

ARAID Action Plan 2026 - 2028 **Human Resources Strategy for Researchers (HRS4R)**

No	Principles	Action	Responsible	Indicator(s)/Target(s)	Timing
53	8, 19, 22, 28	Incorporate the CV system into ARAID operations	Direction, Administration	<ol style="list-style-type: none"> 1. Definition and approval of technical requirements for system integration 2. Integrate of the CV system with the ARAID previous system and coordinate it with the provider (iMarina) for implementation 3. Provide researchers with an adequate training to maximise system use 4. Monitoring & improvement with researcher's feedback after using 	<ol style="list-style-type: none"> 1. Q1 2026 2. Q1 2026 3. Q4 2026 4. Q4 2026
54	5, 10, 24, 25, 26	Review the regulations for complements by ARAID researchers' projects	Direction, Board	<ol style="list-style-type: none"> 1. Review the current regulations on project-related salary supplements across all centers 2. Analyse the regional legal framework on salary and supplement limits 3. Evaluate different scenarios for unified limits and common conditions for all ARAID researchers 4. Prepare a harmonized proposal on complements to present to Management and the Board 	Q3 2027
55	5, 18	Review permit regulations for stays abroad	Direction, Board	<ol style="list-style-type: none"> 1. Review the current regulations on stays abroad 2. Analyse the regional labour framework on stays and leave of absence 3. Evaluate different scenarios for unified limits and common conditions for all ARAID researchers 	Q1 2028
56	23, 38, 39	Introduce actions on wellness	Direction, Administration	<ol style="list-style-type: none"> 1. Identify external providers specialized in psychological or wellness support 2. Assess internal needs related to stress, relocation, job insecurity, and performance pressure 	<ol style="list-style-type: none"> 1. Q1 2026 2. Q1 2026 3. Q1 2026 4. Q2 2026 5. Q4 2026

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				<ul style="list-style-type: none"> 3. Schedule exploratory meetings with potential providers to review available services 4. Evaluate possible support models (individual, group, online, etc). 5. Implementation of the wellbeing model 6. Monitoring & improvement 	6. Q4 2026
57	9	Enhance the internal awareness, understanding, and perception of the HRS4R and the organisation's commitment to it	Working Group, Direction - Steering Committee	<ul style="list-style-type: none"> 1. Integrate HRS4R as a regular agenda item in plenary meetings 2. Conduct a periodic internal survey to assess perceptions and identify improvement areas 3. Establish structured communication channels regarding HRS4R developments, actions and updates 	<ul style="list-style-type: none"> 1. Q2 2026 2. Q3 2026 3. Q1 2027
58	9	Increase external visibility and improve stakeholders' perception and knowledge of the HRS4R framework	Working Group, Direction - Steering Committee	<ul style="list-style-type: none"> 1. Regular publication of HRS4R-related news and updates on the ARAID website 2. Identification of institutions in Aragón and neighbouring regions holding the HRS4R Award, and organisation of an initial joint meeting as a first point of contact 3. Organisation of regular meetings to foster exchange of good practices and strengthen collaboration among HRS4R-awarded institutions 	<ul style="list-style-type: none"> 1. Q2 2026 2. Q4 2026 3. Q1 2027
59	13, 14, 16	Apply as our own the evaluations from entities with the same objective and level of research excellence as our own for ARAID Calls	Working Group, Direction - Steering Committee	<ul style="list-style-type: none"> 1. Draft the criteria and conditions for accepting equivalent external evaluations 2. Amend internal regulations to allow recognition of external evaluations 3. Update call texts and requirements to incorporate this option 	Q1 2027
60	15, 16	Develop and implement a formal procedure for employee participation in Board meetings	Direction, Board	<ul style="list-style-type: none"> 1. Conduct a Legal Feasibility Review 2. Review Internal Statutes and Governance Rules 3. Design a protocol or implement Alternative Transparency Measures (if attendance is not permitted) 4. Inform and train staff on the new mechanism 	Q2 2027
61	24, 26	Evaluate if there are benefits from considering a private foundation of a	Direction, Board	<ul style="list-style-type: none"> 1. Analyse the legal and labour framework applicable to private foundations of a public nature 	Q3 2027

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		public nature (non-official DGA labor personnel)		<ol style="list-style-type: none"> 2. Identify potential benefits for ARAID staff (e.g. payroll health insurance, access to public-sector offers) 3. Compare current conditions with those available under this legal status 4. Prepare a report on advantages, disadvantages, and feasibility for Management and the Board 	
62	24, 26	Assess that ARAID workers have medical insurance	Direction, Board	<ol style="list-style-type: none"> 1. Review whether current contracts or agreements include medical insurance provisions 2. Identify collective medical insurance options or special agreements for staff 3. Compare coverage, costs, and eligibility requirements 4. Prepare a proposal for Management and the Board 	Q2 2027
63	24, 28	Adjust the composition of the HR Working Group to ensure appropriate representation of research categories	Working Group	<ol style="list-style-type: none"> 1. Identify which categories are currently underrepresented in the HR Working Group 2. Select new members to cover the required categories (e.g., R3, R4) 3. Formalize the incorporation of the new representatives into the group 	Q1 2027
64	10, 38, 39	Offer language training to employees	Direction, Administration	<ol style="list-style-type: none"> 1. Identify and contact language training providers to assess the services they can offer 2. Prepare and send a survey to all staff to collect information on language levels and training needs 3. Collect and analyse survey responses 4. Evaluate the identified needs and select the most suitable training provider and modality 	<ol style="list-style-type: none"> 1. Q1 2026 2. Q1 2026 3. Q1 2026 4. Q2 2026
65	24	Provide each researcher with an ARAID-managed Microsoft 365 Basic account, including 1 TB of OneDrive storage and access to SharePoint	Administration	<ol style="list-style-type: none"> 1. Identification of the number of researchers requiring an ARAID Microsoft 365 Basic account 2. Verification of storage capacity and available services (OneDrive 1 TB, SharePoint access) with the technical support team 3. Creation and activation of Microsoft 365 Basic accounts for eligible researchers 	<ol style="list-style-type: none"> 1. Q1 2026 2. Q1 2026 3. Q4 2026