

APPENDIX IV

PROFESSIONAL CAREER MODEL**1. Purpose**

The professional career path is designed as a system for recognizing experience, prestige, competence, and professional responsibility.

To this end, a system of professional development is established across several levels, with advancement based on merit as demonstrated through periodic evaluations. This evaluation system will be transparent, objective, and flexible, with criteria that take into account research, technical, or management activities, as well as other activities to be evaluated as detailed in this document.

2. Definition and Scope

The professional career path within the scope of the Biomedical Research Foundations is defined as the right of employees to recognition of seniority and professional development on an individualized basis. The career system includes both the recognition of seniority and professional development and, therefore, will be incompatible with the future inclusion of any other model of recognition based on seniority, whether in the form of three-year, five-year, six-year increments, or similar. It thus entails the recognition of experience, prestige, competence, and professional responsibility, accumulated and demonstrated through achieved milestones and the fulfillment of objectives and duties.

The career path will apply to staff covered by the Collective Bargaining Agreement of the Group of Companies of the Biomedical Research Foundations of the SERMAS IISS (FIB).

3. Levels, Compensation, and Requirements**3.1. Levels**

The professional career model is structured into four irreversible levels (Levels I, II, III, and IV). Advancement to the various levels will be achieved by passing the corresponding evaluation, with the exceptions provided for the initial evaluation, as specified in Section 4.3.

3.2. Requirements

1. At the time of application, the applicant must belong to any of the categories covered by the collective bargaining agreement included in the pay scales detailed below.
2. Voluntarily submit an individual application for admission to the requested career level.
3. A period of service with the Foundation corresponding to the level being requested.
 - o For Level I, a minimum of five years of service at the Foundation.
 - o For Level II, a minimum of five years of service at the Foundation as of the effective date on which Level I was recognized.

- o For Level III, a minimum of five years of service with the Foundation as of the effective date on which Level II was recognized.
- o For Level IV, a minimum of five years of continuous service with the Foundation as of the effective date on which Level III was recognized.

For all purposes, the following periods shall be counted as active service: periods of maternity or paternity leave, leave of absence to care for a child or family member, temporary disability due to work-related or general health issues, and leaves of absence recognized in the collective bargaining agreement (mandatory leave of absence, leave of absence due to gender-based violence, leave of absence due to terrorist violence, and leave of absence for international cooperation) and in the regulations applicable to research staff.

4. Pass the corresponding evaluation by demonstrating the required qualifications for each level in the various recruitment rounds.

3.3. Compensation

Professionals will receive a supplement for each level successfully evaluated, equivalent to 10% of the base salary for their category and proportional to their actual working hours, to be paid effective January 1 of the year in which the evaluation of their merits is requested.

4. Procedure

4.1. Application, Self-Assessment, and Internal Evaluation

The procedure will begin with the interested party voluntarily submitting an application to the evaluation committee for inclusion in the appropriate level.

The evaluation committee will be appointed by each Foundation, which will establish the minimum criteria for membership in each case; the committee's composition must be equally divided between representatives of the organization and representatives of the employees.

To apply for a specific professional career level, the employee must submit the established application form to the evaluation committee within the applicable deadline and annual call for applications, accompanied by:

- An evaluation form assessing the subjective criteria, completed by the applicant's line manager.
- A self-evaluation form, indicating the credits assigned in each of the objective evaluation categories.
- Any documents deemed necessary to substantiate the merits justifying those credits (course certificates, list of publications, etc.).

Once all the information has been gathered, it will be evaluated by the evaluation committee, which will validate or, if necessary, adjust the score obtained by the applicant and issue its provisional decision. The result will be communicated to the interested parties, who will have a period of 15 days to file an appeal in the first instance with the entity's own evaluation committee. In the event of a disagreement within the evaluation committee, the average of the scores awarded by the entity's representatives and the workers' representatives will be calculated.

If an employee disagrees with the evaluation committee's decision, they may, as a second-instance appeal, file a complaint with the collective bargaining agreement's joint committee, submitting the arguments and documentation they deem necessary or that are required of them; this committee will then issue the final decision.

4.2. Deadlines

The application period will be open from January 1 through March 15 of each year, with length of service calculated up to December 31 of the previous year.

