

REGULATION FOR THE RECRUITMENT OF RESEARCH STAFF AND STAFF THAT COLLABORATES WITH RESEARCH TASKS

Preamble

Scientific research is an essential part of the university, as well as a basic pillar for teaching and a primary tool for social development by transferring results to society, as stated in article 1.1 of Spanish Organic Law 6/2001, on Universities (LOU).

In recent years, the Miguel Hernández University (UMH) of Elche has significantly increased its research activity by funding projects from open calls with competitive concurrence, agreements and research contracts. It is also a result of the institution's own policies to promote research.

Research activity management is regulated in Spain by a large number of laws and provisions. The following Spanish Organic Acts are applicable just on a legislative level: The Universities Act, the General Budget Act, the Budget Stability and Financial Sustainability Act, the Common Administrative Procedure Act for Public Administrations, the Legal System Act for the Public Sector, the Subsidy Act, the Contract Act, the Incompatibility Act and the Science Act, as well as the Worker's Statute, the Basic Statute for Public Employees and other lower-level provisions.

The external auditing and control procedures, the budgetary treatment of research activity, the process to justify and revise research projects and all other actions performed by public bodies have increased the complexity involved in managing research activity for several years. In these same years, there has also been a significant increase in human resources assigned to research activity.

Specially relevant for managing human resources assigned to research activity is Law 14/2011, of 1 June, on Science, Technology and Innovation, which defines the concept of research staff. This law establishes three new specific modalities to recruit research staff which public universities can use by amending their corresponding legal regimes; its article 20.2 also empowers them to recruit research staff using the modalities established in Spanish Royal Legislative Decree 2/2015, of 23 October, which approves the consolidated text of the Worker Statute Act.

Furthermore, article 48 of Spanish Organic Law 6/2001, of 21 December, on Universities, expressly says that universities may recruit research staff, technical staff or any other type of staff using a contract for specified works or services in order to develop scientific or technical research projects.

Special attention must be paid to Spanish Royal Decree 103/2009, of 1 March, which approves the Statute of pre-doctoral research staff in training, which came into effect in March 2019.

Lastly, it is particularly relevant to add that the UMH has obtained the HR Excellence in Research Award from the European Commission, whose goal is to promote and improve recruitment, working conditions and research careers while contributing to the development of the European Research Area. For its appropriate management, the Governing Board approved on 30 January 2019 the "Policy for the recruitment and selection of research staff of the Miguel Hernández University in accordance with the OTM-R strategy of the European Union".

These regulatory developments and events have made it advisable to update the ways in which the staff can take part in the research activities conducted at the UMH, by approving new regulation that regulates them considering the new general framework.

CHAPTER I.-PURPOSE AND SCOPE OF APPLICATION

Article 1.- Purpose

1. The purpose of this regulation is to regulate the procedure to recruit staff to perform research and/or knowledge transfer activities at the UMH, as well as its legal framework.
2. Exceptionally, if these research and/or knowledge transfer activities are funded with special-purpose funds from external aids or subsidies, the recruitment of said staff will be performed following the specific applicable policies. In their absence, this regulation will be applied.

CHAPTER II.-ON THE RECRUITMENT OF RESEARCH STAFF AND STAFF THAT COLLABORATES WITH RESEARCH TASKS

CHAPTER I.- GENERAL PROVISIONS

Article 2.- Definitions

1. Persons considered **research staff** are those who, with the appropriate training, perform a research activity. Research activity is understood as creative work performed systematically to increase the amount of knowledge, as well as using said knowledge to create new applications, for its transfer and to disseminate it.

The following shall be considered research staff:

a.- Staff recruited through the specific work contract modalities established in Law 14/2011, when the UMH is the beneficiary of funds whose allocation includes recruiting research staff or developing their own R&D and innovation programmes.

b.- Staff recruited by the university using the contract modalities established in the consolidated text of the Worker Statute Act when the worker will perform research tasks in a project/contract or line of research.

2. Staff recruited to collaborate with the development of specific scientific or technical research projects and activities who do not perform any research activity shall be considered **staff that collaborates with research tasks**.

