In this sense, it is noted that the classification and, therefore, the determination of the remuneration associated with the jobs has been defined in a manner equivalent to that established in the II Collective Agreement of Labor Personnel at the service of the Autonomous Administration.</p> <p>59.02% of the research staff consider the financing conditions offered by ISABIAL to be appropriate.</p>	
27. Gender balance	+/-	<p>ISABIAL has a Strategic Plan for the period 2016-2021 that defines as a strategic objective "Promote Equality among research groups".</p> <p>In addition, ISABIAL has an Equality Plan for the 2018-2021 period as a tool for detecting and eradicating possible inequalities that, due to sex, exist or are presented in ISABIAL to achieve real and effective equality.</p> <p>An Equality Commission has been appointed within ISABIAL whose function is to disseminate, promote and enhance equal opportunities for all ISABIAL workers. The objectives of the Equality Commission include: promoting and promoting the principle of equality and non-discrimination on the grounds of sex, Designing and</p>	<ul style="list-style-type: none"> • Recognition of the figure of the Co-IP (Co-Group Leader). • Promote gender balance at all levels of the Institute with special attention to management and direction levels, except in those bodies in which their composition is determined by the position held.

		<p>evaluating the Equality plan; actively monitor the application of the measures adopted to promote equality, as well as legal measures; collect and study the suggestions and proposals of all workers regarding equality in the organization and the equality Plan itself.</p> <p>65% of the research staff consider the ISABIAL Equality Plan adequate.</p>	
28. Career development	++	<p>ISABIAL has a Strategic Plan that is defined as a strategic objective "To provide, as far as possible, adequate training adapted to the needs of the members of the Institute". In addition, this plan defines a strategic axis entitled "PEOPLE", in which a Research Promotion Plan is proposed with the aim of facilitating greater dedication of medical personnel to research activity, which includes, among other actions, organizing actions that grant greater recognition to the research activity of the Institute's staff (eg, award prizes to different categories related to research activity).</p> <p>ISABIAL has a Guardianship Plan for Emerging and New Groups, the objective of which is to "Offer researchers from emerging and novice groups, as well as Primary Care and Nursing researchers integrated in any group modality, specific support actions to contribute to their development and evolution, guaranteeing the excellence of the research carried out".</p> <p>ISABIAL's research staff is classified into two types of equally recognized profiles: Senior Research Staff and New or Training Research Staff. Through the working group for the elaboration of the Researcher Statute, led by the Autonomous Research Directorate, work is being done on the definition of the categories based on EURAXESS.</p>	

		<p>ISABIAL has a Training Plan that is periodically reviewed, and in which all researchers can actively participate in its preparation through a Training Needs Questionnaire. The Training Plan is disseminated to all Institute personnel, as well as its activities carried out through different channels, including face-to-face meetings and electronic communication channels.</p> <p>30% of the respondents consider that the tools offered by ISABIAL that enable the professional development of research staff should be improved.</p>	
29. Value of mobility	+/-	<p>The ISABIAL Training Plan includes, among its objectives, promoting the participation of renowned experts, both nationally and internationally, in the Institute's training activities, in order to increase the quality of the Institute and enhance its internationalization. The Training Plan proposes a Short-Term Pre-doctoral Training Program that includes, among its objectives, promoting short-term international stays by staff, as well as their participation in transnational congresses.</p> <p>ISABIAL has a Standard Form for the Internal Scale of Research Groups that includes a specific section for defining internationalization objectives and action plans (collaboration with International Groups, mobility of researchers, request for European projects, etc.).</p> <p>ISABIAL has a personnel recruitment management procedure "PNT-ECO-006-02 PERSONNEL HIRING PROCEDURE" that includes, as a valuable merit, academic and professional training, undergraduate and postgraduate stays.</p>	<ul style="list-style-type: none"> Assess the holding of calls for intramural grants to carry out stays and promote the mobility of research staff.
30. Access to career advice	+/-	<p>ISABIAL's Strategic Plan proposes a Plan to promote the raising of financial resources, which includes among its actions disseminating existing financing opportunities to</p>	<ul style="list-style-type: none"> Review and Update of the Guardianship Plan. Encouragement of guardianship and guidance actions for researchers. (Eg:

