

APPROVED  
by Senate Decision  
of the PI *Nicolae Testemitanu* SUMPh  
No. 6/2 of 9.2015

**HUMAN RESOURCES S T R A T E G Y for RESEARCHERS of  
the PI *Nicolae Testemitanu* SUMPh from the Republic of Moldova, embedding the  
European Charter for Researchers and Code of Conduct for the Recruitment of Researchers**

Chisinau, 2015

## Context

The 'European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers' (2005) set out general principles affecting the role, responsibilities and rights of researchers as well as their employers/funders. The Charter and Code (C&C) were developed by the European Commission (DG Research) as manifestos geared to achieving a transparent and open labour market for researchers in the European Research Area (ERA). The objectives are essentially to increase the attractiveness of a research career in Europe and thereby attract &/or retain the best research talent in Europe. This is particularly important for Republic of Moldova the current situation for to train, attract and keep a critical mass of research talent in the country.

The need for specific actions to promote the actual implementation of the Charter and Code (C&C) principles in research institutions led to the creation (by the EC) of the Human Resources Strategy Group, which links in with the EURAXESS European Network for Researchers, and to the development of the support tool 'Human Resources Strategy for Researchers Incorporating the Charter & Code' (HRS4R). The HRS4R addresses a range of practical issues including recruitment policies; social security and supplementary pension needs; employment and working conditions; and measures to enhance the training, skills and experience of researchers. The Charter & Code apply to all researchers, independent of the nature of their contract, starting from early stage researchers (including postgraduates<sup>1</sup>).

On April 7, 2014, PI *Nicolae Testemitanu* State University of Medicine and Pharmacy joined the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers, being the fourth institution of research and innovation in the Republic Moldova<sup>2</sup>. PI *Nicolae Testemitanu* SUMPh from the Republic of Moldova is part of the network EURAXESS - Researchers in Motion - which is a unique initiative launched by the European Commission (EU) to promote research careers and to facilitate the mobility of researchers across Europe<sup>3</sup>.

The HRS4R requires the following 5 steps:

- 1) An internal analysis assessing the rules and practices of the PI *Nicolae Testemitanu* SUMPh in relation to the C&C principles
- 2) Publication on the PI *Nicolae Testemitanu* SUMPh website of the results of the internal analysis and action plan for implementation of the C&C principles
- 3) Acknowledgement by the European Commission

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<sup>1</sup> <http://ec.europa.eu/euraxess/rights>

<sup>2</sup> <http://SUMPh.md/news/aderarea-la-carta-si-codul-european-pentru-cercetatori/>

<sup>3</sup> <http://ec.europa.eu/euraxess/index.cfm/rights/charterAndCode>

- 4) Implementation of the PI *Nicolae Testemitanu* SUMPh HR Strategy and internal self-assessment (via existing Quality Assurance mechanisms)
- 5) External evaluation at least every 4 years.

The 'HR Excellence in Research' logo is awarded to research institutions and funding organizations that have been acknowledged by the EC as having made significant progress in implementing the Charter and Code. During 2014 year, the Centre for International Projects of the ASM, organized several information days, seminars and round tables for offering the assistance in the internal analysis, in particular the implementation HRS4R or the benefits of it.

### **Internal analysis**

The HRS4R process was initiated in June 2014 by the Rector, Acad. Ion Ababii, with the formation of an ad hoc HRS4R working group of leading and senior researchers and policy support staff. The working group included:

- 1) Rojnoveanu Gheorghe - Vice-rector for the scientific activity, PhD, Univ. Prof., President,
- 2) Curocichin Ghenadie – Head of Department of Science, PhD, Univ. Prof., Vice-president,
- 3) Tagadiuc Olga - Head of Doctoral and master degrees Section, PhD, Assoc. Prof.,
- 4) Gramma Rodica- Director of Department of External Relations and European integration, Vice-president of the Research Ethics Committee ,PhD, Assoc. Prof.,
- 5) Paladi Adriana - Advisor of the Research Ethics Committee, PhD, Assoc. Prof.,
- 6) Spinei Larisa – School of Management of Public Health, PhD, Univ. Prof.,
- 7) Galbur Oleg – Head of Human Resources Department, PhD, Assoc. Prof.,
- 8) Novac Tatiana – Head of Juridical Department,
- 9) Iurco Olga – Head of Internal Audit Section,
- 10) Groza Eugenia – Head of innovation, marketing and technological transfer Section,
- 11) Jucov Artiom - Local contact point EURAXESS, PhD, Univ. Assist., Secretary

The process comprised the following:

1. A detailed baseline analyses of legal and institutional rulings/structures and practices of the PI *Nicolae Testemitanu* SUMPh vis-à-vis the 40 principles of the C&C, as set out in template form provided by the EC
2. Consultation with key players within the University community drawing on their experiences and perceptions of the extent to which regulations and practices in the PI *Nicolae Testemitanu* SUMPh currently meet the principles of the Charter & Code, with the aim of identifying strengths and weaknesses and priorities for action
3. Proposal of an HRS4R Action Plan for review, approval and adoption by the University Senate.

Once adopted, periodic assessment of the progress made in implementing the action plan (internally at 2-year intervals and externally at 4-year intervals) is to be embedded in the existing Quality Assisted procedures.

Discrepancy analysis conducted by the working group was to analyze the current national legislation and regulations of the PI *Nicolae Testemitanu* SUMPh (SUMPh) relating to principles of the Charter and Code. On the other hand, it was conducted the internal analysis of the actual situation in the field of research (scientific). PI *Nicolae Testemitanu* SUMPh, through fitting the anonymous questionnaires by employees, which are involved in research and teaching (professors, assistants, etc.), for reflect the actual situation in application of provisions specific principles of C & C within SUMPh.

This parallel evaluation has been conducted using a questionnaire based on the 40 principles of the Charter and Code consisting of 4 dimensions: (1) Ethical and professional aspects; (2) Recruitment; (3) Working conditions and social security; (4) Training. Each principle was transformed into a statement. Respondents were asked to evaluate the statements based on a grid between 1 (totally disagree) and 4 (totally agree). These four dimensions are equal to four sections of questionnaire:

1. Open Recruitment and Portability of Grants;
2. Social Security Issues;
3. Attractive Employment and Working Conditions;
4. Enhancing Training, Skills and Experience of Researchers.

Survey results were analyzed and taken into account in the development of the action plan to improve the situation and ensure effective implementation of the principles of Charter & Code.

On the basis of the analysis it became apparent that the majority of the Charter & Code recommendations are already implemented in the Moldovan legislation and in the guidelines and processes of PI *Nicolae Testemitanu* SUMPh

University Charter<sup>4</sup> and Internal Regulation<sup>5</sup> establish adequate and equitable working conditions and provides an attractive career for researchers. Also, Development Strategy of PI *Nicolae Testemitanu* SUMPh<sup>6</sup> for the years 2011-20206 contribute to increasing international authority of the institution.

