

Activities plan **2017/2018**

Of

Charter&Code

The European Charter for Researchers and Code of
Conduct for the Recruitment of the Researchers

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1. INTRODUCTION

The actions foreseen in the 2017-2018 plan of the Permanent Group of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (PG-C&C), aim to continue the implementation of C & C's action plan under the logo of excellence in strategic management of human resources and research.

2. OBJECTIFS OF THE CHARTER&CODE

The purpose of the Charter & Code is to create an environment favorable to the development of research activities among the main actors, as set out in the Charter principles, i.e. all "professionals working in the design or creation of new knowledge, products, processes, methods and systems and in the management of their projects.

3. HRS4R – Management system

According to the implementation plan of the HRS4R, see figure 1, in the present management cycle the LNEG is in the "AWARD RENEWAL" phase. This phase includes the implementation of the revised action plan in accordance with the OTM-R Policy, updating of the action plan, publication in the LNEG's portal of the revised HR strategy and submission of the updated plan.

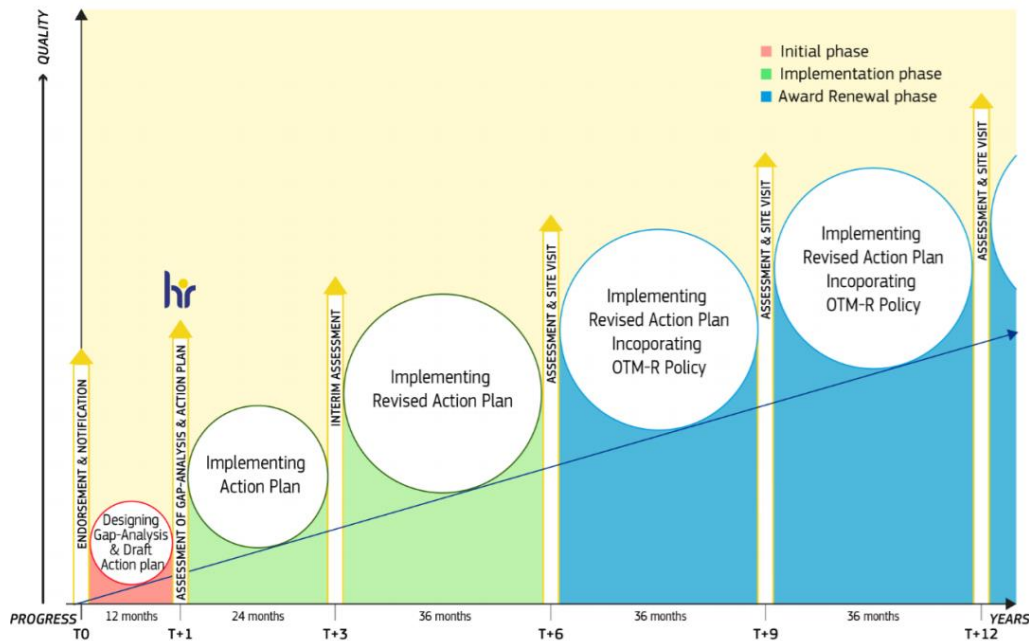


Figure 1 HRS4R Implementation Plan

4. EVALUATION PROGRAM

The external evaluation with a visit to the LNEG, aims to dialogue and judge on the quality of the set of actions undertaken for the development of systems that fall within the scope of C&C.

5. PROGRAM OF ACTIVITIES

The action plan to be carried out for the period 2017-2018 within the framework of C&C, is described in Table I.

Table I: Planning for 2017-2018

Plan 2017/2018	Target	Action	Responsible	Monitoring
Dissemination of Principles	<ul style="list-style-type: none"> - Ministry of Science, Technology and Higher Education – FCT - Entities of Higher Education and Others - employee’s council - Scientific community and general public 	<ul style="list-style-type: none"> -Participation in European Researchers' Night event -Cycle of conferences - Events LNEG National Roadshow - Exhibition and dynamism of the C & C to the public and professional groups that participate in Workshops, training actions, seminars, congresses, etc that take place in the LNEG. Through various advertising displays (eg, roll-up, X-banner, poster, etc.) and a slide that precedes any slide-show presentation. - External events for the dissemination of research. - Celebration of the anniversary (2013-2017 / 18) of the HR Excellence Logo assignment 	NQAPF PG	<ul style="list-style-type: none"> Events Surveys Flyers Brochures Presentations Meetings LNEG’s Portal Roll-up HRS4R
External Assessment and site visit	- LNEG	Evaluation from 3 external experts	PG	Evaluation report
Implementation of the LNEG’s C&C Plan	<ul style="list-style-type: none"> - Administration board (AB) - Permanent Group (PG) 	<ul style="list-style-type: none"> - Science & Technology Disclosure - PG-C&C Communications - Meetings - Completion / submission of the HRS4R Assessment Report - All LNEG employees 	NQAPF PG	<ul style="list-style-type: none"> Assessment Report HRS4R. Chronology of events in the LNEG’s Portal. Minutes of the meetings Internal satisfaction questionnaire

5.1 Ministry of Science, Technology and Higher Education – FCT

The PG will continue to boost the connection to the FCT, as a privileged source in European contacts and research funding, in order to promote the dissemination of C&C Higher Education Institutions and other partners with R&D Activities.

5.2. Entities of Higher Education and other entities

The PG is committed to disseminate at various national S&T initiatives the principles of C&C, both for researchers, young students and the general public.

The PG will seek to encourage the managers, researchers and collaborators of Research Institutions for the importance of adhere to C&C and its institutional application.

5.3. LNEG employee´s council

The PG will seek to sensitize the employee´s council, due to its specificity and its competencies, so that through its actions and activities mobilize its members, to the principles of C&C, recognizing the added value of the LNEG HR Excellence Logo.

5.4. Support for actions of scientific dissemination

The PG will continue to support internal and external research dissemination events to convey C&C's message.

5.5. Monitoring

The PG recognizes the existence of a lack of knowledge in the LNEG related to the principles of C&C, and aims to conduct actions in order to evaluate the state of knowledge.

The PG will propose to the administration board of LNEG to insert questions about the C&C principles in the annual Internal Satisfaction Questionnaire.

6. IMPROVEMENT ACTIONS

The improvement actions to perform will be weighted in order to ensure better efficiency and alignment with the C & C objectives.

LNEG, 6th February 2017

The Permanent Group of C&C:

Ana Picado, Augusta Medeiros, Carla Midões, David Loureiro, Lidia Quental, Mário Santos e Paula André