

























Proposed ACTIONS	GAP Principle(s)	Responsible Unit	Indicator(s)	Evidences	No initiated Initiated Completed	
1.ETHICAL AND PROFESSIONAL ASPECTS						
A1_To Organize an annual I3PT Research Conference, open to citizens, to improve institutional visibility	-/+ Dissemination, exploitation of results +/-Public engagement	Scientific Direction Management Direction Communication Unit	The number of attendees at the event (value greater than or equal to the number of previous attendees, approximately 100 people). Evaluate the number of followers on social media to assess whether the visibility of I3PT has improved (between the days before and after the event). Evaluate the number of users and visits to the news published on the corporate website. (Compare with previous years).	https://x.com/I3ptT/status/1643241631565357059 https://x.com/I3ptT/status/1734210612199100417 https://x.com/I3ptT/status/1666018221596504064 (visitas la marató= https://x.com/I3ptT/status/1628741296692109315		
A3_Multichannel dissemination of the I3PT regulations and institutional documentation to the research community. "Email distribution" has been changed to "multichannel dissemination" because the dissemination is not only done via email.	+/- Professional responsibility +/- Ethical and professional aspects -/+ Contractual and legal obligations	Knowledge Management Unit Communication Unit Legal Unit	Impact of internal communications sent by email. Staff must be familiar with the regulatory framework of the institute – reducing legal incidents related to ignorance of regulations. Sending the welcome email that specifies the documentation to be read.	Benvinguda a l'I3PT - Intranet Parc Tauli		
A4_To develop and implement the RRI policy	+/- Research Freedom	Management Direction Knowledge Management Unit RRI Coordination	Number of projects from state competitive calls in which non-scientific actors have been included. Number of researchers trained in the citizen participation workshop.	https://www.tauli.cat/es/actualitat/noticia/2024/03/el-parc-tauli-organitza-el-curs-educacio-per-la-salut-dirigit-a-la-poblacio-adulta-de-sabadell/ https://www.tauli.cat/es/actualitat/noticia/2024/03/el-parc-tauli-organitza-el-curs-educacio-per-la-salut-dirigit-a-la-poblacio-adulta-de-sabadell/		





<p>A5_ Design a sponsorship strategy to strengthen the institute and increase fundraising</p>	<p>-/+ Citizen Science</p> <p>-/+ Access to training and continuous development</p> <p>-/- Funding and salaries</p>	<p>Scientific Direction</p> <p>Communication Unit</p> <p>Responsible Citizen Participation Plan</p> <p>Responsible Fundraising</p>	<p>Number of attendees at the event (should be equal to or greater than the number of attendees from previous events, approximately 100 people).</p> <p>Evaluate the number of followers on social media to assess whether the visibility of the institution has improved (comparing the days before and after the event).</p> <p>Evaluate the number of users and visits to the news published on the corporate website (compare with previous years).</p>	<p>Projectes Investigació Parc Taulí I3PT Parc Taulí</p>	
<p>A6_ Offer RRI courses to all I3PT staff, progressively covering each of the agendas</p> <p><i>The title has been modified to include the work of each of the RRI agendas</i></p>	<p>-/+ Ethics and Integrity in Research</p> <p>-/+ Citizen Science</p> <p>-/+ Responsibility</p> <p>+/- Non-Discrimination</p> <p>-/+ Professional Progression</p> <p>-/+ Public Commitment</p> <p>+/- Access to Continuous Research Training</p> <p>-/+ Continuous Professional Development</p>	<p>Talent and Training Management</p>	<p>Percentage of coverage of the offered training places (success rate).</p> <p>Success rate: Occupied places / Offered places x 100</p> <p>Results of a survey to assess the quality and satisfaction of the training participants.</p>	<p>Microsoft PowerPoint - Programa.pptx 2021</p> <p>Cicles de Conferències Científiques I3PT Parc Taulí 2022</p> <p>Cicles de Conferències Científiques I3PT Parc Taulí 2023</p>	
<p>A8_ To establish a procedure for periodical sending emails (every 3 or 6 months) to the research community of our Institution remain them, whenever they make a publication , they</p>	<p>-/+ Professional attitude</p> <p>-/+ Professional responsibility</p> <p>-</p> <p>+/-Evaluation/appraisal systems</p>	<p>Scientific Direction</p> <p>Scientific Production</p> <p>Knowledge Management Unit</p>	<p>Estimation of the number of internal communication emails sent (2024-2026).</p> <p>Time that the reminder about correct article affiliation was displayed on TV screens.</p> <p>Indicators ISCIII of the percentage of correct affiliations.</p>	<p>Nº of reminders 2024: https://mailchi.mp/tauli/monday-launch_20240626-9448758 (Monday Launch June 25th) https://mailchi.mp/tauli/monday-launch_20240916 (Monday Launch September 16th) Specific emails to authors with incorrect affiliation: 2024.</p>	