In order to ensure a better implementation of all HRS4R principles and to enhance the quality of research and innovation, the Strategy of Human Resources development and those of Research will be reviewed and completed.

Given the fact that many of the processes reflected in the 40 principles of Charter and Code are interconnected, governed by common laws, the brief results of the internal analysis are presented according to the four main thematic groups:

### ***1. Ethical and professional aspects***

The analysis of the national framework and internal acts showed that research freedom is guaranteed by Article 33 of the Moldavian Constitution<sup>7</sup>, the University Charter of *Nicolae Testemitanu* SUMPh and its Moral Code<sup>8</sup>. Additionally to internal

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<sup>4</sup> <http://SUMPh.md/wp-content/uploads/2013/06/CARTA+UNIVERSITARA+FINAL+132+ART.pdf>

<sup>5</sup> <http://SUMPh.md/wp-content/uploads/2013/06/regulamentul-intern-SUMPH.pdf>

<sup>6</sup> <http://SUMPh.md/wp-content/uploads/2013/06/STRATEGIA-ROM-FINAL.pdf>

<sup>7</sup> <http://www.parlament.md/CadrulLegal/Constitution/tabid/151/language/en-US/Default.aspx>

<sup>8</sup> <http://SUMPh.md/wp-content/uploads/2013/06/CODUL-MORAL.pdf>

regulations, the principles of ethics and deontology are defined in the Code of ethics<sup>9</sup> and professional deontology of researchers and teachers, adopted by the National Council on Accreditation and Attestation, which takes into account international regulations and standards on ethics in scientific research and teaching, including the Charter and Code principles.

By Decision of SUMPh Senate No 6/1 of 30 August 2010 on the establishment of the ethics research commission, was created the commission in order to monitor the compliance with the principles of bioethics in research, appropriate application of ethical principles in research and teaching, and to resolve ethical dilemmas arising by research's activity.

Individual employment contracts stipulate requirements concerning professional attitude, the main responsibilities of researchers from university field and comply with ethical norms accepted by the international scientific community. However, it is necessary to review and completing the detailed aspects of the case relating to violations of professional ethics for better management and conflict prevention, through applying the new measures for prevention and punishment of plagiarism.

Research directions and research objectives of specific academic departments and labs of SUMPh are approved annually by the Senate and are published on the university's website<sup>10</sup>.

The dissemination of scientific results obtained by PI *Nicolae Testemitanu* SUMPh takes place within the international and national conferences<sup>11</sup>, publishing in the national medical scientific journals, which are accessible and in electronic form. The all published medical scientific articles are redacted and resonate by minimum two recognized specialists in the field. Parallel the articles are introduced into the electronic library of SUMPh<sup>12</sup>

The use of scientific and technological results is regulated by the Code on Science and Innovation of the Republic of Moldova, Chapter VII. The rules on intellectual property exploitation and the patent guidelines are detailed in the relevant national legislation - Special Laws and Regulations on Intellectual Property (<http://agepi.gov.md/en/legislation/national.php>).

However, for assistance in registering patents at PI *Nicolae Testemitanu* State University of Medicine and Pharmacy was nominated a certified person. . In the PI *Nicolae Testemitanu* SUMPh necessary support is provided to researchers during the writing of project proposals within the project, scientific advice meetings are taking place to monitor the adequate progress of the project, financial reports, etc ..

The external evaluation standards of organizational units and research staff (in the context of scientific degrees and titles award) have been developed by the National Council on Accreditation and Attestation; the same indicators are being used by Academy of Science of Moldova for the annual evaluation of report on the scientific activity of PI *Nicolae Testemitanu* SUMPh.

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<sup>9</sup> <http://www.cnaa.md/files/normative-acts/normative-acts-cnaa/normative-acts-cnaa-doctoral/cod-etica/cod-etica.pdf>

<sup>10</sup> <http://SUMPh.md/cercetare/laboratoare/>

<sup>11</sup> <http://SUMPh.md/cercetare/conferinte-2/>

<sup>12</sup> <http://library.SUMPh.md/>

Moreover, didactic and scientific staff and is reviewed annually based on their individual reports on didactic and scientific activity.

PI *Nicolae Testemitanu* SUMPh is regularly accredited by the National Council for Accreditation<sup>13</sup> and Attestation based on clear performance criteria related to research areas existing in the institution. These criteria include performance dimensions and visibility at international level, nationally recognized scientific contribution, economic relevance and social relevance. PI *Nicolae Testemitanu* SUMPh owns the qualification of internationally recognized organization (category A)<sup>14</sup>.

## **2. Recruitment**

The recruitment of researchers and teaching(didactic) staff is done according to the national legislation (Labor Code of the Republic of Moldova and to the Code of Science and Innovation of the Republic of Moldova<sup>15</sup>), giving for each person the opportunity to compete in a democratic way for any post.

The process is transparent and conditions of the competition are announced in the national media, in regulated terms, on the university's website<sup>16</sup>. However, it is necessary to inform the candidates for any position about the activity and expectations of PI *Nicolae Testemitanu* SUMPh, and publishing the relevant information about the job vacancies on the EURAXESS Jobs Portal website.

The SUMPh acts on the basis of national legislation stipulations, and has no specific internal regulation for organization of the employment process. To this extent, the development and implementation of Regulation for organizing the contest for fill vacancies of scientific researchers position within PI *Nicolae Testemitanu* SUMPh that abides by the principles of the European Charter and Code, is one of the priorities of the SUMPh. The procedures of recruitment must be open, transparent and harmonized to the international experience. It is necessary to state clearly the rules of selection and employment process of labor force from research and innovations fields based on competition.

However, the regulation has to stipulate the judgment of merit in case of variations in the chronological order of CVs and the recognition of mobility. Nowadays, the equivalent procedure of doctoral examinations and recognition of credits for doctoral students who have achieved mobility in universities abroad is regulated by the rules national regulations on the organization of doctoral and postdoctoral studies<sup>17</sup>.The

PI *Nicolae Testemitanu* SUMPh encourages the involvement of researchers, particularly the early stage researchers and welcomes the mobility of researchers. However, the accumulated experience through mobility is not an indicator for recruitment during the selection process, a disadvantage that should be eliminated and included as a provision in the recruitment rules.

