

 Parc Taulí R Institut d'Investigació i Innovació I3PT	Codi: I3PT-DG-HRS4R-PA
	Número revisió: 02
	Data revisió: 01/07/2025
	Propera revisió:18/12/2025

Proposed ACTIONS	GAP Principle(s)	Responsible Unit	Indicator(s)	Evidence	No initiated Initiated Completed 
1.ETHICAL AND PROFESSIONAL ASPECTS					
A1_ To Organize an annual I3PT Research Conference, open to citizens, to improve institutional visibility	+/- Public engagement +/- Dissemination, exploitation of results	Scientific Management Management Director Administration Unit	Proposal for the I3PT Annual Research Conference The number of attendees at the event (value greater than or equal to the number of previous attendees, approximately 100 people): 50 attendees 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).	2023: https://x.com/I3ptT/status/1643241631565357059 "Millorant la vida dels pacients amb fibrosi quística https://x.com/I3ptT/status/1734210612199100417 : "Sol pelvià com pot influir en la teva salut" (Social network "X") 2025: L'I3PT impulsa la innovació en salut amb la veu de la ciutadania I3PT Parc Taulí Actualitat Parc Taulí - Jornada de portes obertes I3PT https://www.tauli.cat/es/institut/actualitat/noticies/2025/10/li3pt-obre-les-seves-portes-per-apropar-la-recerca-i-la-innovacio-biomedica-a-la-ciutadania/	
A2_ To submit the application to get the CERCA Accreditation	+/- Scientific Research Freedom -/+ Funding and Salaries	Scientific Management Management Director	Use of the CERCA logo The consensus report with the general evaluation	2021 https://www.tauli.cat/institut/actualitat/noticies/2021/02/liinstitut-dinvestigacio-i-innovacio-parc-tauli-i3pt-rep-el-reconeixement-com-a-centre-cerca/ 2025 https://www.tauli.cat/institut/presentacio/certificacions-i-reconeixements/	

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A3_Multichannel dissemination of the I3PT regulations and institutional documentation to the research community. <i>"Email distribution" has been changed to "multichannel dissemination" because the dissemination is not only done via email.</i>	+/- Research Freedom +/- Ethical and professional aspects -/+ Contractual and legal obligations	Knowlegment Management	Number of Internal communications by mail sending to spread per year Satisfaction or knowledge surveys, conducted semi-annually or annually. Access logs to regulatory materials (intranet, manuals) Attendance at training sessions. A space on the intranet with all the documentation and regulations of the 3PT.	Benvinguda a l'I3PT - Intranet Parc Taulí https://mailchi.mp/tauli/despeses-vinculacio-activitat https://mailchi.mp/tauli/normativa-liquidaci-info-dades https://mailchi.mp/tauli/monday-launch_20240304-9439833 https://mailchi.mp/tauli/monday-launch_20240219-9438645 https://mailchi.mp/tauli/monday-launch_20240626-9448758 https://mailchi.mp/tauli/monday-launch_20240916 https://mailchi.mp/tauli/monday-launch_20250901	
A4_To develop and implement the RRI policy	+/- 1. Research Freedom -/+Responsibility -/+Ethics and Research Integrity -/+Citizen Science	Managing Director Knowledge Management RRI Coordination	The RRI policy document 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/institut/ciencia-oberta-i-societat/rri/#participacio-ciutadana 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/ Following the assessment of the RRI policy in line with the Institute's needs, the Commission decided to develop and implement one principle per year. Accordingly, for 2025, the principle to be integrated into the policy is Citizen Participation . In 2025, a guide for researchers will be developed to explain how to involve citizens in the research process and how to integrate their	