must sign as members of the I3PT, among others if the case	-/+Contractual and legal obligations. +/- Dissemination, exploitation of results			Display impact messages on TV screens about the regulations on filiation.: 2024	
A10_ Identify and analyse the sponsorships carried out within the institution for R&D&I projects and design a sponsorship program	-/+ Public engagement -/+ Access to research training and continuous development -/- Funding and salaries	I3PT Direction Fundraising Responsible	Sponsorship performance per activity = total amount obtained from sponsorship per activity (teaching or project) / number of sponsored activities (teaching or project).	Scientific Annual Report	
A12_ To redefine the CIRI (Institutional Committee for Research and Innovation), to improve the organization of the I3PT's research and innovation	+/- Ethics and Integrity in Research +/- Gender Balance +/- Evaluation appraisal system -/- Funding and salaries	Scientific Direction	The document is available in the Institution's intranet for all professional: "Reglament de Funcionament del Comit� Institutucional de Recerca de l'I3PT. I3PT-URD-NI-CIRI". Approved by the Governing Council on 23/02/2022 https://intranet.tauli.cat/gestor-documental-i3pt	New Regulation of the CIRI Minutes of all meetings of the CIRI CIRI constitution	
2. RECRUITMENT AND SELECTION					
A13_ To review of the Cooperative Scientific Plan, to bring closer independent researchers to groups to improve the organization of the institute's research and innovation	-/+ Evaluation appraisal system	Scientific Direction	Number of researcher integrated in groups % of publications no assigned to groups	Pla Cientific Cooperatiu 2020-2024 Cooperative Scientific Plan results published at the Scientific Report	
A14_ To modify the System for publishing offers on the I3PT website	+/- Recruitment process	Talent and Training Management	Offer published on the Web	https://www.tauli.cat/institut/presentacio/recursos-humans/treballa-amb-nosaltres/	

to be more attractive and visible to candidates		Communication Unit			
A15_ To modify the I3PT "Job Offer" template so that it considers all relevant aspect, to make the evaluation of skills more transparent	+/- Recruitment process +/- Selection (code) +/- Judging merit (code)	Talent and Training Management Quality Management	The I3PT "Job Offer Template"	https://www.tauli.cat/institut/presentacio/recursos-humans/treballa-amb-nosaltres/	
A16_ To increase the number of national and international scientific job websites where to publish open calls for recruitment of researchers	+/- Recruitment process (code)	Talent and Training Management	Number of national and international Scientific Job website where to publish open calls for recruitment done	Nationals: Biocat, I3PT web International: Euraxess, LinkedIn	
A17_ To include in the selection procedure the sending of a personalized feedback by email after each selection process is made of, where the strengths and weaknesses of each candidate are collected. One mail per candidate.	+/- 15. Transparency (code)	Talent and Training Management	Number of emails sent regarding candidates submitted	An average of 25 email per month	
A18_ To create foreign qualification homologation procedure	+/- Recognitions of qualification	Talent and Training Management			