The evaluation committee will review the applications and issue provisional results no later than May 15, at which time the applicant will have the right to know the outcome and, if applicable, the details of the evaluation. They will also have until May 31 to file an appeal with their organization's evaluation committee, which will decide no later than June 20 whether to grant the appeal, in whole or in part, or to uphold its original decision, after which it will promptly notify the interested parties of its resolution.

No new qualifications may be cited in the appeal; however, applicants may correct any incorrect documentation submitted or supplement it to support some of the qualifications cited in the application.

Once the evaluation committee has completed its assessment and the appeal period in the first instance has ended, a period will begin, lasting until July 20, to appeal the decision in the second instance before the Joint Committee established under the collective bargaining agreement. The Joint Committee will have until September 30 to communicate the final, reasoned proposal for the assignment of a new level, as well as the reasoned denial of the level for those who have not met the requirements.

Employees who are placed in a specific professional career level will be entered into an internal registry created for this purpose, which will include the career level and the date on which that level was attained.

4.3. Call for Extraordinary Application Processes for Entry into the Professional

Career Track Two extraordinary application processes will be established:

For entry into Career Level I, on a one-time basis, for all employees who, as of January 1, 2024, have at least five years of service with their Foundation, an application period of three months from the effective date of the agreement is established

for the application for extraordinary recognition of Level I, which will be automatically approved without undergoing an evaluation. The economic effects are retroactive to January 1, 2024.

For one-time access to Career Level II, for all employees who, as of January 1, 2026, have ten or more years of service with the Foundation, a three-month application period is established during the first quarter of 2026 to apply for recognition of Level II, for which an evaluation process will be conducted in accordance with the provisions of this career model

Those who have attained Level I through this extraordinary process may include all merits earned since the start date of their contractual relationship with the Foundation when applying for Level II recognition.

In the event that the agreement enters into force after January 15, 2025, a standard application procedure will be opened, with decision dates adjusted as set forth in the third transitional provision of the agreement, effective for financial purposes as of January 1, 2025. Under this procedure, individuals who meet the necessary requirements may apply for evaluation for Level I.

4.4. Changes in Functional Area and Category During One's Career

In cases where an employee changes functional areas or categories, the level they have attained in their original area or category will be maintained, thereby consolidating the compensation to which they were entitled in that original category. Upon joining the new category, they will begin to accrue rights related to it, in accordance with the applicable period. The Foundation's human resources department will notify the person in charge of the target group of this fact prior to the change taking effect.

When applying for a new level within the new category and/or area, years of service in the various categories and/or areas will be taken into account and evaluated proportionally based on the category and/or area in which the employee worked.

5. Evaluation

5.1. General Provisions

The evaluation will be conducted by assessing various aspects of the applicant's work, as detailed in the appendices.

None of the factors subject to evaluation may be exclusive in the assessment of the candidate; all sections must be evaluated.

Merits submitted and evaluated to achieve a specific level may not be resubmitted or taken into account for advancement to another level.

5.2. Total and Sufficient Credits

Each factor will be evaluated using a unit known as a career credit. A minimum number of credits will be required for advancement to each career level. The partial credits earned in each evaluable factor will be added together, with the specific merits or evaluable factors for which these credits are awarded varying by area and category.

In general, and applicable to all areas and categories, the minimum number of credits required for a positive evaluation at each level will be:

LEVEL				IV
Minimum Credits	50	60	70	80

5.3. Assessment Blocks and Factors

The evaluation categories are specified below, and details are included in the corresponding appendices.

1. Section I: Scientific and Research Activity/Professional Activity, Performance, and Expertise. Commitment to professional activity will be assessed based on the applicant's knowledge, professional competencies, and the results of their professional activity. A maximum of 70 credits is awarded for all categories, at all career levels.
2. Section II: Training, Teaching, and Outreach Activities. The applicant's educational efforts—both their own through their studies and those made to train others through teaching and to society at large through outreach—will be evaluated. A maximum of 20 credits is awarded for all categories at all career levels.
3. Block III: Participation and Commitment to the Organization. The applicant's involvement with the organization will be evaluated based on their participation in internal bodies, quality and accreditation programs, holding of management positions, and the development of activities aimed at improving service management. A maximum of 10 credits is awarded for all categories, at all career levels.