		<p>the Institute's staff, and advising and supporting those interested in requesting their participation in any competitive call for applications. R&D activities, as well as those who wish to manage another type of non-competitive aid.</p> <p>ISABIAL has a Guardianship Plan for Emerging and New Groups which includes as a specific action "Assigning a mentor to each of the participating research groups, who will act as a reference figure and will monitor progress through periodic meetings. The mentor will be, in principle, a senior researcher from a group of excellence or consolidated and, preferably, from a different specialty and area".</p>	<p>activities organized annually, as part of the Clinical Research Day.</p>
31. Intellectual Property Rights	-/+	<p>ISABIAL has among its purposes "to promote biomedical research and transfer the results to society, in the form of advances in knowledge, diagnosis and treatment that have an impact on the health of citizens". ISABIAL publishes on its website the procedures for the protection of the results of scientific results, as well as for the dissemination and publication of results. It has an Innovation Area that assumes the tasks of management and valorization of innovation and knowledge, establishing mechanisms for transferring the results of the activity to the productive sector or to any other social sector benefiting from scientific-technical progress. Within this area, the ISABIAL Innovation Committee is constituted, to act as a coordinating body, with the aim of promoting and invigorating the Institute's activity in terms of innovation, ensuring the coherence, relevance and quality of the Institute's strategic planning. in this ambit.</p> <p>ISABIAL has published on its website a "Recommendation of signature in publications for authors attached to ISABIAL", which defines the bibliographic signature and</p>	<ul style="list-style-type: none"> • Prepare a Plan for the Translation and Transfer of Results to clinical practice and the productive sector that includes actions to make the research staff aware of their rights to intellectual protection of results. • Approval of internal regulations regarding spin-off.

		<p>institutional credits to be used in the publication of results.</p> <p>ISABIAL has a confidential Ideas or Results Communication Form, whose objective is to collect basic information to evaluate the potential application of the R&D results generated within the scope of ISABIAL and determine, where appropriate, the the most adequate way to protect and disseminate such knowledge ISABIAL has its own Intellectual and Industrial Property Regulations.</p> <p>The ISABIAL Training Plan includes in its training proposal "Good Practices and Ethics" (management of personal data and good clinical practices) as a subject area. The ISABIAL Training Offer includes training courses on the following topic: "Introduction to innovation and intellectual and industrial property".</p> <p>41.67% of the research staff consider it a priority to improve dissemination of the existing regulations on industrial and intellectual property.</p>	
32. Co-authorship	-/+	<p>ISABIAL has published on its website a "Recommendation of signature in publications for authors attached to ISABIAL", which defines the bibliographic signature and institutional credits to be used in the publication of results.</p> <p>ISABIAL publishes a Scientific Report that collects the research activities carried out at the Institute and includes a list of all scientific publications of the year (detailing authors, title, journal, impact factor, quartile, main author and collaboration between groups). The indicators related to the results derived from the research are collected using the FUNDANET management tool and are included in the annual report of the Conselleria de</p>	<ul style="list-style-type: none"> • Promotion of activities to enhance collaboration between members of the Institute and with special attention to members of the University, Primary Care and Nursing. (Eg: Dissemination of joint research projects among the different members on the ISABIAL Clinical Research Day).

		<p>Sanitat, along with the rest of the autonomous research entities.</p> <p>The ISABIAL Training Plan includes in its training proposal "Good Practices and Ethics" (management of personal data and good clinical practices) as a subject area. The ISABIAL Training Offer includes training courses on the following topic: "Introduction to innovation and intellectual and industrial property".</p> <p>ISABIAL has a Code of Good Scientific Practices accessible to all institute personnel, the objective of which is to promote the practice of quality and ethically correct scientific research.</p> <p>41.67% of the research staff consider it necessary to offer greater dissemination on the policy of signatures and co-authorship of ISABIAL.</p>	
33. Teaching	+/-	<p>ISABIAL has a Strategic Plan for the period 2016-2021 in which a strategic axis entitled "PEOPLE" is defined. Within this axis, a Plan to Promote Research Training is contemplated, the objective of which is to consolidate a staff of qualified personnel with up-to-date skills, which contributes to the excellence of the Institute. This Plan includes as outstanding actions:</p> <ul style="list-style-type: none"> • Complement the offer of accredited training actions, with training sessions given by our own staff (in-house). • Agree on the procedures to be followed to request participation in the offer of the entities that make up the Institute, by its personnel. Similarly, explore the viability of accessing the global training offer of the Valencian School of Health Studies. 	<ul style="list-style-type: none"> • Promotion of tutoring for university students. (Eg: Mentoring plan).