For this purpose, staff recruited by the university using the contract modalities established in the consolidated text of the Worker Statute Act shall be considered as such when the worker will perform collaboration tasks in a project/contract or line of research.

Article 3.- Connection

1. The **research staff** will be connected to the UMH by a relationship subject to labour law and will be governed by Spanish Organic Law 6/2001, of 21 December, on Universities; Spanish Law 7/2007, of 12 April, on the Basic Statute of Public Employees; the Statutes of the Miguel Hernández University of Elche; Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation; Spanish Royal Decree 103/2019, of 1 March; and by the consolidated text of the Worker Statute Act, approved by Spanish Royal Legislative Decree 1/1995, of 24 March, its regulations and convention-based rules.

2. The **staff that collaborates with research tasks** will be connected to the UMH by a relationship subject to labour law and will be governed by Spanish Organic Law 6/2001, of 21 December, on Universities; Spanish Royal Legislative Decree 5/2017, of 30 October, which

approves the consolidated text of the Basic Statute Act for Public Employees; the Statutes of the Miguel Hernández University of Elche; and Spanish Royal Legislative Decree 2/20015, of 23 October, which approves the consolidated text of the Worker Statute Act, its regulations and convention-based rules.

3. Also applicable to research staff and the staff that collaborates with research tasks are the requirements and conditions included in the corresponding calls for positions issued by the universities, as well as, where appropriate, in the bases and decisions of the aids assigned to fund research activities.

4. The public funding agents and their bodies, organisations and entities may temporarily appoint, on a part-time or full-time basis, staff recruited by the government who are researchers, experts in technological developments or specialists linked to the field of research, so they can collaborate in tasks to produce, manage, monitor and assess scientific and technical research programmes, with the prior authorisation of the relevant bodies and the entity where the research staff provide their services.

Article 4.- Categories

The categories for research staff and staff that collaborates with research tasks are the following:

1. Research Staff:

1. Senior researcher: must have a PhD, with the ability to perform research tasks with full autonomy and responsibility, research project coordination tasks and research result dissemination tasks.
2. Junior researcher: must have a PhD, with the ability to perform research tasks focused on obtaining a high level of improvement and specialisation, which lead to consolidating his or her professional career, as well as collaborating with research result dissemination tasks.
3. Pre-doctoral researcher in training: must have a bachelor's degree with at least 300 ECTS (European Credit Transfer System) credits or a university master's degree or an equivalent qualification, and be enrolled in or have been admitted to a doctoral programme.

Staff recruited under any of these categories will be exclusively considered research staff, which shall be stated in the corresponding call.

2. Staff that collaborates with research tasks

1. Qualified staff I: with four to six-year bachelor's degrees completed before the Bologna Accord came into effect, a bachelor's degree after it came into effect but with a master's degree, or equivalent qualifications.
2. Qualified staff II: with a bachelor's degree completed after the Bologna Accord came into effect or an equivalent qualification.
3. Staff with medium-level university studies: with a three-year bachelor's degree before the Bologna Accord came into effect or an equivalent qualification.
4. Technical experts: with a "bachillerato" (equivalent to English A levels or a High School Diploma) or an equivalent qualification.

5. Assistants: persons who have completed their compulsory secondary education (ESO).

Staff recruited under any of these categories will exclusively be considered staff that collaborates with research tasks, which shall be stated in the corresponding call.

Article 5.- Remuneration

1. The remunerations listed in Annex I of this regulation are established based on the aforementioned categories.

CHAPTER II

SELECTION PROCEDURE

Art. 6. Recruitment proposal

Researchers in charge of research activity who have funding to develop research activities and who have planned to recruit research staff or staff that collaborates with research tasks with said funding must request it in writing, detailing the specifics and duration of the contract, the participation requirements, the merits that will be assessed, the scale applicable to each of these merits in line with the general scale attached as Annex II, the centre they will be affiliated to and the remuneration that the chosen candidates will receive.

To do so, said document shall be sent to the Department of Administrative and Services Staff of the UMH, attaching a document indicating that the amount equal to the total sum of the proposed contract is to be withheld, as well as a proposal of members from the Assessment Committee included in article 8 of this regulation.

