

**4. REVISED ACTION PLAN**

After the first self assessment of the HRS4R (period 2014-2016) at IDIBGI, the future strategy will focus on continuing the actions as planned initially. The circumstances influencing the Action Plan implementation do not require a change on the priorities and main strategy. For the pending actions a new time frame is being defined in the table below. Most of them require the involvement of the Director and Internal Scientific Committee. The time frame for these actions has been set up according to their meeting schedule.

<b>Working conditions and Social Security</b>					
<b>Action Nr.</b>	<b>C&amp;C</b>	<b>Action</b>	<b>Responsible</b>	<b>New Timeframe</b>	<b>Indicator(s)</b>
15	24	Provide tools to increase efficiency in the use of time.	HR	Q4 2017	Number of people trained & tools provided
16	25	Develop an internal study that analyses the stability of employment conditions for research employees in IDIBGI.	HR	Q4 2018	Document creation, data collection & results analysis
17	25	Define Career Plans in IDIBGI that promote the labor stability.	HR + Director + ISC	Q2 2018	Document & monitoring
20	28	Define Career Plans in IDIBGI that support career development strategy for researchers at all stages of their career	HR + Director + ISC	Q2 2018	Document & monitoring
21	29	Define Career Plans in IDIBGI that promote mobility	HR + Director + ISC	Q2 2018	Document & monitoring
<b>Training</b>					
<b>Action</b>	<b>C&amp;C</b>	<b>Action</b>	<b>Responsible</b>	<b>New</b>	<b>Indicator(s)</b>

*Human Resources Excellence in Research*

*Internal Review*

Nr.				Timeframe	
26	38	Define an internal process to compile and communicate information about training courses	HR	Q3 2017	Document & number of communications
27	39	Create an internal committee with principal investigators and workers to evaluate career plans and training.	Director	Q4 2018	Committee creation & meeting minutes