None of the factors subject to evaluation may be considered exclusive in the assessment of the applicant; all sections must be evaluated. The evaluation sections are, in turn, the sum of a set of evaluation factors specific to the job category and/or the type of activity performed

6. Scales

6.1. Evaluation Scale for Area 1 — Research Group I:

TENURED RESEARCHER (IT) Group I:

ASSOCIATE RESEARCHER (IAs)

Group I: SENIOR ASSOCIATE RESEARCHER (IAdS)

Group I: ASSOCIATE RESEARCHER (IAd)

Assessment areas to be evaluated in each professional category:

SECTION	ASSESSMENT BASED ON MERIT	EVALUATION BASED ON SUBJECTIVE CRITERIA BY THE FUNCTIONALLY RESPONSIBLE PERSON
Scientific and research activities and professional performance	Research projects Scientific publications Other scientific contributions Innovation and technology transfer Leadership, management, and fundraising	- Scientific, technical, and research activities - Research and Innovation Management - Resource management and acquisition - Professional competence and technical expertise - Contribution to the achievement and fulfillment of the Unit/Service's objectives
Continuing Education, Teaching, and Outreach Activities	Training Teaching, training skills, and outreach activities	
Involvement/Commitment to the Organization	Participation in bodies, commissions, committees, and working groups related to research and teaching management, as well as those related to the center's activities. Participation in the organization and management of student activities or activities related to the foundation's operations	

Evaluation Criteria

SECTION 1. Scientific and Research Activity and Professional Performance (maximum 70

credits): Evaluation Based on Merits

Dedication to professional activity will be assessed based on the applicant's knowledge, professional competencies, and the results of their professional work. This will be carried out through an objective assessment of curricular merits using a standardized scale detailed in the appendices, which comprises five main sections: 1) Research projects; 2) Scientific publications; 3) Other scientific contributions; 4) Innovation and technology transfer activities; 5) Leadership, management, and fundraising.

The employee will conduct a self-assessment using the specific rubric for this section, as detailed in the corresponding tables. Documents supporting the claimed merits must be attached to the application.

This evaluation procedure will be used primarily for the IT and IAs categories, as well as for the IAdS and IAd categories in positions assigned to research groups; alternatively, applicants may choose to submit an evaluation based on subjective criteria provided by the line manager.

Evaluation Based on Subjective Criteria by the Line Manager:

In the IAdS and IAd professional categories whose work takes place within research support platforms or services, this procedure shall be used preferentially; however, applicants may opt to submit the merit-based evaluation described in the previous procedure instead, in which case the employee will conduct a self-evaluation using the specific scales for each of the evaluation sections, as detailed in the corresponding tables.

The evaluation will be conducted using a standardized questionnaire in which each item within a section is scored on a scale of 1 to 4 points. Each item will have a different weighting when calculating the final score for that section. The questionnaire must be completed by the supervisor of the person being evaluated.

In the event of disagreement with the result and to resolve potential assessment conflicts, appeals may be filed in accordance with the procedure set forth in section 4.1. For the evaluation of the appeals, each applicant will complete a standardized self-assessment questionnaire, which will serve as a supporting and comparative tool.

Subjective evaluation table by the responsible functional officer

COMPONENT	ITEM	SCORE”	WEIGHT	WEIGHTED SCORE
Individual Performance	Decision-making ability		0.5	
	Support for New Hires			
	Participation in/Management of Research and Innovation Projects			
	User relations and satisfaction/Professional rigor			
	Communication skills			
	Technical expertise			
Contribution to the Unit's/Service's Objectives	Achievement of objectives		0.25	
	Productivity, defined as the quantity and quality of work			
	Leadership and/or Management Skills			
	Resource Management and Acquisition			
Organization, Planning, and problem-solving	Teamwork		0.25	
	Ability to identify and resolve problems			
	Ability to seek guidance and consult with superiors			
	Organizational and planning skills			
TOTAL SCORE				

*Scoring: 0: insufficient performance or response in the evaluated aspect; 1: minimal performance or response in the evaluated aspect; 2: sufficient performance or response in the evaluated aspect; 3: satisfactory performance or response in the evaluated aspect; 4: excellent performance or response in the evaluated aspect.