Art. 7. Managing the call

1. The Department of Administrative and Services Staff will put together the corresponding call in accordance with the proposal issued by the responsible researcher, and will notify it to the Vice-rectorate with competences in the field so that they may, where appropriate, authorise it.

Once the call has been authorised, the process for it to be published will begin.

2. The call will be published on the official notice boards of the university and will then be sent to the Territorial Department of Labour Insertion so they can disseminate it. Furthermore, when they are calls funded by research projects subsidised by the European Union, they will be published simultaneously on the Euraxess job website (<https://euraxess.ec.europa.eu/jobs>). Likewise, the UMH – through its Department of Communication – will analyse the appropriate external means of dissemination for disseminating individual calls in order to attract foreign research staff or persons who, with Spanish nationality, are performing research activities abroad.

3. The individuals interested in attending the call will have at least 10 calendar days, counted from the day after the call was published, to submit their applications. They must attach their CV and the supporting documentation for all their merits. The applications must be submitted at the General Registry or Auxiliary Registries of the UMH or through any of the means established by Spanish Law 39/2015, of 1 October, on the Common Administrative Procedure for Public Administrations, within the period established in the call.

The electronic registry of the UMH may also be used to submit the application, curriculum and supporting documents. This way, following the principles of the OTM-R policies of the EU, the UMH will facilitate to the extent of their technical possibilities the electronic management of the corresponding documentation, encouraging the participation of people with foreign nationality and/or who do not live in Spain in the calls.

4. When filling out the application, candidates must provide a single e-mail address, which will be the means of notification throughout the procedure.

Art. 8 Staff selection

1. The Department of Administrative and Services Staff, once the period to submit applications has ended, will send the documentation provided by the candidates so they may be assessed and selected.

2. The selection of the research staff and staff that collaborates with research tasks will be performed by assessment committees. Each assessment committee will be comprised by at least three full members and one alternate member, of a category higher or equivalent to the position on offer. This guarantees their impartiality as well as their suitability and professionalism regarding the knowledge of the functional content of the profile that will be chosen, while, to the extent possible, guaranteeing a balanced participation of men and women.

The committee members will ensure that there are no conflicts of interests with the applications admitted in the selection process, making use of the channels of abstention and/or recusal available in current regulation.

This committee will perform an assessment of said applications in accordance with the scale established in the call, which will be governed by the general scale approved by the Governing Board of the UMH attached in Annex II. They may also establish that candidates must perform technical tests or any other system that ensures the objectivity and transparency of the process. This assessment may be completed by performing an interview if the committee so considers. If this is the case, they must clearly and with due publicity establish the criteria that will be followed in each of the competences that will be assessed to gauge the candidate's suitability.

Furthermore, the assessment committees may consider candidates' personal circumstances due to time off, leaves of absence due to the birth of a child or other long-term leaves of absence as long as objective and reasoned criteria are applied, which must be detailed in the corresponding record.

The assessments conducted by the committees must be guided by academic quality criteria and based on equal opportunity while rejecting all discrimination due to gender, ethnicity or religious beliefs or lack thereof.

3. After completing their duties, the Assessment Committee will send a record to the Department of Administrative and Services Staff with the corresponding candidate assessments and the chosen candidates. Said record will order all candidates based on the scores obtained, identifying those who surpassed the minimum score established in each case. Based on their positions on said list we will be able to call the persons concerned if any of the selected persons withdraw.

4. Lastly, the Department of Administrative and Services Staff will send the rectoral resolution naming the person chosen by the Assessment Committee to the Vice-rectorate with competences on the issue, stating that the contract will begin on the fifth business day following the publication of said resolution on the notice boards of the UMH.

Those who had taken part in the selection process may request a revision of their assessment in the first five days following the publication, without prejudice to the relevant proceedings under Spanish Law 39/2015, of 1 October, and jurisdiction law where appropriate.

5. If the person chosen is an EU national, they must submit the EU certificate of residence in accordance with relevant regulation.

6. If the person chosen is a non-EU national, the following process will begin:

6.1. A report describing the activity or programme to be developed and its duration will be issued along with the selection proposal.