		<p>ISABIAL has a Training Plan that includes training activities in various formats such as courses and seminars. These activities are largely taught by ISABIAL's assigned research staff, producing a close collaboration between teaching and research activities. Likewise, ISABIAL encourages internships for students, both undergraduate and master's degrees, which again demonstrates their activity in the field of teaching.</p> <p>The salaries of the research staff who participate as teachers in ISABIAL's own training program are those stipulated by the Valencian School of Health Studies (EVES).</p> <p>63.33% of the staff who participated in the survey consider that ISABIAL adequately evaluates the time spent by research staff on training and mentoring young researchers.</p>	
34. Complains/ appeals	+/-	<p>ISABIAL has a Suggestion Box accessible through its website that acts as a space for participation for all members and collaborators of the Institute. Its objective is to favor the transmission of suggestions for improvement, ideas, initiatives or constructive criticism within the framework of the Institute, the information of which will be treated confidentially by the Quality Unit.</p> <p>ISABIAL has a Company Committee that acts as a representative body for researchers. The purpose of this committee is to be the recipient of the appeals and claims of the Institute's professionals and submit them to the governing bodies for their consideration.</p> <p>40% of the respondents consider it necessary to improve the existing procedures and mechanisms for the resolution of conflicts and suggestions by the research staff.</p>	<ul style="list-style-type: none"> • Evaluate the creation of the figure of the Researcher's Defender. Include a system for complaints and conflict resolution. • Disseminate the image and work of the Company Committee.

35. Participation in decision-making bodies	+/-	<p>ISABIAL facilitates the participation of representatives of all research areas, as well as of all the entities that make up the institute, the participation bodies are the Research Commission/Internal Scientific Committee and the different Committees, Commissions or Working Groups (Committee of Innovation, Evaluation Group, Training Group, Area Coordination Group, Equality Commission).</p> <p>ISABIAL has a Strategic Plan for the 2016-2021 period that is disseminated to all Institute staff, to ensure that all research staff are aware of and participate in it. The dissemination is carried out through the available channels, both internal (email, publication on the intranet, dissemination in conferences and sessions, as well as an internal note distributed to all DS staff) and external (website), under the responsibility of the Scientific Directorate.</p> <p>36.67% of the research staff consider it necessary to increase the representation of the different profiles of researchers in the decision-making bodies of ISABIAL.</p>	<ul style="list-style-type: none"> • Assess the representation of all researcher profiles in the Research Commission (eg Participation of Researchers R1, R2, R3 and R4). • Improved dissemination of decisions made by decision-making bodies.
Training and Development			
36. Relation with supervisors	+/-	<p>ISABIAL has a Training Plan that is disseminated through different channels, including face-to-face meetings and electronic communication channels: ISABIAL website, ISABIAL website on the Department of Health intranet, internal email addressed to Institute staff, pages websites of the entities that make up ISABIAL, web pages of the teaching units of the different entities (eg. http://alicante.san.gva.es/web/docencia_postgraduada); regular meetings with the coordinators of the research groups; Research seminar aimed at residents within the Common Transversal Plan of their training program.</p>	<ul style="list-style-type: none"> • Review and update of the Guardianship Plan. Define indicators to measure the evolution of young researchers. • Develop a procedure for mentoring emerging and new groups in ISABIAL. (Eg: Assign a mentor to each of the emerging groups).

		<p>The Training Plan defines a series of monitoring indicators to objectively evaluate the impact of the training activities carried out. ISABIAL has a Training Group that includes, among its responsibilities, evaluating the results of training activities through an annual report. The Training Group prepares, in the last quarter of each year, an annual Training Program that includes the training actions considered of interest.</p> <p>ISABIAL has a Guardianship Plan for Emerging and New Groups which includes as a specific action “Assigning a mentor to each of the participating research groups, who will act as a reference figure and will monitor progress through periodic meetings. The mentor will be, in principle, a senior researcher from a group of excellence or consolidated and, preferably, from a different specialty and area”.</p> <p>ISABIAL has an Evaluation Group within the Research Commission. Its purpose is to evaluate the initiatives and collaborations in R&D carried out within the Institute and make a recommendation to the Research Commission.</p> <p>45.75% of the research staff consider it necessary to update the activities contained in the Guardianship Plan for emerging and new ISABIAL groups.</p>	
37. Supervision and managerial duties	+/-	<p>ISABIAL's Strategic Plan defines as one of the Institute's strategic objectives “To provide, as far as possible, adequate training adapted to the needs of the Institute's members”.</p> <p>ISABIAL has a Training Plan and a Guardianship Plan for Emerging and New Groups that are periodically reviewed.</p>	<ul style="list-style-type: none"> • Develop a procedure for mentoring emerging and new groups in ISABIAL. (Eg: Assign a mentor to each of the emerging groups).

