



UNIVERSIDAD DE
MURCIA



Operum
OFICINA DE PROYECTOS EUROPEOS
UNIVERSIDAD DE MURCIA



HR EXCELLENCE IN RESEARCH

HRS4R-UMU HUMAN RESOURCES STRATEGY FOR RESEARCHERS

Informative Video
February 2022



“Una manera de hacer Europa”
Fondo Europeo de Desarrollo Regional



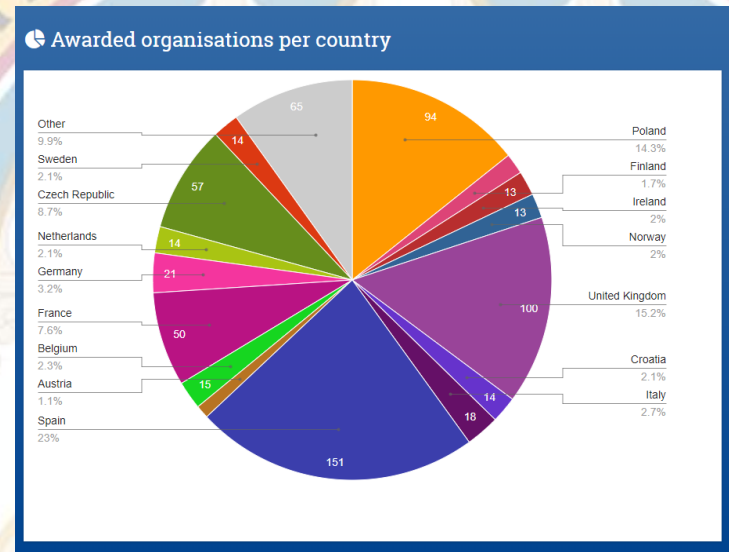
HRS4R strategy: what is it?