6.2. After receiving it, the Department of Administrative and Services Staff will produce a recruitment proposal that will be sent to the interested party to be signed, in order to process the corresponding documentation to request a residence permit to perform the research. This documentation must be submitted to the electronic office of the Department of Large Companies and Strategic Groups (UGE in Spanish) of the Ministry of Inclusion, Social Security and Migration along with any additional documentation required by the latter.

After obtaining the authorisation in an estimated period of 20 days after being submitted, the person selected will carry out, from their country of residence, the necessary procedures to obtain the visa and for their subsequent transfer to Spain to finally formalise the recruitment.

6.3. In order to formalise the corresponding work contract, if the person selected comes from non-EU countries, they must provide proof of having processed a request to recognise a foreign qualification or an equivalent procedure to the Ministry, and must communicate the decision to the UMH when it is made:

If the work contract is formalised by providing proof of processing the request but the decision is to not recognise it or an equivalent ruling, the work contract will be cancelled.

If they are work contracts that require the worker to have a doctorate degree, candidates must provide its recognition as being equivalent to the Spanish doctoral degree from a public Spanish university.

Art. 9. Extraordinary recruitment procedure

1. Exceptionally, when performing the research activity requires the urgent recruitment of staff with tasks that have a high degree of specificity, an extraordinary recruitment procedure may be applied in connection to the activity's needs.

2. The responsible researchers must justify the urgency of the recruitment and the specificity of the activities to be performed.

3. Said extraordinary process will entail the urgent recruitment of the proposed candidate in accordance with the reasoned reports detailed in sections 1 and 2 of this article.

Art. 10 Contract formalisation

1. The persons selected in accordance with the procedure established in this regulation will formalise the contract at the Department of Administrative and Services Staff of the UMH.

2. The contract must be formalised in writing, will accurately and clearly specify the nature of the recruitment as well as adequately identify the work or service that is to be conducted.

3. It may be a full-time or part-time contract, setting its duration, the number of hours and their distribution.

If several part-time contracts are formalised with different people in the framework of the same project, the responsible researcher will communicate said circumstance and justify the need and/or suitability of these part-time contracts with different people in the framework of said project as opposed to gathering tasks in a single candidate to create a full-time contract.

4. The contract may be formalised to perform up to two clearly defined research activities which can be funded with special-purpose funds from up to two different projects, as long as the specific applicable rules allow it. The number of hours to be spent on each project must be stated in the contract.

Article 11. Contract modifications.

In general, nor the number of weekly work hours nor the economic compensation may be modified while the contract is in force.

As an exception, the contract may be modified for duly reasoned causes and as long as more than a year has elapsed since signing it and with a prior agreement with the recruited person.

Article 12. Termination of the contract.

The contract will end on the date indicated by the responsible researcher in the recruitment proposal. If the work or service has not finished by that date and the contract has to be extended, the responsible researcher must notify the Department of Administrative and Services staff of the need for an extension at least 15 days in advance.

CHAPTER III WORK DAY

Article 13. Work day

Pursuant to the established in general for Public Administrations, the ordinary effective work hours shall be 37 hours and 30 minutes a week and 1,627 hours a year.

Without prejudice to the general rights established by the relevant applicable regulation, and of the specificities derived from their legal status, the persons recruited will enjoy the holiday arrangements, time off and leaves that correspond to the teaching and research staff of the UMH.

In general, the weekly working hours will be distributed from Monday to Friday. A daily record of the hours worked must be kept using the means available to the research staff of the UMH to record their work day.

The work day and work schedule set in the selection call or work contract may not be modified or adapted in order to make it compatible with another activity.

Schedule flexibility will be allowed due to the intrinsic characteristics of the research activity in order to adapt the work day to the workload resulting from performing the research activity.

The minimum daily and weekly rest periods established by law must be respected. In general, said rest periods will be of 12 hours between work days and 36 consecutive hours each week except when attending extraordinary research activities at any given time, as long as there is an

agreement between the research staff conducting the activity and the person responsible for it.

CHAPTER IV RIGHTS AND DUTIES

Article 14.- Rights of the principal investigators responsible for the activity.