Each item will be scored between 0 and 4 points, and the weighted score for each component will be obtained by multiplying the score obtained by the **corresponding weighting factor**. **The final score will be the sum of the weighted scores for each component.** The maximum number of points that can be earned (4) serves as the benchmark for the total number of credits in the "Professional Activity, Performance, and Proficiency" block at each level. Thus, 4 points are equivalent to 70 credits, and by applying a rule of proportionality, the credits corresponding to this block will be determined.

BLOCK 2. Training, Teaching, Knowledge Dissemination, Research, and Innovation

Credits earned in the following areas will be considered:

(See the corresponding table for details on the scoring scale)

Training:

Master's programs of more than 300 hours or more than 150 hours.

Continuing education courses related to the category, related to occupational risk prevention, or addressing the acquisition of competencies, skills, and attitudes in cross-cutting areas (gender equality, harassment, communication techniques, teamwork, transparency in access to public information, data protection, languages, and computer science), offered by the Central Government, Regional Governments, local governments, universities, and public health institutions; or under Continuing Education Agreements with public administrations; or organized or delivered by labor unions, foundations, scientific societies, professional associations, and other entities,

provided that such circumstances are stated on the degree or diploma itself or are duly certified.

Collaborative/training stays at research centers of recognized national or international prestige.

Attendance at conferences.

Attendance at conferences or seminars.

Teaching/Training Experience:

Instruction provided at the undergraduate, graduate, and continuing education levels.

Presentations at clinical or scientific sessions in healthcare or research centers.

Undergraduate tutor or teaching assistant.

Supervision of undergraduate theses, master's

theses, or doctoral dissertations. Member of thesis

committees

Participation in activities to promote and disseminate research.

SECTION 3. Participation and Commitment to the Organization

The applicant's involvement in their professional activities will be evaluated, as well as their participation in official, coordination, and oversight committees; in quality and accreditation groups; the holding of management positions; and, in general, the performance of activities that effectively contribute to improving the management of services.

Credits earned in the following will be considered:

(See the corresponding table for details on the scoring scale)

Management activities compatible with the simultaneous performance of professional duties.

Participation in official committees or commissions.

Members of evaluation committees and contracting boards.

Member of a working group for the preparation of projects, protocols, guidelines, etc.

Member of a group or committee for the preparation and maintenance of quality accreditations.

Organizational and management duties related to student activities or the Foundation's activities.

Participation in other activities or tasks of the Foundations, SERMAS, or institutions within the Science, Technology, and Innovation System (working groups, etc.).

6.2. Evaluation Scale for Area 2—Scientific-Technical and Area 3—Administration and Management

AREA 2

Group II: SPECIALIST HIGHER DEGREE HOLDER (TSE)

Group II: SENIOR HIGHER DEGREE HOLDER (TSS)

Group II: HIGHER DEGREE HOLDER (TS)

Group III: SPECIALIST UNIVERSITY DEGREE HOLDER (TGUE)

Group III: UNIVERSITY GRADUATE (TGU)

Group IV: ADVANCED TECHNICIAN (TGS)

Group V: INTERMEDIATE-LEVEL TECHNICIAN (TGM)

AREA 3

Group II: SENIOR HIGHER-LEVEL GRADUATE (TSS)

Group II: HIGHER-LEVEL GRADUATE (TS)

Group III: SPECIALIST UNIVERSITY-LEVEL GRADUATE (TGUE)

Group III: UNIVERSITY-LEVEL GRADUATE (TGU)

Group IV: Senior Technician/Administrative Staff (TGS/A)

Group V: INTERMEDIATE-LEVEL TECHNICIAN/ADMINISTRATIVE ASSISTANT (TGM/AA)

Group IV: SUPPORT STAFF (PSA)

Assessment areas to be evaluated in each professional category

SECTION	AREA 2	TSE	TSS	TS	TGUE	TGU	TGS	TGM
	AREA 3	TSS	TS	TGUE	TGU	TGS/A	TGM/AA	PSA
Activity, Performance, and Professional Competence	Individual performance Contribution to the Unit/Service's Objectives Organization, Planning, and Problem Solving							
Continuing Education, Teaching, and Dissemination of Knowledge and Research-Innovation	Training Teaching, training skills, and outreach activities Knowledge dissemination Management of training activities Research and innovation							
Involvement/Commitment to the Organization	Participation in bodies, commissions, committees, and working groups related to the management of research and teaching, as well as those related to the center's activities. Participation in the organization and management of student activities or activities related to the foundation's work							

Evaluation Criteria

SECTION 1. Professional Activity, Performance, and Expertise:

Commitment to professional activity will be assessed based on the applicant's knowledge, professional competencies, and results of their professional activity. The assessment will be conducted using a standardized questionnaire in which each item within the section is scored on a scale of 1 to 4 points. Each item will have a different weighting when calculating the final score for that section.