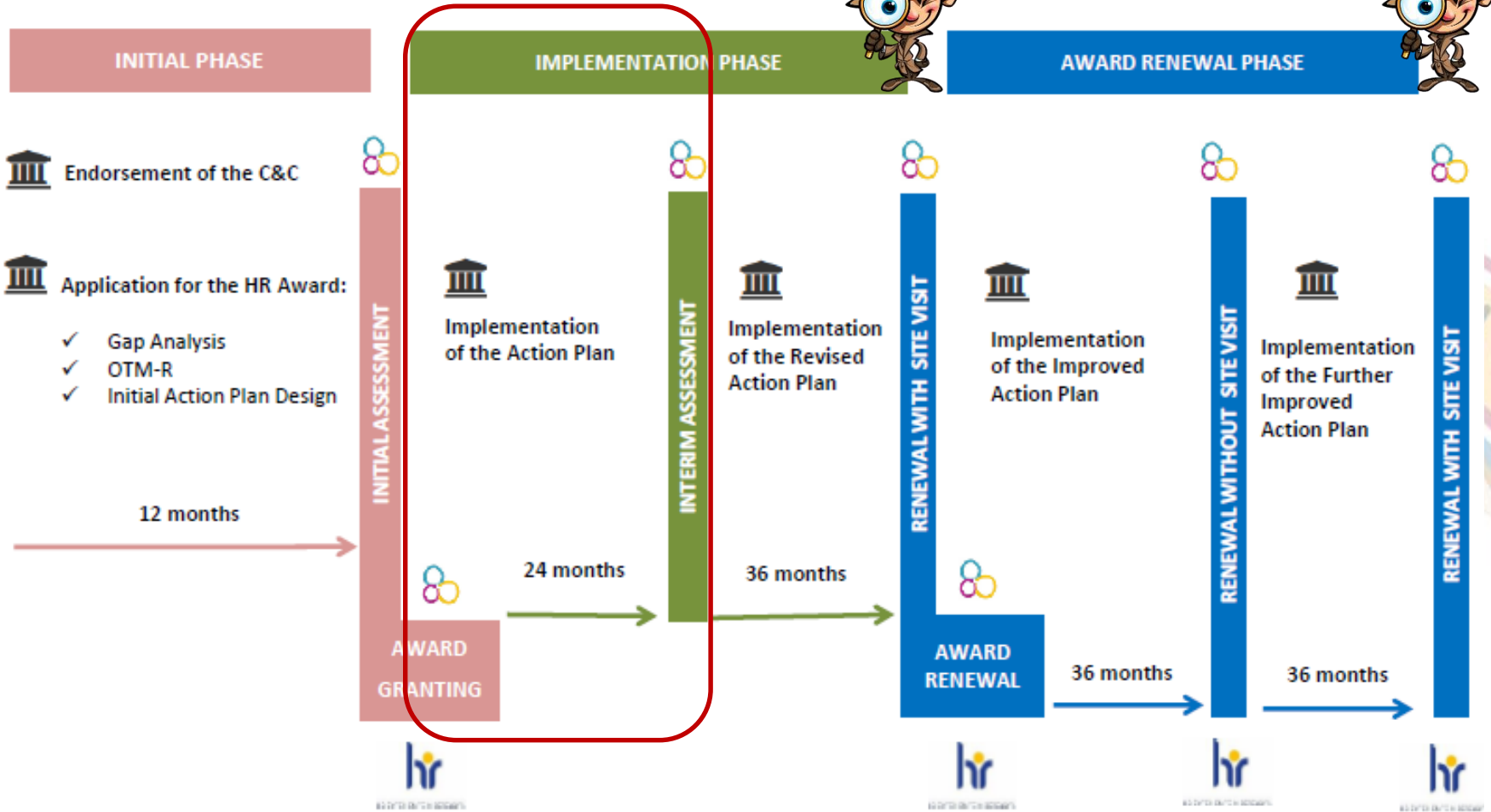
HR EXCELLENCE IN RESEARCH

The **Human Resources Strategy for Researchers (HRS4R)** is a European Commission initiative approved in Lisbon in 2005 that **supports research institutions** and funding bodies in **implementing policies and actions to make research careers more attractive**. It is a tool that guarantees that, in those institutions that hold this label, **researchers will find a favourable working environment**, granting the same rights and obligations in any EU country.

- Currently, **657 institutions hold this seal of excellence**, of which 151 are Spanish.
- Of these Spanish institutions, **45 of them are universities**.
- Applications **are growing exponentially**, especially in countries such as **Spain** and Poland due to national policies.



HRS4R strategy: what is it?



HRS4R- from PROGRESS to QUALITY



Institution



European Commission

What has happened so far?

05/11/2018
C&C
endorsement
letter

30/09/2019
Declined pending
(minor
modifications)

02/06/2020
HRS4R UMU
ACCEPTED
Let's start!!

25/03/2019
First
submission
of initial
HRS4R
documents

21/11/2019
Second
corrected
submission

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HRS4R Implementation Phase at UMU. Second Phase

What needs to be done in this phase?

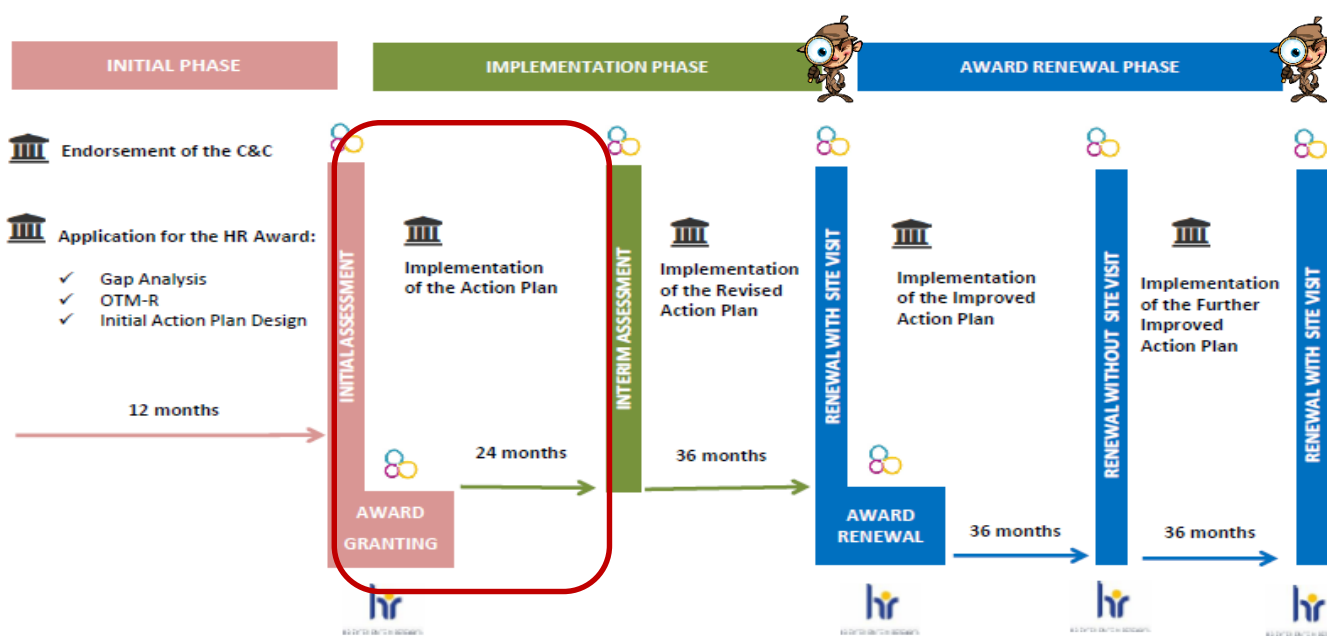
Implement the actions described in the Action Plan