The principal investigators responsible for the activity of the persons recruited will adopt the necessary measures to comply with the obligations generated by the contracts detailed in this regulation.

Likewise, they must promote the research career of the research staff and their international mobility by applying the regulation of the committee for ethics and integrity in research (CEII) at all times.

Article 15.- Rights of the research staff and the staff that collaborates with research tasks.

Without prejudice to the general rights established by applicable relevant regulation and the specificities derived from their legal status, the rights of this staff are as follows:

- a) To be integrated in the services, departments, institutes, centres or any other structures created by the university.
- b) To obtain the collaboration and support required for the normal performance of their tasks, facilitating their access to the facilities and to use the means, instruments or equipment necessary for the normal performance of their activity.
- c) To take part, in the way detailed in the Statutes of the UMH, in its governing bodies and representation.
- d) To have their status recognised with the corresponding student card.
- e) To be included in the programmes carried out on the issue of occupational health and risk prevention by the university's Occupational Hazard Prevention unit.
- f) To use the university facilities and services in the same terms as all other university staff.
- g) To take part in research aid schemes published by the university that are compatible with their contract.
- h) To take part in the industrial and intellectual property in accordance with article 17 of this regulation.
- i) To further their professional career.
- j) All other rights listed in article 14 of Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation, as well as those stipulated in specific applicable laws.

Article 16.- Duties of the research staff and the staff that collaborates with research tasks.

Without prejudice to the general duties established by applicable relevant regulation and the specificities derived from their legal status, the duties of this staff are as follows:

- a) To perform the activities listed in their training and/or specialisation programmes, where appropriate, and successfully fulfil the objectives.
- b) To conform to the internal or operational regulation of the UMH, especially regarding working conditions and laws on occupational hazard prevention.
- c) To maintain confidentiality and comply with the regulation on data protection regarding the scientific, technical or commercial data or information they may access while performing their activities, in accordance with article 17 of this regulation. Breaching

this obligation, as well as the improper use of information, will entail incurring in all applicable liabilities, and compensation for any damages caused will be directly demandable from the individual who commits said breach.

- d) To respect and make good use of the assets and facilities of the UMH.
- e) To communicate to the Vice-rectorate with competences on the issue any change or incident related to the necessary conditions to award the aid that led to the contract being formalised, where appropriate, or those which affect its normal progress.
- f) To fulfil the general obligations derived from the current regulation on public aids or subsidies, where appropriate.
- g) To record their presence at the workplace.
- h) All other duties listed in article 15 of the Science, Technology and Innovation Act, as well as those stipulated in specific applicable laws.

Article 17.- Industrial/intellectual property rights and confidentiality

1.- Industrial and intellectual property of results

Regarding the industrial and intellectual property rights of the results generated during their connection to the university and the following year, the regulation of the UMH on industrial and intellectual property shall apply or, alternately, the regulatory legislation on the issue on a state level.

2.- Confidentiality

The research staff and the staff that collaborates with research tasks commits to maintain confidentiality on the information they may have access to while performing their activities at the UMH.

This obligation of confidentiality will remain in effect for the period necessary for the UMH to be able to confirm it has been fully complied with in accordance with the stipulations in contracts or agreements previously signed with third parties.

In those cases where the UMH has not acquired any previous obligation of confidentiality, the research staff and the staff that collaborates with research tasks will be obliged to maintain confidentiality until their connection to the UMH comes to an end.

If the research staff and staff that collaborates with research tasks want to make the confidential information they may have had access to public, as long as it does not go against the regulation on data protection or that which is stipulated by the responsible research body of the UMH, they must request the authorisation of the researcher responsible for their contract. If no answer is obtained from the person responsible for the research within 15 days of submitting the request, its publication will be considered accepted.

Article 18.- Collaborating with teaching

In general, in the interest of developing their academic-research career, and as long as the project's terms do not prevent it, the research staff of the UMH may collaborate with teaching tasks, under supervision and in the framework of academic tutelage, on issues related to their research activity as long as it does not entail a decrease in the teaching load of the department

that assigns the collaboration. These collaborations may have a maximum duration of 80 hours a year and may in no case undermine the research purpose of their connection to the UMH.