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<sup>13</sup> <http://www.cnaa.md/dispositions/2010/14062010/>

<sup>14</sup> <http://www.cnaa.md/files/dispositions/2011/15062011/15062011/fisa-SUMPh.pdf>

<sup>15</sup> <http://lex.justice.md/?search=true>

<sup>16</sup> <http://resurseumane.SUMPh.md/posturi-vacante/personal-didactic-si-stiintific>

<sup>17</sup> <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=356044>

The Republic of Moldova has signed the Lisbon Convention on Recognition of Qualifications which provides recognition of studies, certificates, diplomas and degrees obtained in another country of the European region.

Recognition and equivalence of diplomas and certificates of highly qualified scientific and scientific-teaching activity obtained abroad is regulated by the national legislation, being carried out by the National Council for Accreditation and Attestation of Moldova<sup>18</sup>.

The minimum length of service in the research field and scientific qualifications required for scientific vacancies are governed by the Code on Science and Innovation of the Republic of Moldova. So, the discernment of young researchers during the selection process is a matter of the selection process, and young researchers are employed only if they meet the minimum seniority requirements. In this regard, it is necessary to specify the qualifications, competencies and abilities in the field of the announced vacancy in the selection process.

PI *Nicolae Testemitanu* SUMPh provides a beneficial framework for career advancement as well as concrete mechanisms to stimulate the interest of researchers for successful careers in science, especially for young researchers.

### ***3. Work and social conditions***

The SUMPh provides good and high level standards for performing research and teaching activities. The University has laboratories with modern equipment that enable fundamental research activities and application of their results according to the national laws and internal legislation. The university places the emphasis on the internationalization of research, organizing periodically information sessions, trainings on mobility programs, funding opportunities in collaboration with the Centre of International Projects.

All staff, regardless of the type of employment, enjoys social protection under the national law (right to a pension, medical insurance). Employment rights are also reflected in the collective labor contract and individual labor contracts. It is mandatory to instruct the newly-appointed researchers about workplace safety, potential dangers and viable protective measures. Remuneration of researchers is done on the ground of single tariff network for scientists from science and innovation organizations funded from the state budget (approved by Government). This is a rigorous scheme with clear and transparent internal mechanisms to incentivize researchers: promotion from one remuneration category to another, awards, bonuses, wage supplements that are granted for accomplished performance. All employees from SUMPh enjoy equal rights and opportunities, and the principle of non-discrimination is guaranteed by the national legislation (Law on Equal opportunities no. 121 of 25.05.2012<sup>19</sup>), the statute of the university and the collective labor contract.

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<sup>18</sup> <http://www.cnaa.md/normative-acts/normative-acts-guvern/abroad-act-recognition/>

<sup>19</sup> <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=343361>

PI *Nicolae Testemitanu* SUMPh employees have unlimited access to opportunities for continuous development (trainings, seminars) provided by both the university and the relevant institutions from inside and abroad the country. SUMPh seeks to identify the individual needs of researchers as to design and implement efficiently an action plan for continuous training based on employee feedback.

According to the national and internal regulations, employees are represented in all collective decision-making bodies (Senate, Faculty Council, etc.).

#### **4. Training**

PI *Nicolae Testemitanu* State University of Medicine and Pharmacy remains in the top universities<sup>20</sup> in the Republic of Moldova based on continuous modernization and institutional development. The doctoral program is based on international standards of research and consists of studying the various modern methods of research (GLP, GCP), languages, management of national and international projects and individual research program.

Throughout the PhD program, researchers are supported and assisted by highly skilled doctoral supervisors, being appointed for this position by the national authority (CNAA) on the grounds of clear performance indicators. The main duties of doctoral supervisors are reflected both in national and internal regulations. The internal analysis noted the need to extend the competences and responsibilities of doctoral supervisors as well as monitoring their activity through regular evaluation procedures. All these changes should be clearly specified and stipulated in the individual labor contracts. Moreover, is necessary to elaborate the consulting methodology for prevention and remediation conflicts that may occur between PhD student and doctoral supervisor.

The action points and set priorities is based on principles of continuous training and professional development in research. All these are central elements of the mission PI *Nicolae Testemitanu* State University of Medicine and Pharmacy. They must be monitored as well as the equitable access to researchers in the management bodies.

Based on the institutional analysis and associated principles agreed action, with a realistic assessment of the types of necessary initiatives, available resources and what can be done practically, priorities for action together with deadlines for these actions were provided in the HRS4Rstrategy and its action plan.

## **I. Ethical and professional aspects**

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<sup>20</sup> <http://www.cnaa.acad.md/i/news/2013/23122013/clasamentul-national.pdf>



## 1. Research freedom

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<p>-Code on Science and Innovation of the Republic of Moldova no. 259 of 15 July 2004 (Chapter X "Legal status of scientific researcher" art.154);</p> <p>-Education Code of the Republic of Moldova no. 152 of 07.17.2014</p> <p>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003 Chapter XI "The work of employees in education and research and innovations organizations";</p> <p>- Law on the Protection Inventions no.50 of 28.03.2003;</p> <p>- Framework Code of Ethics (Ethics) of medical and pharmaceutical worker</p> <p>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral cycle III "</p>	<p>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</p> <p>- Moral Code of PI <i>Nicolae Testemitanu</i> SUMPh</p> <p>- PI <i>Nicolae Testemitanu</i> SUMPh Senate Decision no. 6/1 of 30 August 2010 on the establishment of research ethics committee</p> <p>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 9 of 26.11.2010)</p> <p>- Individual labor contract</p>	<p>Review Moral Code with reference to the international regulations (Chart &amp;Code) with inclusion the chapter about the professional ethics.</p> <p>Review of the Statute of the Research Ethics Committee and development the procedures for penalties in cause of violation of professional ethics.</p> <p>Review and adaptation to made changes at the individual employment contract.</p> <p>Periodic familiarization of researchers with the provisions internal documents by placing it on SUMPh site, information meetings etc.</p>	<p>Department of Science Research Ethics Committee, Human Resources Department, Juridical Department</p>
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## 2. Ethical principles

Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
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<p>Decision no. AT-3/1 of 23 May 2012 on the Code of Ethics and Professional Ethics for Researchers and academic staff</p> <p>- Framework Code of Ethics (Ethics) of medical and pharmaceutical worker</p>	<ul style="list-style-type: none"> <li>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</li> <li>- Moral Code of PI <i>Nicolae Testemitanu</i> SUMPh</li> <li>- PI <i>Nicolae Testemitanu</i> SUMPh Senate Decision no. 6/1 of 30 August 2010 on the establishment of research ethics committee</li> <li>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPH no. 9 of 26.11.2010)</li> <li>- Individual labor contract</li> </ul>	<p>Review Moral Code with reference to the international regulations (Chart &amp; Code) with inclusion the chapter about the professional ethics.</p> <p>Review of the Statute of the Research Ethics Committee and development the procedures for penalties in cause of violation of professional ethics.</p> <p>Review and adaptation to made changes at the individual employment contract.</p> <p>Periodic familiarization of researchers with the provisions internal documents by placing it on SUMPh site, information meetings etc.</p>	<p>Department of Science, Research Ethics Committee, Human Resources Department, Juridical Department</p>
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### 3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted. Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> <li>- Code on Science and Innovation of the Republic of Moldova no. 259 of 15 July 2004</li> <li>- Parliament decision of RM no. 150 of 14.06.2013 on approval of strategic directions of activity in research and innovations fields for the years 2013-2020</li> <li>- Research and development Strategy of Republic of Moldova until 2020</li> <li>- Partnership Agreement between Government and Academy of Sciences of Moldova</li> <li>- Law on the Protection Inventions no.50 of 28.03.2003</li> <li>- Decision no. AT-3/1 of 23 May 2012 on the Code of Ethics and Professional Ethics for Researchers and academic staff</li> <li>- Guide on perfecting Thesis and self-referencing (Decision of Commission attestation of scientific and scientific-didactic staff, no. AT 03 / 1-1 of 23 April 2009)</li> <li>- Framework Code of Ethics (Ethics) of medical and pharmaceutical worker</li> </ul>	<p>Moral Code of PI <i>Nicolae Testemitanu</i> SUMPh</p> <ul style="list-style-type: none"> <li>- PI <i>Nicolae Testemitanu</i> SUMPh Senate Decision no. 6/1 of 30 August 2010 on the establishment of research ethics committee</li> <li>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 9 of 26.11.2010)</li> <li>- Individual employment contracts with scientific researchers;</li> <li>- Collective labour agreement for the years 2014-2017</li> <li>- The job descriptions of scientific employees</li> </ul>	<p>The inclusion in the Statute of the Research Ethics Committee of the penalty provisions related to plagiarism</p> <p>Elaborating the procedures to exploit the scientific results of anti-plagiarism control (examination publication, declaration of personal responsibility about the authenticity of the data submitted, no plagiarism, lack of conflicts of interest, consent and co-authors of the research team members for publication)</p> <p>Organizing the continuous learning courses / workshops / roundtables on "Protection of intellectual property law" (inviting the experts from Agency of Intellectual Property).</p>	<p>Department of Science Research , Ethics Committee, Human Resources Department, Juridical Department, Department of Information and Communication Technology</p>

#### 4. Professional attitude

Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and

should seek all necessary approvals before starting their research or accessing the resources provided. They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<ul style="list-style-type: none"> <li>- Law No. 355-XVI from 23.12.2005 on salary system in the budgetary sector</li> <li>- Government Decision no.47 of 12.01.2007 on the remuneration of public employees in the science and innovation financed by the state budget</li> <li>- Government Decision no. 534 of 20.07.2012 on the approval of regulations for payment for the services of scientific research by the employees of public organizations in science and innovation research and development participating in European and international projects</li> <li>- Partnership Agreement between Government and Academy of Sciences of Moldova</li> <li>- Parliament decision no. 150 of 14.06.2013 on approval of strategic directions of activity in science and innovation for the years 2013-2020</li> <li>- Government Decision no. 195 of 13.03.2013 on the conditions of employment of the staff of state higher education institutions with financial autonomy</li> <li>- R &amp; D Strategy of Moldova until 2020</li> <li>- Framework Code of Ethics (Ethics) of medical and pharmaceutical worker</li> </ul>	<ul style="list-style-type: none"> <li>-Development Strategy PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova during 2011-2020 (approved by the Senate of the SUMPh 23.03.2010)</li> <li>- Internal Regulations of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova (approved by the SUMPh Senate no.5/6 of 30.08.2007)</li> <li>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate of the SUMPh no. 9 of 26.11.2010)</li> </ul>	<ul style="list-style-type: none"> <li>Develop Regulation scientific researcher</li> <li>The Statute Revision of the Research Ethics Committee and supplementing it with moments related to project management</li> <li>Organizing the continuous learning courses / workshops / roundtables on "Project Management. Economic and Financial Aspects in Research "</li> </ul>	<ul style="list-style-type: none"> <li>Department of Science, Research Ethics Committee, Juridical Department, Department of Economy, Budget and Finance</li> </ul>
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## 5. Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<ul style="list-style-type: none"> <li>- Law on philanthropy and sponsorship No.1420 XV from 31.10.2002;</li> <li>- Law on the Protection Inventions no.50 of 28.03.2003;</li> <li>- Code on Science and Innovation no.259 of 15 July 2004;</li> <li>- Civil Code of the Republic of Moldova,</li> <li>- Government Decision no. 1224 of 09.11.2004 "On the organization of continuous professional training";</li> <li>- Regulation of attestation of scientific and scientific-pedagogical personnel of high qualification (Appendix to the Code on science and innovation of the Republic of Moldova no. 259-XV from 15.07.2004);</li> <li>- Policy Concept preparation of scientific and scientific and didactic staff (Government Decision no. 482 of 23.04.2003);</li> <li>- Regulation on the organization of Doctoral and Postdoctoral Studies (Appendix 1 to the Government Decision no.173 of 18 February 2008).</li> </ul>	<ul style="list-style-type: none"> <li>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 12.28.2012 and endorsed by the Ministry of Health on 01.02.2013)</li> <li>- Individual employment contracts,</li> <li>- The job descriptions of scientific employees.</li> </ul>	<p>Develop the job description of scientific researcher</p>	<p>Department of Science, Human Resources Department</p>
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## 6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees. Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
Code on science and innovation of the Republic of Moldova no.259 of 15 July 2004 (Article 155 and 156) - Framework Code of Ethics (Ethics) of medical and pharmaceutical worker	<ul style="list-style-type: none"> <li>- Individual employment contracts</li> <li>- The job descriptions of scientific employees</li> <li>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the SUMPh Senate no. 9 of 26.11.2010)</li> </ul>	Review of the Statute of the Research Ethics Committee and supplementing it with moments related to project management.	Department of Science, Chairman Ethics Committee