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				participation effectively. The aim is to ensure that research objectives are aligned with the needs and expectations of society .	
A8_ Establish a procedure for the periodic dissemination of announcements through the various communication channels to the research community of our institution, reminding them that whenever they publish, they must sign as members of the I3PT. To establish a procedure for periodical sending emails (every 3 or 6 months) to the research community	-/+. Professional Attitude -/+Accountability	Scientific Management Scientific production management	Number of internal communication mails sending to spread per year Estimation of the number of internal communication emails sent (2024-2026). Dissemination of the importance of the affiliation guidelines on the Institute's and the Corporation's screens, through the "Did you know?" channel. Indicators ISCIII of the percentage of correct affiliations.	Communication in Monday Launch 2021: 25-10-2021 2022: 14-11-2022 N° 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. Display impact messages on TV screens about the regulations on filiation.: 2024	
A9_ Generate a concrete action plan for internal communication within the framework of the I3PT communication plan	+/- Professional Attitude +/-Accountability	Scientific Management Communication Unit	Number of public brochures per year Percentage of positive responses in surveys assessing the quality and effectiveness of internal communication. Interaction with communication channels. Annual indicator of the number of visits and interactions with internal communication channels (Newsletter, Monday Launch, etc.).	At the end of December 2021, around 33 internal communications have been sent At the end of December 2022, around 77 internal communications have been sent Results of the survey 2024: https://www.tauli.cat/institut/portal-de-transparencia/serveis-publics/	
A17_ To include in the selection procedure the sending of a personalized feedback by email after each selection process is	+/- Selection	Management talent	Number of emails sent regarding candidates submitted Percentage of candidates participating in a selection process who receive information	2021: An average of 25 email per month Since 2022: 100% of candidates participating in a selection process receive information about the status and progress of their application.	

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made of, where the strengths and weaknesses of each candidate are collected. One mail per candidate.			about the status and progress of their application. Number of final feedbacks per year:	Number of final feedbacks per year: 2023: 0 2024: 4.									
A20_To launch a specific job call to incorporate a disabled profile to the I3PT staff	+/+ Non discrimination	Talent Management Management Direction	The specific job call publicized Number of applications received from people with disabilities. Percentage of employees with disabilities in relation to the total workforce (which must meet the legal requirement of 2%)	https://www.tauli.cat/institut/presentacio/recursos-humans/treballa-amb-nosaltres/ 1 person, administrative role > 33% / 124 total staff = 0.8%									
A25_Maintain an annual log of corporate affiliations with publications.	+/- Professional responsibility	Knowledge Management Unit Scientific publications	Percentage of publications with incorrect corporate affiliation	<table><tr><td></td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>% incorrect affiliation</td><td>57,35%</td><td>64,75%</td><td>64,27</td></tr></table>		2022	2023	2024	% incorrect affiliation	57,35%	64,75%	64,27	
	2022	2023	2024										
% incorrect affiliation	57,35%	64,75%	64,27										
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 Management	Number of researchers integrated in groups % of publications no assigned to groups	Number or researchers integrated in groups: 2021: 31 2022: 55 Percentage of publications no assigned: 11,7 % <i>Pla Científic Cooperatiu 2020-2024</i> Cooperative Scientific Plan results published at the Scientific Report									
A14_To modify the System for publishing offers on the I3PT website to be more attractive and visible to candidates	+/- Recruitment	Talent Management Communication Unit	Offer published on the Web Annual replacement rate	https://www.tauli.cat/institut/presentacio/recursos-humans/treballa-amb-nosaltres/ 40 offers published Annual replacement 2023: 32.45 % 2024: 18.03 %									

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A15_ To modify the I3PT "Job Offer" template so that it considers all relevant aspect, to make the evaluation of skills more transparent	+/- Recruitment +/- Selection +/-Judging merit	Talent Management Communications Unit	The I3PT "Job Offer Template"	https://treball.tauli.cat/borsa-treball 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	Talent Management Communications Unit	Number of national and international Scientific Job website where to publish open calls for recruitment done Total number of national and international job portals used in 2025 Percentage of job postings published through more than one channel Number of applications received through national vs. international channels (ratio of international applications / total applications)	Nationals: Biocat, I3PT web International: Euraxess, LinkedIn 50 publications were completed between 2023 and 2024, out of 72 job offers, representing approximately 69% of the total. (Calculation: $(50 / 72) \times 100 \approx 69\%$)	
A18_ To create foreign qualification homologation procedure	+/- Recognition of qualification +/- Recruitment	Talent Management	The Procedure for the recognition of foreign qualifications	https://www.tauli.cat/es/institut/presentacio/recursos-humans/	
A19_ To promote the recruitment of the postdoctoral profile in the I3PT research groups by reviewing the group's objectives and applying it to specific calls.	-/- Postdoctoral appointments -/- Early-career researchers (R1-R2)	Heads of Research areas Heads of Research groups	Number of doctoral graduates who applied for postdoctoral calls and fellowships. Number of postdoctoral contracts obtained. Number of doctoral candidates who applied for national and international project and staff calls.	6 out of 33 (18%) total personnel contracted in the research groups are postdoctoral profile. I3PT website, Human Resources section: https://www.tauli.cat/institut/presentacio/recursos-humans/treballa-amb-nosaltres/ Number of doctoral graduates who applied for postdoctoral calls and fellowships. 2021- 2024: 22 Number of postdoctoral contracts obtained.2021-2024:4	