The questionnaire must be completed by the person with functional responsibility for the individual being evaluated. In the event of disagreement with the result and to resolve potential assessment conflicts, appeals may be filed in accordance with the procedure set forth in section 4.1. For the evaluation of appeals, each applicant will complete a standardized self-assessment questionnaire, which will serve as a supporting and comparative tool.

Subjective Evaluation Table by the Person Functionally Responsible

COMPONENT	ITEM	SCORE”	WEIGHT	WEIGHTED SCORE
Individual Performance	Decision-making ability		0.5	
	Support for New Hires			
	Effective performance in the absence of instructions/Proactivity			
	Customer relations and satisfaction/Professional rigor			
	Communication Skills			
	Technical expertise			
Contribution to the objectives of the Unit/Department	Achievement of objectives		0.25	
	Productivity, understood as the quantity quality of work			
	Leadership and/or management skills			
	Use of resources			
Organization, planning, and problem-solving	Teamwork		0.25	
	Ability to identify and solve problems			
	Ability to seek guidance and consult with superiors			
	Organizational and planning skills			
TOTAL SCORE				

* Score: 0: Insufficient performance or response in the evaluated aspect; 1: Minimal performance or response in the evaluated aspect; 2: Sufficient performance or response in the evaluated aspect; 3: Satisfactory performance or response in the evaluated aspect; 4: Excellent performance or response in the evaluated aspect.

Each item will be scored on a scale of 0 to 4 points, and the weighted score for each component will be obtained by multiplying the score by the corresponding weighting factor. The final score will be the sum of the weighted scores for each component. The maximum number of points that can be earned (4) serves as the benchmark for the total number of credits in the "Professional Activity, Performance, and Proficiency" block at each level. Thus, 4 points are equivalent to 70 credits, and by applying a rule of proportionality, the credits corresponding to this block will be determined.

BLOCK 2. Training, Teaching, Knowledge Dissemination, Research, and Innovation

Credits earned in the following areas will be considered:

(See details of the scoring scale in the attached spreadsheet)

Training:

Master's programs of more than 300 hours or more than 150 hours.

Bachelor's degree, technical degree.

Continuing education courses related to the category, related to occupational risk prevention, or that focus on the acquisition of competencies, skills, and attitudes in cross-cutting areas (gender equality, harassment,

communication techniques, teamwork, transparency in access to public information, data protection, languages, and computer science), provided by the Central Government, Regional Governments, local governments, universities, and public health institutions; or under Continuing Education Agreements with public administrations; or organized or delivered by labor unions, foundations, scientific societies, professional associations, and other entities, provided that such circumstances are stated on the degree or diploma itself or are duly certified.

Collaborative/training placements at research centers of recognized national or international prestige.

Attendance at conferences.

Attendance at conferences or seminars.

Teaching/Training Capacity:

Teaching at the undergraduate, graduate, and continuing education levels.

Presentations at clinical or scientific sessions in healthcare or research centers.

Primary mentor for residents or students in academic or professional internships.

Delegated mentor, associate mentor, or teaching collaborator

Supervision of undergraduate theses, master's

theses, or doctoral dissertations. Member of thesis

committees.

Participation in activities to promote and disseminate research or management activities. Educational rotations within the research group.

Management of training activities and clinical/scientific sessions at healthcare or research centers. Management of mentoring, institutional relations, and agreements for undergraduate, graduate, and technical students; bachelor's and master's thesis projects; and collaborative initiatives.

Research and Innovation:

Scientific publications.

Participation in research projects.

Participation in technology projects linked to companies for their development. Participation in patents.

Participation in technology-based companies.

SECTION 3. Participation and Commitment to the Organization

The applicant's involvement in their professional activities will be evaluated, as well as their participation in official, coordination, and oversight committees, in quality groups, and

accreditation, the exercise of management positions, and, in general, the performance of activities that effectively contribute to improving the management of services.

Credits earned in the following will be considered:

(See the corresponding table for details on the scoring scale)

Management activities compatible with the simultaneous performance of professional duties.