In particular, pre-doctoral research staff in training may collaborate with teaching tasks, under supervision and in the framework of academic tutelage, on issues related to their research activity as long as it does not entail a decrease in the teaching load of the department that assigns the collaboration. These collaborations may last a maximum 180 hours for the duration of the pre-doctoral contract and may in no case surpass 60 hours a year. The department or institute linked to the official doctoral programme that the students are enrolled in will facilitate these collaborations with teaching tasks for the research staff who request them, in equal opportunities and within the established limits.

In order for them to perform the teaching detailed in the above paragraphs, said staff must request the authorisation of the Vice-rectorates with competences on the subjects of research and/or transfer and teaching, specifying the tasks assigned, their duration and with the prior approval of the responsible researcher and the management of the involved department or institute.

The teaching delivered will be certified, at the request of the person interested, by the General Secretariat of the UMH.

Article 19.- Participation in other activities

The research staff and collaborating staff will be subject, in their relationship with the university, to Spanish Law 53/1984, of 26 December, on the Incompatibilities of Staff at the service of Public Administrations, and to Spanish Royal Decree 598/1985, of 30 April, on the Incompatibilities of Staff at the service of the State, Social Security and Dependent Entities, Organisms and Companies. In this sense, and more specifically:

1. Research staff with a labour contract for work or service may collaborate in activities regulated by article 83 of the Spanish Organic Law of Universities, as long as they have a full-time contract and their participation is for activities linked to the activity for which they were recruited and in the framework of the same project. In this case, the activity will be considered of special performance. The research staff in training may collaborate with activities regulated by article 83 of the Universities Act, as long as the specific stipulations of the aid that made the contract possible do not prevent it.
2. The research staff and collaborating staff, in order to further their professional career, may perform occasional collaborations in conventions, seminars, conferences or courses of a professional nature, up to a maximum 75 hours a year.

In these cases, the remuneration received for said concepts, added where appropriate to that received for other activities performed in the public sector, may in no case surpass the result of multiplying the full remuneration corresponding to the position they hold by 0.30.

3. Likewise, as an exception and without prejudice to the limitations established in articles 1, 3 and 11 to 15 of the Incompatibilities Act, this staff may be awarded compatibility to perform private activities as long as their remuneration is not equal to or greater than that stipulated in Annex III of this document, in accordance with article 16.4 of said Act.

The interested party must fill out a compatibility request to take part in the activities detailed in point 3.

Article 20.- Mobility

Following, where appropriate, the specific stipulations of the aid from which the contract is derived, the research staff recruited by the university, in the interest of furthering their research and/or professional career, may perform supplementary activities or temporary stays in other national or foreign centres in order to complete their research training directly linked to the research project being conducted. They must have the prior authorisation of the responsible researcher, which must include a favourable report on the interest of the stay with the approval of the management of the department/institute and of the Vice-rectorate with competences on the subject of research. It may have a maximum duration of 90 days.

Collaborating staff may only perform stays if they are funded in the framework of the project for which the contract has been signed.

Likewise, the research staff and collaborating staff may attend and take part in conventions, seminars or conferences of a scientific, technological, humanistic or artistic nature that are of special interest for the research project being conducted or in order to submit works, with the prior authorisation of the responsible researcher.

FIRST TRANSITIONAL PROVISION: CONTRACTS IN FORCE.

Contracts resulting from research activities managed by the UMH and signed before this regulation's entry into force will remain valid in the same terms until the planned termination date of the contract, or of the extensions required to complete the work or service that led to said contract.

REPEALING PROVISION

The regulation for the recruitment of research staff and staff that collaborates with research tasks and to perform research training internships at the UMH, approved by the Governing Board on 14 November 2015, is repealed, except for Chapter III, on performing research training internships.

FINAL PROVISION

This regulation will enter into force on 1 May 2021.