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A27_Ensure that new employees receive the orientation manual before being incorporated in the team.	-/+ 5. Contractual and legal obligations +/- -/+ Evaluation/Appraisal systems +/- 12. Recruitment	Management Direction I3pt and CSPT Talent Management	Nº new hired professional accomplish the requirement vs Nº total of new hired professionals Number of informative sessions held for new employees. Number of Onboarding and Integration Days held and the number of attendees.	1. From 2022 100% of new professional hired accomplishing the requirements. Total new professional hired: <table><tr><td></td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Nº new hired professional</td><td>12</td><td>27</td><td>27</td></tr><tr><td>No of attendees</td><td>0</td><td>17</td><td>27</td></tr><tr><td>Nº of on boarding</td><td>0</td><td>2</td><td>3</td></tr><tr><td>% accomplishment</td><td>-</td><td>63 %</td><td>100 %</td></tr></table> Manual d'acollida a l'I3PT I3PT Parc Taulí Informational sessions have been conducted since March 2025. As of July 2025, a total of 5 personalized sessions have been held		2022	2023	2024	Nº new hired professional	12	27	27	No of attendees	0	17	27	Nº of on boarding	0	2	3	% accomplishment	-	63 %	100 %	
	2022	2023	2024																						
Nº new hired professional	12	27	27																						
No of attendees	0	17	27																						
Nº of on boarding	0	2	3																						
% accomplishment	-	63 %	100 %																						
A29_Define the selection process in much detail, specifying all aspects of the procedures to be followed for each employment category.	-/+ Contractual and legal obligations +/- Recruitment +/- Recruitment (code) +/- Selection (code)	Management Direction Talent Management	Publication of the selection code	https://www.tauli.cat/institut/portal-de-transparencia/gestio-dequip-huma/#equip-huma https://www.tauli.cat/institut/presentacio/recursos-humans/																					
3. WORKING CONDITIONS AND SOCIAL SECURITY																									
A5_Design a sponsorship strategy to strengthen the institute and increase fundraising	-/+ Research Freedom -/+ Funding and salaries	Management Direction Fundraising Management	1. The Patronatge strategy document 2. Donation activity: total number of campaigns carried out and fundraising events held over 12 months.	1.Pla de Mecenatge d l'i3PT_ document 2.Donation activity: Three charity events: 2024: https://intranet.tauli.cat/-/posa-la-teva-bola-de-nadal-a-l-arbre-solidari-del-parc-til%C3%ADp_l_back_url=%2Fcercabatecs%3Fq%3Desdeveniment%2Bsolidaris&p_l_back_url_title=Cerca+de+Batecs																					