### 7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who

<ul style="list-style-type: none"> <li>- The Constitution of Moldova;</li> <li>- Law no.132 of 08.07.2011 on the Protection Personal Data</li> <li>- Law no. 982-XIV of 11.05.2000 regarding access to information;</li> <li>- Requirements for the assurance of personal data security at their processing within systems of personal data, Government Decision no. 1123 of 14.12.2010.</li> <li>- Law no. 186 of 10.07.2008of security and health at work</li> <li>- Framework Code of Ethics (Ethics) of medical and pharmaceutical worker</li> </ul>	<ul style="list-style-type: none"> <li>- Individual employment contract,</li> <li>- Job descriptions,</li> <li>- Moral Code of the PI <i>Nicolae Testemitanu</i> SUMPh</li> <li>-Statute of Research Ethics Committee of the PI <i>Nicolae Testemitanu</i> SUMPh (approved by the SUMPh Senate no. 9 of 26.11.2010)</li> <li>- Rector Order of PI <i>Nicolae Testemitanu</i> SUMPh no. 302-A of 4.10.10 concerning the discipline and labor protection</li> </ul>	<ul style="list-style-type: none"> <li>Obtaining the right of operation the personal data from public authorities (the National Centre for Personal Data Protection of the Republic of Moldova)</li> <li>-Elaborating the Guide about good practice in research,</li> <li>-Familiarization of employees on the protection of personal data;</li> <li>- Periodic training related to obtain the consent of the subject concerning the processing of personal data</li> <li>-Perfection of Internal regulations on labour security,</li> <li>-Organization the informative seminars in the field of labour safety,</li> <li>-Identification and appointing the person who will advise the researchers on the confidentiality of personal data</li> </ul>	<p>Department of Science Human Resources Department, Juridical Department</p>
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<p><b>8. Dissemination, exploitation of results</b>  All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.</p>			
<p><b>Relevant legislation (permitting or impeding the implementation of this principle)</b></p>	<p><b>Existing Institutional rules and/or practices</b></p>	<p><b>Actions required</b></p>	<p><b>When/Who</b></p>

<p>Code on Science and Innovation 259 of 15 July 2004 -Partnership agreement between Government and Academy of Sciences of Moldova</p>	<p>- Moral Code of PI <i>Nicolae Testemitanu</i> SUMPh - Informatization Strategy of PI <i>Nicolae Testemitanu</i> SUMPh for the period 2012-2015 y. -Statute of the Research Ethics Committee of the period (approved by the SUMPh Senate no. 9 of 26.11.2010)</p>	<p>Completion of the Statute of Research Ethics Committee with principles related to dissemination and exploitation of results, Active participation at the events organized by the Agency for Innovation and Technological Transfer (AITT).</p>	<p>Department of Science Research Ethics Committee,</p>
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<p><b>9. Public engagement</b> Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.</p>			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
	<p>Publication in the journals, on the site, the information about scientific results, science popularization articles</p>	<p>Development of the campaign for popularizing the civil society with scientific results (Open Doors Day, Researcher's night, etc.). Stimulating the participation of researchers in radio, TV programs.</p>	<p>Department of Science</p>

<p><b>10. Non discrimination</b> Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</p>			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>

<ul style="list-style-type: none"> <li>- The Constitution of Moldova</li> <li>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Education Code of the Republic of Moldova no. 152 of 07/17/2014,</li> <li>- Law on ensuring equality no. 121 of 25.05.2012,</li> <li>- Law on equal chances between women and men, no. 5-XVI from 09.02.2006,</li> <li>-Regulation on the mode of employment the didactic personnel in higher education institutions(Government Decision no. 854 of 21.09.2010)</li> <li>- Framework Code of Ethics (Ethics) the medical and pharmaceutical worker</li> </ul>	<ul style="list-style-type: none"> <li>- University Charter of the PI <i>Nicolae Testemitanu</i> SUMPh (approved by the SUMPh Senate no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</li> <li>- Moral code of PI <i>Nicolae Testemitanu</i> SUMPh</li> <li>- Internal Regulations of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova (approved by the SUMPh Senate No.5 / 6 of 30.08.2007)</li> <li>- Recommendations for conducting the department / chair /orderly / laboratory meeting for occupying through competition the leading and scientific/ didactic vacant positions</li> </ul>	<p>Establish in the requirements of the competition for fill vacancies for scientific researches of the principle of non-discrimination in the selection criteria</p>	<p>Human Resources Department, Juridical Department</p>
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<p><b>11. Evaluation/ appraisal systems</b></p>			
<p>Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.</p>			
<p><b>Relevant legislation (permitting or impeding the implementation of this principle)</b></p>	<p><b>Existing Institutional rules and/or practices</b></p>	<p><b>Actions required</b></p>	<p><b>When/Who</b></p>

<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07/17/2014,</li> <li>- Regulation attestation of scientific and scientific-pedagogical personnel of high qualification (Appendix to the Code on science and innovation of the Republic of Moldova no. 259-XV of 15.07.2004)</li> <li>- Regulation on the functioning of specialized scientific councils for conferring the scientific degrees, scientific titles and scientific-teaching degrees in Republic of Moldova (approved by Decision of the Certification Commission of the National Council for Accreditation and Attestation of 25 November 2004 (Minutes No. 1))</li> </ul>	<ul style="list-style-type: none"> <li>- Individual performance criteria</li> <li>- University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions</li> </ul>	<ul style="list-style-type: none"> <li>- Develop the job description of scientific researcher</li> <li>- Create the Committee of PI <i>Nicolae Testemitanu</i> SUMPh related to evaluate the professional performance of scientific researchers</li> <li>- Elaborating the evaluation procedure of scientific staff</li> </ul>	<p>Department of Science</p>
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## II. Recruitment

### 12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
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<p>- Code on Science and Innovation no. 259 of 15 July 2004</p> <p>- Labour Code of the Republic of Moldova no. 154 of 28.03.2003</p> <p>- Government Decision no. 854 of 21.09.2010 on approving the Regulation about the mode of employment the didactic position in higher educational institutions</p>	<p>-Scientific Council Decision No. 1/10 of 01.30.2014,</p> <p>-Recommendations for conducting the department / chair / orderly / laboratory meeting for occupying through competition the leading and scientific/didactic vacant positions</p> <p>-University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions</p>	<p>Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>
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<p><b>13. Recruitment (Code)</b></p>			
<p>Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.</p>			
<p><b>Relevant legislation (permitting or impeding the implementation of this principle)</b></p>	<p><b>Existing Institutional rules and/or practices</b></p>	<p><b>Actions required</b></p>	<p><b>When/Who</b></p>

<ul style="list-style-type: none"> <li>- Code on Science and Innovation no. 259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova no. 154 of 28.03.2003</li> <li>- Government Decision no. 854 of 21.09.2010 on approving the Regulation about the mode of employment the didactic position in higher educational institutions</li> </ul>	<p>Recruitment ads are published on the website of PI <i>Nicolae Testemitanu</i> SUMPh (<a href="http://www.SUMPh.md">http // www.SUMPh.md</a>) and in the newspaper "Timpul"</p>	<p>Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh . Since 2015, announcing the contest for the posts of scientific researchers will be published on the EURAXESS website</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>
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#### 14. Selection (Code)