Participation in official committees or commissions.

Members of evaluation committees and contracting boards.

Member of a working group for the preparation of projects, protocols, guidelines, etc.

Member of a group or committee responsible for preparing and maintaining quality accreditations.

Organizational and management duties related to student activities or the Foundation's activities.

Participation in other activities or tasks of the Foundations, SERMAS, or institutions within the Science, Technology, and Innovation System (working groups, etc.).

AREA 1. BLOCK 1. SCIENTIFIC AND RESEARCH ACTIVITIES AND PROFESSIONAL PERFORMANCE—MAXIMUM 70 POINTS				
SELF-ASSESSMENT FOR IT/LAS/IADS AND GROUP IAD	CREDITS	SCALE	ANNUAL/PERIOD	LIMIT CREDITS
1. RESEARCH PROJECTS				40
1.1 International				
1.1.1 Coordinator	6	project	Annual	
1.1.2 Principal Investigator/Co-Principal Investigator	4	project	Annual	
1.1.3 Co-investigator	2	project	Annual	
1.2 National and regional/public				
1.2.1 Coordinator	4	project	Annual	
1.2.2 IP/Co-IP	3	project	Annual	
1.2.3 Co-investigator	1.5	project	Annual	
1.3 National/non-public				
1.3.1 Coordinator	3	project	Annual	
1.3.2 Principal Investigator/Co-Principal Investigator	2	project	Annual	
1.3.3 Co-investigator	1	project	Annual	
2. SCIENTIFIC PUBLICATIONS				40
2.1 Indexed journals				
2.1.1 First/last/corresponding author	3	article	period	
2.1.2 Co-author	2	article	period	
2.2 Non-indexed journals				15
2.2.1 First/last/corresponding author	1.5	article	period	15
2.2.2 Co-author	0.75	article	period	10
2.3 Books (with legal deposit and/or ISBN)				10
2.3.1 Authorship/co-authorship of an entire book	2	book	period	
2.3.2 Book editing	1.5	book	period	
2.3.3 Authorship/Co-authorship of a Chapter	1	chapter	period	
3. OTHER SCIENTIFIC CONTRIBUTIONS				25
3.1 Conference Presentations				15
3.1.1 International				
3.1.1.1 Roundtable/Invited Presentation	3.0	item	period	
3.1.1.2 Oral presentation				
3.1.1.2.1 First/last/corresponding author	2.0	item	period	
3.1.1.2.2 Other authors	1.0	item	period	
3.1.1.3 Poster				
3.1.1.3.1 First/last/corresponding author	1.0	item	period	
3.1.1.3.2 Other authors	0.5	item	period	
3.1.2 National				
3.1.2.1 Roundtable/Guest Speaker	2	item	period	
3.1.2.2 Oral presentation				
3.1.2.2.1 First/last/corresponding author	1.5	item	period	
3.1.2.2.2 Other authors	1.0	item	period	
3.1.2.3 Poster				
3.1.2.3.1 First/last/corresponding author	1.0	item	period	
3.1.2.3.2 Other authors	0.5	item	period	
3.1.3 Member of the organizing committee	2	item	period	6
3.2 Research Awards				9
3.2.1 Award for Scientific Achievement	5	item	period	
3.2.2 Award for a Scientific Publication or Paper	2	item	period	
3.3 Member of the editorial board of scientific journals	2	item	Annual	5
3.4 Reviewer of articles in scientific journals	1	item	period	10
3.5 Project and HR evaluation				12
3.5.1 Member of an international evaluation committee	3	call for proposals	period	
3.5.2 Member of a national evaluation committee	2	call for proposals	period	
3.5.3 Participation as an external evaluator in an international call for proposals	1.5	call for proposals	period	
3.5.4 Participation as an external reviewer in a national call for proposals	1	call for proposals	period	
3.6 Collaborations				6
3.6.1 Regional				2
3.6.1.1 Joint Projects and Publications	2	project/publication	period	2
3.6.1.2 Joint projects only	1	project	period	1
3.6.2 Extraregional and international				4
3.6.2.1 Joint Projects and Publications	4	project/publication	period	4
3.6.2.2 Joint projects or publications only	3	project	period	3
4. INNOVATION AND TRANSFER				35
4.1 Industrial and Intellectual Property				
4.1.1. Patent Application	2	item	period	