A19_ To promote the recruitment of the postdoctoral profile	+/- 21. Postdoctoral appointments	Scientific Direction Heads of Research areas Heads of Research groups	Trend in the share of postdoctoral profiles contracted. Number of postdoctoral applying to specific calls Number of postdoctoral contracted	6 out of 33 (18%) total personnel contracted in the research groups are postdoctoral profile. 2021: 5 applications 2022: 6 applications (3 internal calls)	
A20_ To launch a specific job call to incorporate a disable profile to the I3PT staff	+/- Non discrimination	Talent and Training Management	The specific job call publicized	https://www.tauli.cat/institut/presentacio/recursos-humans/treballa-amb-nosaltres/	
A22_ Include strategies for collaboration with universities in pre- and post-doctoral research programmes.	+/- 23. Research environment +/- 39 Access to research training and continuous development +/- 29. Value of mobility	Management Direction Scientific Direction	Number of pre and postdoctoral personal included into the program		
A23_ Include assessments of researchers' stays in other research centres among the criteria for evaluating researchers' curricula.	+/- 18. Recognition of mobility experience (code) +/- 39 Access to research training and continuous development	Management Direction Scientific Management	Definition of the assessment criteria for the recognition of mobility within the professional career		
A26_ Apply measures to ensure transparent information about the application of the professional career and related assessments	+/- Recruitment +/- Transparency +/- Judging merit +/- Recognition of the profession +/- Working conditions +/- Career	Management Direction Communication Unit	Broadcasting of the professional career		

	development				
A27_ Ensure that new employees receive the orientation manual before being incorporated in the team.	+/- Professional responsibility -/+ Contractual and legal obligations +/Evaluation/Appraisal systems +/- Recruitment +/- Supervision and material duties	Talent and Training Management Management Direction	Nº new hired professional accomplish the requirement vs Nº total of new hired professionals		
A29_ Define the selection process in much detail, specifying all aspects of the procedures to be followed for each employment category.		Talent and Training Management Management Direction	The selection handbook reviewed and signed by the Governing Council		
3. WORKING CONDITIONS AND SOCIAL SECURITY					
A2_ To submit the application to get the CERCA Accreditation	Funding and Salaries Scientific Research Freedom	Scientific Direction Management Direction Communication Unit	Use of the CERCA logo The consensus report with the general evaluation	https://www.tauli.cat/institut/actualitat/noticies/2021/02/institut-dinvestigacio-i-innovacio-parc-tauli-i3pt-rep-el-reconeixement-com-a-centre-cerca/ https://www.tauli.cat/institut/presentacio/certificacions-i-reconeixements/	
A21_ Develop a programme to help pre- and post-doctoral researchers identify sources of funding from publicly available funds and from the	-/- Postdoctoral appointments (code) +/- Stability and permanence of employment -/+ Funding and salaries	Management Direction Scientific Direction			

institute's patronage policy	-/- Career development				
A28_ Revise the selection manual to include the procedures for evaluating candidates for employment openings	-/+ Contractual and legal obligations +/- Recruitment	Management Direction Scientific Direction	The selection handbook reviewed and signed by the Governing Council		
4. TRAINING AND CAREER DEVELOPMENT					
A7_ To design online courses for researchers, to make them more accessible to everybody	+/- Access to research training and continuous development	Talent and Training Management	Number of online courses offered % of registrants		
A11_ To define the professional career of the I3PT, to be more competitive and attracting and retaining talent	+/- Evaluation of Research Staff +/- Professional Progression +/- Training and Professional Development	Management Direction Talent and Training Management	% of requests (2023): (27 people / 116 people) * 100 = 23% % of requests (2024): (3 people / 120 people) * 100 = 2.5% Average Regularization Requests 2023: 51 requests / 27 people requesting = 1.89 requests per person who made a request Average Regularization Requests 2024: 3 requests / 3 people requesting = 1 request per person who made a request	https://intranet.tauli.cat/solicitud-canvi-nivell-professional-i3pt	
A24_ Organize joint sessions between research groups from the university and the I3PT	+/- Research environment -/+ Access to research training and continuous development	Management Direction Scientific Management	Nº sessions per year		

	+/- Continuing professional development				
A25_ Defining an international policy taking into account the academic background and development of researchers	+/- Professional responsibility		Internationalization policy		
A_30. Establish a collaborative working group in conjunction with the CCSPT to formulate and define the strategies for intensification					