

VHIO's detailed HRS4R Action Plan

#	Title action	Timing	Responsible Unit
7	Establishment of a welcome day for new incorporations in the already existing welcome package	Q1, 2024	HR
31	Implementation the already established PhD Training Program	Q4, 2023	HR
36	Set up new spaces that help to continue developing VHIO activities with guarantees (Marsillac 2).	Q4, 2023	Management
37	Creation of a scientific and technical support unit that provides services to all research groups	Q1, 2024	Management
38	Implement tools that help improve and facilitate internal communication.	Q1, 2025	Communication
39	Update the current knowledge transfer policy for patenting and creating new spin-offs	Q4, 2024	Business Development
40	Hold the VHIO's first open day	Q4, 2023	Communication
41	Foster patients participation within VHIO's activities	Q1, 2025	Executive Board
42	Improve communication to patients and other non-scientific key stakeholders	Q1, 2025	Communication
43	Negotiate the professional development plan for the professional groups to which have not yet been developed.	Q4, 2024	Management
44	Strengthen the HR Area with the incorporation of professionals experts in developing internal talent.	Q1, 2024	Management
45	Implement an initial mandatory training plan for all VHIO workers that includes necessary aspects both at a legal and functional level.	Q3, 2024	VHIO Academy
46	Improve the current reception plan for new workers.	Q3, 2024	HR
47	Consolidate the VHIO Academy as the vehicle for all the training actions in the scientific field	Q4, 2023	VHIO Academy
48	Consolidate the VHIO PhD Programme, coordinated by the VHIO Academy, as an advanced training program for the predoctoral community	Q3, 2025	VHIO Academy
49	Launch mentoring program for Junior PIs	Q2, 2024	VHIO Academy
50	Consolidate the VHIO Moodle e-learning platform as a single point for the management of the VHIO training offer	Q2, 2025	VHIO Academy
51	Implement mandatory training programs such as cyber security and data protection or inclusive language and gender equality training	Q1, 2025	Business Development
52	Implement and monitor the actionsestablished in the new equality plan.	Q3, 2026	Management