AREA 1. BLOCK 1. SCIENTIFIC AND RESEARCH ACTIVITIES AND PROFESSIONAL PERFORMANCE—MAXIMUM 70 POINTS				
SELF-ASSESSMENT FOR IT/LAS/ADS AND GROUP IAD	CREDITS	SCALE	ANNUAL/PERIOD	LIMIT CREDITS
4.1.2. Application for Utility Model Protection	1	item	period	
4.1.3. Application for protection through the Intellectual Property Registry	1	item	period	
4.1.5 Granting of a Patent	3	item	period	
4.1.4 Agreement for the exploitation of a patent, utility model, or intellectual property	5	item	period	
4.2 Participation in Technology Projects				
4.2.1 Principal Investigator/Co-Principal Investigator	3	project	per year	
4.2.2 Co-investigator	1.5	project	per year	
4.3. Promotion and Participation in Technology-Based Companies	8	item	period	
4.4 Transfer to clinical practice				
4.4.1 Participation in clinical practice guidelines	5	item	period	
4.4.2 Non-commercial clinical trials (principal investigator)	3	item	period	
4.4.3 Non-commercial clinical trials (collaborating investigator)	1.5	item	period	
4.4.4 Clinical trials (principal investigator)	2	item	period	
4.4.5 Clinical trials (collaborating investigator)	1	item	period	
4.5 Improvement of Care Quality				15
4.5.1 Tests Performed to Support Clinical Diagnosis	8	> 300 studies	per year	
	6	150–299 studies	per year	
	4	50–149 studies	per year	
	2	< 50 studies	per year	
4.6. Introduction, validation, and implementation of new techniques into routine diagnostics and clinical practice	5	technique	period	
5. LEADERSHIP, MANAGEMENT, AND RESOURCE ACQUISITION				15
5.1 Leadership Skills				
5.1.1 Head or coordinator of a department at an accredited health research institute	5	item	per year	
5.2 Coordination of a section/unit	3	item	per year	
5.3 Group leadership or coordination	2	item	per year	
5.4 Platform/Core Coordinator	1	item	per year	
5.5 Efficiency in Securing Funding				
5.5.1 Securing funding as principal investigator	0.1	10,000 C	period	
5.5.2 Securing funding as a collaborator	0.05	10,000 C	period	7.5
5.5.3. Securing competitive human resources as a group leader		For each contract	per year	
5.5.4. Securing competitive human resources as a candidate	2	For each contract	per year	
5.5.5 Funding agreements with companies (>5,000 C)	2	collaboration	period	5

AREA 1. BLOCK 2. CONTINUING EDUCATION, TEACHING, AND KNOWLEDGE DISSEMINATION - MAXIMUM 20 POINTS			
IT/LAS SELF-ASSESSMENT	CREDITS	SCOPE	ANNUAL/PERIOD
5. EDUCATION AND TRAINING			
5.1 Master's Programs > 300 hours	12	item	period
5.2 Master's Programs > 150 hours	8	item	period
5.3 Training courses (maximum 8 credits per course)	0.1 per hour	item	period
5.4 Collaborative/training stays at nationally or internationally renowned research centers	3	month	period
5.5 Attendance at conferences			
National	2	conference	period
International	3	conference	period
5.6 Attendance at seminars, workshops	0.05 per hour	item	period
6. TRAINING/TEACHING CAPACITY			
6.1 Undergraduate, graduate, and continuing education courses taught	0.2 per hour	item	period
6.2 Presentations at clinical/scientific sessions at institutions healthcare or research institutions.	0.5	item	period
6.3 Teaching assistant for residents or mentor for students in academic or professional internships	1	month	period
6.4 Designated or associate mentor for students in academic or professional internships	0.5	month	period
6.5 Supervised or mentored undergraduate and graduate theses	0.1 per academic credit	item	period
	0.125 per credit academic if graded with an "A+" or "highest honors"		
6.6 THESES supervised	5	theses	period
	6 if graded cum laude		
	8 if awarded an extraordinary award		
6.8 Member of the thesis committee	1	theses	period
6.9 Outreach activities			