How much time do we have?

24 months from obtaining the HR label: Until 2nd June 2022.

What is the deliverable to be submitted?

A mid-term evaluation prepared by the institution itself



HRS4R- from PROGRESS to QUALITY

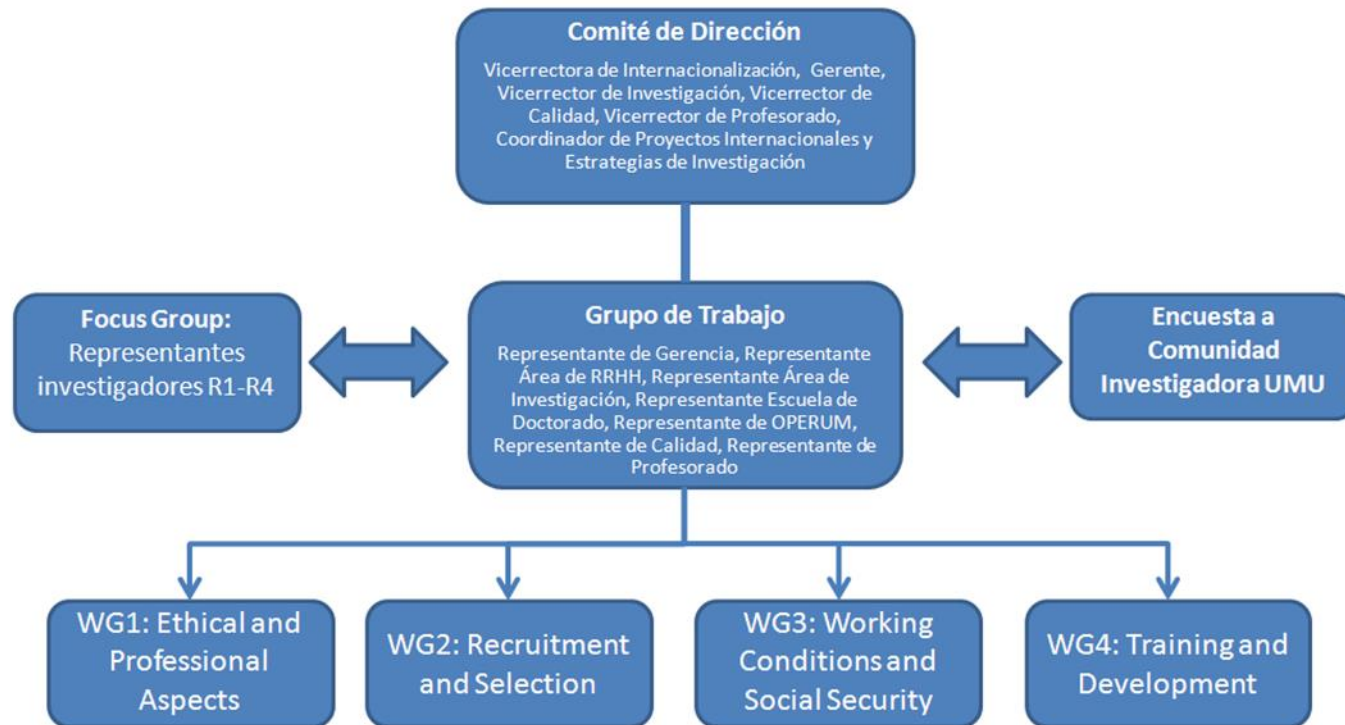
Implementation Phase

1. Follow-up and implementation of the measures: Management Committee and Steering Committee: same structure as in the initial phase.