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			3. % of increase of private funds to finance research 4. Total amount of euros received in donations from individuals + total amount of euros received in donations from legal entities = total euros received in a defined period (12 months) 5. Number of individual donors + number of legal entity donors = total number of donors in a defined period (12 months)	https://www.tauli.cat/institut/actualitat/noticies/2024/12/el-parc-tauli-beca-15-projectes-de-recerca-i-innovacio-amb-una-dotacio-total-de-132-000-euros/ 2023: https://www.tauli.cat/institut/actualitat/noticies/2023/12/el-parc-tauli-beca-16-projectes-de-recerca-i-innovacio-amb-una-dotacio-total-de-130-000-euros/ 3.Increase of 0.32% in private funds for research funding <table><tr><td></td><td>2023</td><td>2024</td></tr><tr><td>4. Total amount received</td><td>172.000€</td><td>180.351€</td></tr><tr><td>5. Total number of donors</td><td>10</td><td>109</td></tr></table>		2023	2024	4. Total amount received	172.000€	180.351€	5. Total number of donors	10	109	
	2023	2024												
4. Total amount received	172.000€	180.351€												
5. Total number of donors	10	109												
A10_ Identify and analyse the sponsorships carried out within the institution for R+D+I projects and design a sponsorship program To establish, within the sponsorship program, a policy of capturing funds for R+D+I projects	<i>Finançament i salaris -/-</i>	Management Director Responsable Fundraising	Publication in the I3PT website Having the Program published in the I3PT website Number of campaigns done (No) Sponsorship return per activity = total amount obtained from sponsorship for the activity (teaching or project) / number of sponsored activities (teaching or project)	1. The website has a space where fundraising and sponsorship are shared as important ways to help drive research at the institute: https://www.tauli.cat/institut/colabora/ 2. Number of campaigns: -2022: https://www.tauli.cat/institut/actualitat/noticies/2022/11/cellers-maset-crea-la-beca-pau-massana-per-a-la-investigacio-de-malalties-minoritaris-de-li3pt/ -2023: https://www.tauli.cat/institut/actualitat/noticies/2023/11/el-parc-tauli-rep-una-donacio-de-10-000-euros-de-cafes-pont-per-a-la-recerca-i-la-innovacio/										
A11_ To define the professional career of the I3PT, to be more competitive and attracting and retaining talent	+/- Evaluation appraisal system +/- Recognition of mobility experience	Management Direction Talent	Having a professional career proposal, according to the new agreement) approved by the Governing Council	https://intranet.tauli.cat/solicitud-canvi-nivell-professional-i3pt % of requests (2023): (27 people / 116 people) * 100 = 23%										

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	+/- Recognition of the profession +/- Stability and permanence of employment + /- Career development		% of professional career requests: No. of requests / total staff (considering the year) * 100 % of regularisation requests for the professional career: No. of requests / total staff (considering the year) * 100 (2023) No. of positive decisions on the regularisation of the professional career (2023)	% of requests (2024): (3 people / 120 people) * 100 = 2.5% Average number of regularization requests in 2023: 51 requests / 27 individual requests = 1.89 requests per person who submitted a request Average number of regularization requests in 2024: 3 requests / 3 individual requests = 1 request per person who submitted a request							
A12_ To redefine the CIRI (Institutional Committee for Research and Innovation), to improve the organization of the I3PT's research and innovation	-/+ Evaluation appraisal system +/- Participation in decision making bodies	Scientific Direction	Having a document with the new structure, composition and functions of the CIRI: Approval of Governing Council (Delegated Commission) Number of annual CIRI meetings Organisational structure of CIRI on the website	The document is available in the Institution's intranet for all professional: "Reglament de Funcionament del Comit� Institucional 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 CIRI establishment published on the website and intranet Estructura organitzativa I3PT Parc Taul� New CIRI regulation approved and reviewed Minutes of all meetings. Number of annual CIRI meetings: 2021: 6 2022: 11 2023: 10 2024: 11							
A21_ Develop a programme to help pre- and post-doctoral researchers identify sources of funding from publicly available funds	-/- Postdoctoral appointments +/- Stability and permanence of employment	Management Direction Scientific Management	Number of predoctoral and postdoctoral profiles hired by the Institute Research groups that have benefited from sponsorship actions	<table><tr><td></td><td>2022-2024</td></tr><tr><td>Number of predoctoral hired by the Institute</td><td>4</td></tr><tr><td>Number of postdoctoral hired by the Institute</td><td>4</td></tr></table>		2022-2024	Number of predoctoral hired by the Institute	4	Number of postdoctoral hired by the Institute	4	
	2022-2024										
Number of predoctoral hired by the Institute	4										
Number of postdoctoral hired by the Institute	4										