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained should be realistic.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no. 259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova no. 154 of 28.03.2003</li> <li>- Government Decision no. 854 of 21.09.2010 on approving the Regulation about the mode of employment the didactic position in higher educational institutions</li> </ul>	<ul style="list-style-type: none"> <li>- Scientific Council Decision No. 1/10 of 01.30.2014,</li> <li>- Order No. 99-A of 11.03.2014 "On appointment of the University Contest Commission 2014 "</li> </ul>	<p>Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh (specifying the procedure of formation and activity of the selection committee)</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>

#### 15. Transparency (Code)

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the

strengths and weaknesses of their applications.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> <li>- Labour Code of the Republic of Moldova no. 154 of 28.03.2003</li> <li>- Government Decision no. 854 of 21.09.2010 on approving the Regulation about the mode of employment the didactic position in higher educational institutions</li> </ul>	<ul style="list-style-type: none"> <li>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</li> <li>-Recommendations for conducting the department / chair / orderly / laboratory meeting for occupying through competition the leading and scientific/didactic vacant positions</li> <li>- The individual employment contract</li> <li>-Recruitment ads are published on the website of PI <i>Nicolae Testemitanu</i> SUMPh (<a href="http://www.SUMPh.md">http // www.SUMPh.md</a>) and in the newspaper "Timpul"</li> </ul>	<ul style="list-style-type: none"> <li>-Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh (specifying the procedure of formation and activity of the selection committee, and the obligation of committee to inform the candidates).</li> <li>-Elaborate the quality research manual (GLP / GCP).</li> <li>- Modification and supplementing individual labour contracts with the researchers</li> </ul>	<ul style="list-style-type: none"> <li>Department of Science, Human Resources Department, Juridical Department</li> </ul>

### 16. Judging merit (Code)

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.



Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> </ul>	<p>Recommendations for conducting the department / chair / orderly / laboratory meeting for occupying through competition the leading and scientific/ didactic vacant positions</p> <p>-University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions</p>	<p>Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh (extending of selection criteria according to the requirements / identification of selection criteria / procedures for comparing the candidates).</p> <p>- Adjustment / improvement of criteria for assessing the merits of scientific researchers within PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>

### 17. Variations in the chronological order of CVs (Code)

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who

<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> </ul>	<ul style="list-style-type: none"> <li>-University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions</li> </ul>	<ul style="list-style-type: none"> <li>-Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh</li> <li>- Adjustment / improvement of criteria for assessing the merits of scientific researchers within PI <i>Nicolae Testemitanu</i> SUMPh</li> </ul>	<ul style="list-style-type: none"> <li>Department of Science, Human Resources Department, Juridical Department</li> </ul>
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**18. Recognition of mobility experience (Code)**  
 Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>- Regulation on recognition and equivalence of scientific and scientific/didactic highly qualified documents acquired abroad (Annex of Government Decision no. 472 of 6.05. 2004, with subsequence amends)</li> </ul>	<ul style="list-style-type: none"> <li>University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions</li> </ul>	<ul style="list-style-type: none"> <li>- Adjustment / improvement of criteria for assessing the merits of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh</li> </ul>	<ul style="list-style-type: none"> <li>Department of Science, Human Resources Department, Juridical Department</li> </ul>

**19. Recognition of qualifications (Code)**  
 Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional

qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>- Regulation on recognition and equivalence of scientific and scientific/didactic highly qualified documents acquired abroad (Annex of Government Decision no. 472 of 6.05. 2004, with subsequence amends)</li> </ul>	University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions	Elaboration of job descriptions of the scientific researcher of the PI <i>Nicolae Testemitanu</i> SUMPh	Department of Science, Human Resources Department, Juridical Department

## 20. Seniority (Code)

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who

<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>- Government Decision on the remuneration of public employees in the science and innovation field financed by the state budget no.47 of 12.01.2007</li> <li>- Regulation on the calculation of the period of employment for according the bonus for length of service for personnel from budget units, paid under Unique tariff Network (Government Decision no. 801 of 20.07.2007)</li> <li>- Regulation on recognition and equivalence of scientific and scientific/didactic highly qualified documents acquired abroad (Annex of Government Decision no. 472 of 6.05. 2004, with subsequence amends)</li> </ul>	<p>University Senate Decisions no. 2/1 of 14.04.2006, No. 8/1 of 29.08.2008, no. 1/1. Of 19.03 2009, no. 8/1 of 13.10.2010 and the Decision of the Scientific Council No. 5/4 of 24.04.2008 concerning the additional requirements for filling the didactic positions</p>	<p>-Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>
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### **21. Postdoctoral appointments (Code)**

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>-Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</li> </ul>	<p>The rules for admission to postdoctoral studies, according to national regulations, are published on the website of PI <i>Nicolae Testemitanu</i> SUMPh and informative panels</p>	<p>Elaborate the Regulation for the organization of postdoctoral studies in the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science Doctoral School</p>

### III. Working conditions and social security

#### 22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>

<p>- Code on Science and Innovation no.259 of 15 July 2004</p> <p>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</p> <p>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</p> <p>- Regulation on recognition and equivalence of scientific and scientific/didactic highly qualified documents acquired abroad (Annex of Government Decision no. 472 of 6.05. 2004, with subsequence amends)</p>	<p>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</p> <p>- Internal Regulations of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova (approved by the SUMPh Senate No.5 / 6 of 30.08.2007)</p> <p>-Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</p>	<p>Elaborate the Regulation</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>
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<p><b>23. Research environment</b></p> <p>Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.</p>			
<p><b>Relevant legislation (permitting or impeding the implementation of this principle)</b></p>	<p><b>Existing Institutional rules and/or practices</b></p>	<p><b>Actions required</b></p>	<p><b>When/Who</b></p>

<p>- Code on Science and Innovation no.259 of 15 July 2004</p> <p>- Partnership Agreement between Government and Academy of Sciences of Moldova</p>	<p>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</p> <p>- Internal Regulations of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova (approved by the SUMPh Senate No.5 / 6 of 30.08.2007)</p> <p>- Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</p> <p>- Declaration of Rector of the PI <i>Nicolae Testemitanu</i> SUMPh on good governance</p> <p>- Quality Management System Manual (approved by Rector at 08.06.2009)</p> <p>- Access to national and international databases for researchers</p>	<p>- Strengthening own base in teaching of staff in research and improving own technical-material base</p> <p>- Strengthening and expanding relationships with research centres abroad</p> <p>- Implementation of criteria of excellence in the innovation field of PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science Doctoral School</p>
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#### 24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which

allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, *inter alia*, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Government Decision on the approval of Normative of payment for the providing services of scientific research by the employees from public organizations of science and innovation participating in European and international research and development projects no. 534 of 20.07.2012</li> <li>- Law on the social inclusion of people with disabilities no. 60 of 30.03.2012</li> </ul>	<ul style="list-style-type: none"> <li>- Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</li> <li>- The individual labour contract</li> </ul>	Review of collective and individual labour contracts and completion of the issues related to flexible working hours etc.	Human Resources Department, Juridical Department