		<p>Within the Training Plan, the classification of the professionals that make up the ISABIAL is defined, differentiating between: Senior Research Staff, New or Training Research Staff, and Administration and Services Staff. In addition, the essential competencies (basic, specific and transversal) of the staff are included according to their classification.</p> <p>The Plan for the Guardianship of Emerging and New Groups includes as a prominent action "Assigning a mentor to each of the participating research groups, who will act as a reference figure and will monitor progress through periodic meetings. The mentor will be, in principle, a senior researcher from a group of excellence or consolidated and, preferably, from a different specialty and area ". This mentoring is carried out without being procedural.</p> <p>ISABIAL has designated an Evaluation Group within the Research Commission. Its purpose is to evaluate the initiatives and collaborations in R&D carried out within the Institute and make a recommendation to the Research Commission. The Evaluation Group not only reviews the proposals submitted to the Institute's intramural call, but also supervises any initiative or collaboration in this regard, in order to ensure the scientific quality of the projects and contribute to their improvement as far as possible, which makes it a fundamental resource on a scientific and managerial level.</p>	
38. Continuing Professional Development	+/-	<p>The ISABIAL Strategic Plan includes in its axis "PEOPLE", a Plan to Promote Research Training, the objective of which is to "Consolidate a staff of qualified personnel with up-to-date skills that contribute to the excellence of the Institute."</p>	<ul style="list-style-type: none"> • Develop a procedure for mentoring emerging and new groups in ISABIAL. (Eg: Assign a mentor to each of the emerging groups).

		<p>ISABIAL's own Training Plan includes actions aimed at all the profiles that make up the institute and different formats: conferences, courses, seminars, workshops and scholarships. The Training Plan defines a series of monitoring indicators to objectively evaluate the impact of the training activities carried out. To choose the activities included in the Training Plan, a form is made with which the training needs of ISABIAL researchers are detected.</p> <p>ISABIAL has a Training Group that includes, among its responsibilities, evaluating the results of training activities through an annual report. The Training Group prepares, in the last quarter of each year, an annual Training Program that includes the training actions considered of interest.</p> <p>62.71% of the research staff consider that ISABIAL has an appropriate Training Plan.</p>	<ul style="list-style-type: none"> • Assess the holding of calls for intramural grants to carry out stays and promote the mobility of research staff. • Review and update of the Training Plan. Carry out training actions to improve the transversal skills of ISABIAL staff in terms of dissemination to society, participation and co-creation.
39. Access to research training and continuous development	++	<p>The ISABIAL Strategic Plan includes in its axis "PEOPLE", a Plan to Promote Research Training, the objective of which is to "Consolidate a staff of qualified personnel with up-to-date skills that contribute to the excellence of the Institute."</p> <p>ISABIAL's own Training Plan includes actions aimed at all the profiles that make up the institute and different formats: conferences, courses, seminars, workshops and scholarships. The dissemination of the Training Plan is carried out in different ways, including meetings and electronic communication channels: ISABIAL website, ISABIAL website on the Department of Health intranet, internal email addressed to Institute staff, website of the entities that make up ISABIAL, web pages of the teaching units of the different entities (eg: http://alicante.san.gva.es/web/docencia_postgraduada);</p>	

		<p>regular meetings with the coordinators of the research groups; Research seminar aimed at residents within the Common Transversal Plan of their training program.</p> <p>The Training Plan defines a series of monitoring indicators to objectively evaluate the impact of the training activities carried out. ISABIAL has a Training Group that includes, among its responsibilities, evaluating the results of training activities through an annual report. The Training Group prepares, in the last quarter of each year, an annual Training Program that includes the training actions considered of interest.</p>	
40. Supervision	+/-	<p>ISABIAL's Strategic Plan proposes a Guardianship Plan for Emerging and New Groups, the objective of which is to "Offer researchers from emerging and novice groups, as well as Primary Care and Nursing researchers integrated in any group modality, specific support actions for contribute to its development and evolution, guaranteeing the excellence of the research carried out".</p> <p>This Plan includes as an outstanding action "Assign a mentor to each of the participating research groups, who will act as a reference figure and will monitor progress through periodic meetings. The mentor will be, in principle, a senior researcher from a group of excellence or consolidated and, preferably, from a different specialty and area".</p>	<ul style="list-style-type: none"> • Develop a procedure for mentoring emerging and new groups in ISABIAL. (Eg: Assign a mentor to each of the emerging groups).