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and from the institute's patronage policy	-/+ Funding and salaries -/- Career development	Fundraising Management		Area of rare diseases - Personalized medicine in rheumatology - Genomic diagnosis in rare diseases - Sleep study in Angelman syndrome Area of Emergency / critical care - Prevention of post-ICU sequelae Area of Chronic diseases - Liquid biopsy for patients with glioma - Diagnosis in hemodialysis - Personalized medicine in psychotic disorders	
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	Management Direction Talent Management Knowledge Management	Broadcasting of the professional career Dissemination of the professional career pathway Development of focus groups Level of staff satisfaction with the clarity of the information received	Focus groups were organised to provide researchers with information regarding the professional career framework. All questions and feedback were gathered to support the improvement of the current agreement.	
A28 _Revise the selection manual to include the procedures for evaluating candidates for employment openings	-/+ Contractual and legal obligations	Management Direction Talent Management Knowledge and Quality Management	The selection handbook reviewed and signed by the Governing Council	https://www.tauli.cat/institut/presentacio/recursos-humans/acollida/	
4. RESEARCH CAREERS AND TALENT DEVELOPMENT					
A6_ Offer RRI courses to all I3PT staff, progressively covering each of the agendas <i>The title has been modified to include the</i>	+/- Access to research and continuous development	Talent management	Number of RRI courses offered % of registrants Percentage of coverage of the offered training places (success rate).	Throughout 2021, conference cycles were held, some of them addressing the principles of the RRI. 2021:	

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<i>work of each of the RRI agendas</i>			Success rate: Occupied places / Offered places x 100 Results of a survey to assess the quality and satisfaction of the training participants.	https://www.tauli.cat/institut/wp-content/uploads/2021/05/Cicle_conferencies.pdf 2022: https://www.tauli.cat/institut/docencia/cicles-de-conferencies-cientifiques/ 2023: https://www.tauli.cat/institut/docencia/cicles-de-conferencies-cientifiques/	
A7_To design online courses for researchers, to make them more accessible to everybody	+/- Access to research training and continuous development	Talent Management	Number of online courses offered % of enrolment rate	2023: 22 online courses; 28% enrolment rate 2024: 23 online courses; 60 % enrolment rate 2025: 40 online	
A22_Include strategies for collaboration with universities in pre- and post-doctoral research programs.	+/+ Research environment +/- Access to research training and continuous development +/+ 29. Value of mobility	Management Direction Scientific Direction	- Mixed units created - Number of predoctoral and postdoctoral staff in the program - Application for MSCA-COFUND calls	- Number of predoctorals from 2023 to 2025: 2 - Mixed units: Neuroscience, created en 2010 and Kidney4All, created 2021 Initiation of the process to establish a mixed unit in basic research, scheduled for 2025	
A23_Include assessments of researchers' stays in other research centres among the criteria for evaluating researchers' curricula.	+/- Recognition of mobility experience (code) +/- Access to research training and continuous development	Management Direction Scientific Management Talent Management CSPT Talent Management I3PT	Definition of the assessment criteria for the recognition of mobility within the professional career Inclusion of evaluations of stays in national or foreign institutions in the agreement Annual number of research staff who have carried out research stays at other institutions Categorization of research stays: National	Resolution of 3 September 2021, ordering the registration and publication of the Collective Agreement of the Fundació Parc Taulí for the years 2020 and 2021 (Agreement code no. 08103372012021), Article 64. Professional Career, point 5.1.A. Annual number of research staff who completed stays at other centers: 2023: 3 2024: 8 Type of stay: 2023: 3 international 2024: 6 international, 2 national	

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			• International Categorization of stay durations: • Short-term: 1 month • Medium-term: approximately 3 months • Long-term: 6 months to 1 year	Duration of stay: 2023: 1 short-term / 2 medium-term 2024: 5 short-term / 2 medium-term / 1 long-term	
A24_Organize joint sessions between research groups from the university and the I3PT	+/+ Research environment +/- Access to research training and continuous development +/- Continuing professional development	Management Direction Scientific Management	Nº sessions per year	Monday Launch🔗 27 de gener Més d'un centenar de professionals participen en la jornada sobre els reptes dels hospitals universitaris de la UAB I3PT Parc Taulí	