## 25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the *EU Directive on Fixed-Term Work*.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who



<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> </ul>		<p>Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh</p> <ul style="list-style-type: none"> <li>- Establishing of performance criteria for researcher for hiring for indeterminate period</li> </ul>	<p>Department of Science          Doctoral School          Human Resources Department,          Juridical Department</p>
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## 26. Funding and salaries

Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<p>- Law on salary system in the budgetary sector no.355-XVI of 23.12. 2005</p> <p>-- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</p> <p>- Government Decision on the remuneration of public employees in the science and innovation field financed by the state budget no.47 of 12.01.2007</p> <p>-- Government Decision on the approval of Normative of payment for the providing services of scientific research by the employees from public organizations of science and innovation participating in European and international research and development projects no. 534 of 20.07.2012</p> <p>- Partnership Agreement between Government and Academy of Sciences of Moldova</p> <p>-Law on social insurance public system no.489-XIV of 08.07.1999</p> <p>- Law no. 1585 of 27.02.1998 on mandatory health insurance</p>	<p>- Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</p> <p>- Regulation on attestation and certification of employees of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate No.5 of 30.08.2007)</p> <p>--Regulation of remuneration and stimulation of employees labour (approved by the Senate no.2/9 of 11.04.2013)</p> <p>- Regulation of awards and material aid for employees of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate no.2/9 of 04.11.2013)</p>	<p>Stimulating the participation of researchers in European projects.</p>	<p>Foreign Relations Department, Department of Science, Human Resources Department, Juridical Department, Department of Economy, Budget and Finance</p>
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## 27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<p>- Law on social insurance public system no.489-XIV of 08.07.1999</p> <p>- Law on Equal Opportunities for Women and Men no. 5-XVI of 09.02.2006</p>	<p>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</p> <p>- Internal Regulations of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova (approved by the SUMPh Senate No.5 / 6 of 30.08.2007)</p>	<p>Elaborate the Regulation for organizing the contest for fill vacancies of scientific researchers within the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science, Human Resources Department, Juridical Department</p>
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## 28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<p>- Code on Science and Innovation no.259 of 15 July 2004</p> <p>- Labour Code of the Republic of Moldova No. 154 of 28.03.2003</p> <p>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</p> <p>-- Government Decision no. 1224 of 09.11.2004 "On the organization of continuous professional training";</p> <p>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</p> <p>-- Recommendations on the appointment of doctoral supervisor, on approval of the research project and PhD thesis topic, elaborating of activity plan of the doctoral student (Decision of Commission of attestation of scientific and didactic staff of the NCAA no.AT- 9/2 of 22 December 2011)</p>	<p>- Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</p> <p>-The individual labour contract</p> <p>- Regulations on activity of the Centre of Continuing Postgraduate Education of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova</p>	<p>Elaboration of continuous education programmes for researchers at PI <i>Nicolae Testemitanu</i> SUMPh level and facilitating researchers on opportunities offered by them.</p> <p>--Elaboration of clear criteria of promotion in function (post) for researchers within PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Department of Science, Human Resources Department</p>
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## 29. Value of mobility

Employers and/or funders must recognize the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<ul style="list-style-type: none"> <li>- Agreements, intergovernmental treaties</li> <li>- Collaboration agreements between Academy of Sciences and other Academies, structures</li> <li>- Collaboration agreements between the Ministry of Health of RM and other ministries from other countries</li> <li>- Law on aliens in the Republic of Moldova no. 200 of 16.07.2010</li> </ul>	<p>Cooperation Agreements of PI <i>Nicolae Testemitanu</i> SUMPh related to providing the bilateral exchange (doctoral, researchers mobility)</p>	<ul style="list-style-type: none"> <li>-Elaboration of the internal regulation of PI <i>Nicolae Testemitanu</i> SUMPh related to bilateral exchange (mobility of researchers)</li> <li>-Improving of information services on EURAXESS Helpdesk</li> </ul>	<p>Department of Science</p>
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**30. Access to career advice**  
Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>-- Government Decision no. 1224 of 09.11.2004 "On the organization of continuous professional training";</li> </ul>	<ul style="list-style-type: none"> <li>- Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</li> <li>- Regulations on activity of the Centre of Continuing Postgraduate Education of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova</li> </ul>	<p>Elaboration of continuous education programmes for researchers at PI <i>Nicolae Testemitanu</i> SUMPh level and facilitating researchers on opportunities offered by them.</p>	<p>Department of Science Doctoral School</p>

**31. Intellectual Property Rights**  
Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their

R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"> <li>- Law on protection inventions no.50 of 28.03.2003;</li> <li>- Government Decision on approving the Regulation regarding the objects of intellectual property created in the context exerting duty attributions no. 1609 of 31.12.2003</li> <li>-Government Decision regarding the evaluation of intellectual property objects no. 783 of 30.06.2003</li> </ul>	<ul style="list-style-type: none"> <li>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</li> </ul>	<ul style="list-style-type: none"> <li>-Elaborate the Regulation of Intellectual Property Management of PI <i>Nicolae Testemitanu</i> SUMPh harmonized with the EU legislation</li> <li>- Facilitating researchers through continuing education within the courses on theme "Protection of intellectual property rights"(inviting experts SAPIR)</li> </ul>	<ul style="list-style-type: none"> <li>Department of Science</li> </ul>

### 32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s).

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>

<p>Law on copyrights and connected rights no. 139 of 02.07.2010</p>		<p>Elaboration of clear criteria for placement on the list of authors of researchers in the scientific writings with indicating each contribution</p> <p>Review Moral Code with reference to the international regulations (Chart &amp; Code) with inclusion the chapter about copyrights</p> <p>Review of the Statute of the Research Ethics Committee and development the procedures for penalties in cause of violation of copyrights</p>	<p>Department of Science</p>
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### 33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<p>- Code on Science and Innovation no.259 of 15 July 2004</p> <p>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</p> <p>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</p>	<p>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</p>	<p>Elaboration of proportion of didactic normative for scientific researcher depending on their activity</p>	<p>Department of Science Human Resources Department, Department Economy, Budget and Finance Doctoral School</p>
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<p><b>34. Complains/ appeals</b></p> <p>Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.</p>			
<p><b>Relevant legislation (permitting or impeding the implementation of this principle)</b></p>	<p><b>Existing Institutional rules and/or practices</b></p>	<p><b>Actions required</b></p>	<p><b>When/Who</b></p>