Steering Committee

Management Committee (former Working Group)

Focus Groups



Implementation Phase

2. Action Plan: Implemented Actions

1. Creation of a **new HRS4R UMU website** and publication of a quarterly **newsletter "HRS4R-UMU"**
2. **English version of the e-recruitment tool "Convocum"**
3. Publication **in Euraxess** of jobs related to international research projects, and translation of the contract models into English.
4. **Modification of the merit scales for adaptation to HRS4R** (mobility, career interruption...).
5. Publication of **welcome packs** in Spanish and English for foreign researchers.
6. Publication on the website of the **"Conflict Resolution Procedure"** (in Spanish and English) https://www.um.es/web/hrs4r/ethics/buenas_practicas_eidum
7. Implementation of a **Career Development Service (RCDS)**
8. Development of a **new evaluation report** for HR selection processes
9. **Translation of UMU policies and websites into English: PDI webpage** (<https://www.um.es/web/pdi/normativa>)

1. Creation of a **new HRS4R UMU website** that compiles all the actions and measures of the HRS4R process and publication of a quarterly **newsletter "HRS4R-UMU"**

85 on



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Estrategia de Recursos Humanos para Investigadores en la Universidad de Murcia



Inicio

- HRS4R UMU
- Carta y código de los investigadores



Principios éticos y responsabilidad profesional

- Investigación e Innovación Responsable RRI
- Comisión de Ética y Buenas prácticas en la Investigación
- Buenas prácticas Escuela Internacional de Doctorado EIDUM



Selección, contratación y condiciones laborales

- CTMR
- Selección y contratación



Carrera profesional y Formación

- Carrera profesional
- Formación
- Bienestar



Guía de acogida PDI

- Información Universidad de Murcia
- Personal investigador de nueva incorporación

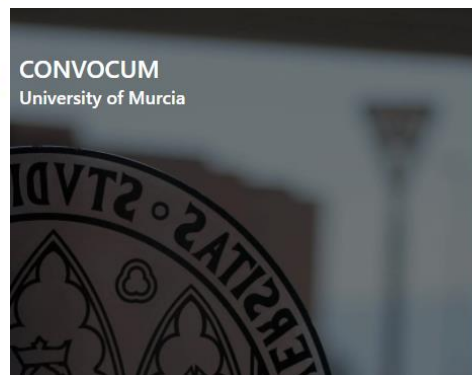


Boletines

- Boletín 1 HRS4R-UMU
- Boletín 2 HRS4R-UMU
- Boletín 3 HRS4R-UMU
- Boletín 4 HRS4R-UMU



2. English version of the e-recruitment tool "Convocum"



Welcome

CONVOCUM is an application to submit and consult applications to calls for the recruitment of staff of the **University of Murcia**. It provides information about deadlines for consulting all the information published on the calls during the recruitment process.

ACCESS TO INSCRIPTION/TRACKING OF CALLS

CONVOCUM offers four means of access, depending on the type of posts advertised

Convocum PAS

Calls for entry to Civil Servant Scales

[Access »](#)

Convocum PDI

Calls for entry to Teaching Corps and to the various categories of contracted Teaching and Research Staff

[Access »](#)

Convocum LE

Calls for Waiting Lists for Internships on the Civil Servants Scales

[Access »](#)

Convocum PI

Calls for recruitment of contracted staff for Research Projects

[Access »](#)

Click on any of the previous links to access the relevant section

3. Publication in Euraxess of jobs related to international research projects, and translation of the contract models into English.

14/01/2022 

1 DOCTORAL RESEARCHER

[READ MORE](#)

APPLICATION DEADLINE

27/01/2022 23:00 - Europe/Athens

RESEARCH FIELD

Medical sciences > Veterinary medicine

LOCATION

Spain

COMPANY/INSTITUTE

Universidad de Murcia



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4. **Modification of the merit scales** for adaptation to HRS4R (mobility, career interruption...)

La UMU aprueba los nuevos baremos para la contratación de profesorado ayudante doctor, asociado y de sustitución

Superior. Estos nuevos baremos están adaptados al sello internacional de calidad HRS4R ('Human Resources Strategy for Researchers') que la UMU está implementado para la contratación de su personal docente e investigador».