ANNEX I

REMUNERATION OF THE RESEARCH STAFF AND STAFF THAT COLLABORATES WITH RESEARCH TASKS

1.- The following remuneration is set in accordance with the categories stipulated in article 4 of this regulation

		Minimum gross remuneration/ year (*)	Maximum gross remuneration/ year (*)
RESEARCH STAFF			
	Senior researcher	€ 31,038.48	€ 40,350.00
	Junior researcher	€ 25,495.92	€ 33,144.78
	Pre-doctoral researcher in training (**)	€ 18,075.40 (minimum amount apportioned over the 4 years)	
STAFF THAT COLLABORATES WITH RESEARCH TASKS			
	Qualified staff I	€ 18,844.80	€ 24,498.24
	Qualified staff II	€ 17,736.24	€ 23,057.16
	Staff with medium-level university studies	€ 16,627.80	€ 21,616.08
	Technical experts	€ 27,013.56	
	Assistants	€ 23,200.56	

(*) *The total cost of the contract amounts to these remunerations, increased by the corporate quota of Social Security and, where appropriate, the corresponding compensation.*

(**) *1. The remuneration of this contract may not be lower than 56% of the salary set for equivalent categories in collective bargaining agreements of its scope of application for the first two years, 60% in the third year and 75% in the fourth year. It may also not be lower than the minimum inter-professional salary established each year, in accordance with article 27 of the consolidated text of the Worker Statute Act.*

2. In order to establish the above remunerations, the category that will be taken as reference will be Group 1 of the workforce on the wage table included in the single agreement for the workforce of the General Government Administration, which is: € 28,799.26 to be paid in 14 payments.

2.- The remuneration will be updated each year in accordance with the variation of the remuneration for staff at the service of the public administration.

3.- The recruited staff will receive, apportioned each month, extra pays and the relevant compensation, where appropriate.

4.- The maximum annual remuneration of the research staff, as an exception, with the prior authorisation of the Vice-rectorate with competences in research, may be increased in the case of contracts connected to European projects or other unique projects, in order to recruit researchers of recognised prestige. In no case may the amount surpass double the gross wages of a full-time university professor.

ANNEX II

General scale for the selection of research staff (PI), approved by the Governing Board in their meeting on 25 June 2020.

CODE CRITERION	ASSESSMENT CRITERION	SCORE HIGHEST
A	Research experience related to the project	80
A1	Official qualifications (bachelor's degree, master's degree, PhD)	
A2	Knowledge of foreign languages	
A3	Research experience (participation in other projects)	
A4	Quality, number of publications and level of protected research participation/results.	
A5	Experience and training in the handling of techniques and methods required to execute the project	
A6	Stays in universities or other research centres	
A7	Other valuable merits	
B	Teaching experience	10
B1	Number of hours taught	
B2	Quality and number of teaching publications	
B3	Teaching training courses studied	
B4	Other valuable teaching merits	
C	Prior professional activity related to the project's field of research.	10
HIGHEST SCORE		100

**The score obtained for sections A1 to A7 and B1 to B4 will be calculated for each call.*

***A personal interview will be performed in the case of a draw between two candidates.*

ANNEX III

REMUNERATION LIMIT FOR RESEARCH STAFF AND STAFF THAT COLLABORATES WITH RESEARCH TASKS FOR THE PURPOSES OF COMPATIBILITY AUTHORISATIONS, WHERE APPROPRIATE, INCLUDED IN ARTICLE 19.2

To be granted compatibility to exercise private activities in the terms listed in article 19.2 of this regulation, the remuneration received by the staff to which it applies, in its amount corresponding to a full-time dedication, may not be equal to or higher than the following:

		Gross monthly remuneration (*)
RESEARCH STAFF		
	Senior researcher	<i>Compatibility is not possible</i>
	Junior researcher	2,188.73
	Pre-doctoral researcher in training	1,775.57
STAFF THAT COLLABORATES WITH RESEARCH TASKS		
	Qualified staff I	1,823.32
	Qualified staff II	1,692.66
	Staff with medium-level university studies	1,602.95
	Technical experts	<i>Compatibility is not possible</i>
	Assistants	<i>Compatibility is not possible</i>

(*) Said amounts will be updated each year in accordance with the variation of the remuneration for staff at the service of the public administration.