AREA 1. BLOCK 2. CONTINUING EDUCATION, TEACHING, AND KNOWLEDGE DISSEMINATION - MAXIMUM 20 POINTS			
IT/LAS SELF-ASSESSMENT	CREDITS	SCOPE	ANNUAL/PERIOD
6.9.1. Conducting outreach activities (Science Week, Researchers' Night, etc.)		item	period
6.9.2. Dissemination of institutional research activities in educational institutions and the media		item	period
6.9.3. Educational visits to the research group	1	item	period

AREAS 2 AND 3. SECTION 2. CONTINUING EDUCATION, TEACHING, AND DISSEMINATION OF KNOWLEDGE AND RESEARCH-INNOVATION - MAXIMUM 20 POINTS			
SELF-ASSESSMENT	CREDITS	SCOPE	ANNUAL/PERIOD
5. EDUCATION			
5.1 Master's Programs > 300 hours	12	item	period
5.2 Master's Programs > 150 hours	8	item	period
5.3. Bachelor's Degree	6	item	period
5.4. Technical Certificate	4	item	period
5.5 Training Courses (maximum 16 credits per course)	0.2 per hour	item	annual
5.6 Collaborative/training stays at nationally or internationally renowned research centers	3	month	period
5.7 Attendance at conferences			
5.7.1 National	2	conference	period
International	3	conference	period
5.8 Attendance at seminars and conferences	0.1 per hour	item	period
6. TRAINING/TEACHING CAPACITY			
6.1 Undergraduate, graduate, and continuing education courses taught	0.2 per hour	item	period
6.2 Presentations at clinical or scientific sessions in healthcare or research centers	0.5	item	period
6.3 Teaching assistant for residents or mentor for students in academic or professional internships		month	period
6.4 Delegated or associate mentor for students in academic or professional internships	0.5	month	period
6.5 Supervised or mentored undergraduate and graduate theses	0.1 per academic credit	item	period
	0.125 per academic credit if graded with an "outstanding" or "highest honors"		
6.6 Theses supervised	5	theses	period
	6 if graded cum laude		
	8 if awarded an extraordinary prize		
6.8 Member of the thesis committee	1	theses	period
6.9 Outreach activities			
6.9.1. Conducting outreach activities (Science Week, Researchers' Night, etc.)		item	period
6.9.2. Dissemination of institutional research activities in educational institutions and the media		item	period
6.9.3. Dissemination of management activities	1	item	period
6.9.4. Educational visits to the research group	1	item	period
6.10. Management of training activities			
6.10.1. Management of clinical/scientific sessions at a healthcare or research center	1	item	annual
6.10.2. Management of tutorials/internships/collaborations	1	item	annual
7. RESEARCH/INNOVATION			
7.1. Scientific Publications			
7.1.2. Indexed journals	2	article	
7.1.3. Non-indexed journals	1	article	
7.1.4. Book chapter	1	article	
7.2. Participation in research projects			
7.2.1. International	2.5	project	annual
7.2.2. Public National	1.5	project	annual
7.2.3. Non-public national projects	1	project	annual
7.2. Innovation			
7.2.1. Participation in patents	2	item	annual
7.2.2. Participation in companies	2	item	annual

M

AREAS 1, 2, AND 3. SECTION 3. INVOLVEMENT AND COMMITMENT TO THE ORGANIZATION—MAXIMUM 10 POINTS			
SELF-ASSESSMENT	CREDITS	SCALE	ANNUAL/PERIOD
Management activities compatible with professional practice	1.2	activity	Annual
Participation in committees or commissions	1	activity	Annual
Members of evaluation/selection committees and hiring panels	0.5	activity	Annual
Member of a group or committee for the preparation and maintenance of quality accreditations		activity	Annual
Member of a working group for the preparation of projects, protocols, guidelines, etc.		activity	Annual
Organizing and managing student activities or activities related to the Foundation's work	0.5	activity	Annual
Participation in other activities or tasks of the Foundations, SERMAS, or institutions within the Science, Technology, and Innovation System (working groups, etc.)		activity	Annual

APPENDIX V

ACTION PROTOCOL

FOR THE PREVENTION, DETECTION, AND RESPONSE TO SITUATIONS OF HARASSMENT BASED ON SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, OR SEXUAL CHARACTERISTICS AT BIOMEDICAL RESEARCH FOUNDATIONS OF HEALTHCARE INSTITUTIONS AFFILIATED WITH SERMAS.