Baremo aprobado en Consejo de Gobierno de 30/04/2021:

- Baremo
- Actilla

5. Publication of **welcome packs** in Spanish and English for foreign researchers.



Welcome Guide

- Information about UMU
- Incoming Researchers



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6. Publication on the website of the "**Conflict Resolution Procedure**" (in Spanish and English) https://www.um.es/web/hrs4r/ethics/buenas_practicas_eidum

7. Implementation of a **Career Development Service (RCDS)**

Career Development

es en

The purpose of this section is to provide information on career development, facilitate tools to support and advise the research staff of the University of Murcia

Explore your career options

Information for international researchers

Career opportunities

Curriculum Vitae
CV

International mobility

Cross-cutting training



8. Development of a new evaluation report for HR selection processes



SOLICITANTE:
MODALIDAD: A

BAREMO I (Modalidad A): Curriculum vitae del solicitante (Máx. 9,00 puntos)						
a)	Expediente Académico Ponderado (x 0,8)	Valoración	Número de documentos y documentación	Puntos		Máx.
					Máx.por sección	apartado
					0,00	8
a.1)	Nota media					
a.2)	Coefficiente de ponderación					
a.3)	Nota media ponderada	0				
OBSERVACIONES DEL EVALUADOR/A						

9. Translation of UMU policies and websites into English: PDI webpage (<https://www.um.es/web/pdi/normativa>) with the national, sectoral or institutional regulations concerning the contractual and legal obligations that apply to UMU researchers.

UNIVERSIDAD DE MURCIA

Students PDI PAS Alumni

University Studies Research International Transfer Employment Faculties

Rules for Research and Teaching Staff (PDI)

This section includes different rules applying to the research and teaching staff of the University of Murcia, applicable at national and regional level, in their capacity both as employees and as civil servants, as well as internal rules adopted by the Governing Council of the University of Murcia, in the extent of its competence.

Common rules

- Amendment to the rule to be applied to the University staff regarding the supplementary economic benefits in case of temporary inability to work
- Amendment to the rule developing the 38th Additional Provision of the State General Budget Law for 2013
- Agreement for the application of days of leave for private issues and additional holidays on the basis of seniority
- Agreement for the application of paid leave for pregnant employees
- Rule for the application of a supplementary economic benefit in case of temporary inability to work
- Resolution R-208/2009 regulating the application of specific taxes set by the Government of the Region of Murcia on the University of Murcia.
- Rules to assess the activity of teaching staff
- Rules to set up departments

Agreements on supplementary remuneration

- Agreement of the Advisory Board for research and teaching staff of the public universities of the Region of Murcia, for the application of the second segment of additional remuneration for research and teaching staff, approved by agreement on 23 May 2002 (21 May 2003)
- Agreement of the Advisory Board for research and teaching staff of the public universities of the Region of Murcia, on supplementary remuneration for the teaching staff (23 May 2002)

Social Benefits for UMU Staff

- Resolution of the University of Murcia's Vice-Chancellor (576/2018) by which Social Benefits for the University's staff are offered for tax year 2018
 - Application for the award of a refundable advanced payment
- Resolution of the University of Murcia's Vice-Chancellor (R 169/2013) setting the rules that annual calls for social benefits for the staff providing services at the University are subject to

Rules for University Teaching Bodies

Implementation Phase:

3. Actions in progress

1. Define a **unified, open, transparent and merit-based recruitment policy document for UMU**. In progress. This action should be implemented in 2025.
2. **Redesign of the training offer for UMU doctoral students**. This includes better coordination between courses, a broader offer and a commitment to online training. In progress.
3. Improvement of the **document on "recommendations/good practices in the performance of official staff selection committees"**. Document done, but under revision to adapt it to the new national legislation.

Implementation Phase:

4. Monitoring measures:

a) **Second online survey of the research community:**

- similar to the one conducted in 2018 during the initial HRS4R phase.
- the results of this survey will be taken into account for action during the implementation of the action plan.

b) **Monitoring of the process by the Steering and Management Committees**

- Management Committee: Follow-up meetings are held every 3 months, where the necessary adjustments are made to the corresponding actions.
- Steering Committee: meets twice a year to present in more detail the progress of HRS4R actions, and it is at these meetings that important decisions are taken, such as the convening of Focus Groups, the approval of contingency measures for the action plan, or any other measure that directly affects the implementation of the process.

c) **Indicators of compliance with the Action Plan:** defined in each of the actions.