<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>-- Labor Code of the Republic of Moldova No. 154 of 28.03.2003</li> <li>- Law on petitioning no. 190 of 19.07.2014</li> <li>- GD no.618 from 05.10.1993 for approval the Rules of preparation of organizational and the provision documents and Standard Instruction on secretariat works in central specialized public administration authorities and local self administration authorities of Republic of Moldova</li> <li>- Decision no. AT-3/1 of 23 May 2012 on the Code of Ethics and Professional Ethics for Researchers and academic staff</li> </ul>	<ul style="list-style-type: none"> <li>-Collective labour agreement at the level of PI <i>Nicolae Testemitanu</i> SUMPh from the Republic of Moldova for the years 2014-2017 (registered at LTI Chisinau No.38 / 14 of 02.18.2014)</li> <li>-- Moral Code of PI SUMPh «Nicolae Testemitanu»</li> <li>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 9 of 26.11.2010)</li> <li>- - Instruction on preparing letters (approved by Rector at 14/11/14)</li> </ul>	<ul style="list-style-type: none"> <li>Review and improvement of the Moral Code and the Statute Research Ethics Committee of the PI <i>Nicolae Testemitanu</i> SUMPh on the normative framework (examining complaints and sanctions)</li> <li>- Elaborate the procedures for the confidential and informal assistance to resolve conflicts related to activity, disputes and grievances, with their inclusion in the Guide of good practice in research of PI <i>Nicolae Testemitanu</i> SUMPh</li> <li>-Creating the application "Green line" on the website of PI <i>Nicolae Testemitanu</i> SUMPh for receiving notifications and complaints from researchers by offering necessary confidential assistance</li> </ul>	<ul style="list-style-type: none"> <li>Department of Science,</li> <li>Department of Communication and Public Relations,</li> <li>Department of Information Technology and Communications,</li> <li>Juridical Department</li> </ul>
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<p><b>35. Participation in decision-making bodies</b>  Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.</p>			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>

<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</li> </ul>	<ul style="list-style-type: none"> <li>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</li> <li>- Internal Regulations of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova (approved by the SUMPh Senate No.5 / 6 of 30.08.2007)</li> <li>- Moral Code of PI SUMPh «<i>Nicolae Testemitanu</i>»</li> <li>- Statute of the Research Ethics Committee of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 9 of 26.11.2010)</li> <li>- Declaration of Rector of the PI <i>Nicolae Testemitanu</i> SUMPh on good governance</li> </ul>		<p>Department of Science, Juridical Department</p>
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#### IV. Training

##### 36. Relation with supervisors

Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them. This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>

<p>- Code on Science and Innovation no.259 of 15 July 2004</p> <p>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</p>	<p>Individual labour contracts</p> <p>The operational plans of subdivisions and researchers</p> <p>The activity reports of researchers</p> <p>Job descriptions</p>	<p>Periodic assessment of doctoral supervisors based on PhD feedback(questioning)</p> <p>Elaborating the procedures for notification and review of conflicts occurred between supervisors and young researchers</p>	<p>Department of Science, Doctoral School, Human Resources Department, Juridical Department</p>
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### 37. Supervision and managerial duties

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<p>- Code on Science and Innovation no.259 of 15 July 2004</p> <p>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</p> <p>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</p>	<p>- Job descriptions</p> <p>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</p> <p>-</p>	<p>-Elaboration of the job descriptions of the scientific researcher,</p> <p>- Elaboration of the job descriptions of the PhD / Masters supervisors</p> <p>- Perfecting the doctoral studies contracts doctoral studies and doctoral supervisors contracts with stipulating the rights and obligations of the parties</p> <p>- Continuing the organization training programs (Management of the national and international project etc.)</p>	<p>Department of Science, Human Resources Department, Doctoral School, Juridical Department</p>
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### 38. Continuing Professional Development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
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<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>- Government Decision no. 1224 of 09.11.2004 "On the organization of continuous professional training";</li> </ul>	<ul style="list-style-type: none"> <li>- Regulations on activity of the Centre of Continuing Postgraduate Education of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova</li> <li>- Leaflets with information on continuing education courses organized in the PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova</li> </ul>	<ul style="list-style-type: none"> <li>- Stimulating the scientific researchers participating in educational programs, including the distance learning.</li> <li>-Organizing periodic workshops, roundtables for the sustainable development of research skills</li> </ul>	<p>Department of Science, Doctoral School,</p>
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<b>39. Access to research training and continuous development</b> Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.			
<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"> <li>- Code on Science and Innovation no.259 of 15 July 2004</li> <li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li> <li>- Government Decision no. 1224 of 09.11.2004 "On the organization of continuous professional training";</li> </ul>	<ul style="list-style-type: none"> <li>- Regulations on activity of the Centre of Continuing Postgraduate Education of PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova</li> <li>- Leaflets with information on continuing education courses organized in the PI <i>Nicolae Testemitanu</i> SUMPh from Republic of Moldova</li> </ul>	<ul style="list-style-type: none"> <li>- Stimulating the scientific researchers participating in educational programs, including the distance learning.</li> <li>-Organizing periodic workshops, roundtables for the sustainable development of research skills</li> </ul>	<p>Department of Science, Doctoral School,</p>

#### 40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

<b>Relevant legislation (permitting or impeding the implementation of this principle)</b>	<b>Existing Institutional rules and/or practices</b>	<b>Actions required</b>	<b>When/Who</b>
<ul style="list-style-type: none"><li>- Code on Science and Innovation no.259 of 15 July 2004</li><li>- Education Code of the Republic of Moldova no. 152 of 07.17.2014</li><li>- Government Decision nr.1007 from 10.12.2014 "On approval of the Regulation on organization of higher education doctoral studies, cycle III "</li></ul>	<ul style="list-style-type: none"><li>- Job descriptions</li><li>- University Charter of PI <i>Nicolae Testemitanu</i> SUMPh (approved by the Senate SUMPh no. 10 of 28.12.2012 and endorsed by the Ministry of Health on 02.01.2013)</li><li>-</li></ul>	<ul style="list-style-type: none"><li>-Elaboration of the job descriptions of the scientific researcher,</li><li>- Elaboration of the job descriptions of the PhD / Masters supervisors</li><li>- Perfecting the doctoral studies contracts doctoral studies and doctoral supervisors contracts with stipulating the rights and obligations of the parties</li><li>- Continuing the organization training programs (Management of the national and international project etc.)</li></ul>	Department of Science, Human Resources Department, Doctoral School, Juridical Department

**Action Plan**  
**of implementation of Human Resources Strategy for Researchers of**  
**PI SUMPh“Nicolae Testemitanu”from the Republic of Moldova during 2015-2019**

<b>Principles / specific objectivess</b>	<b>Actions to be implemented</b>	<b>Responsible / Executive</b>	<b>Term/ deadline</b>	<b>Monitoring Indicators</b>
<b>I. Ethics Ethical and professional aspects (1-7)</b>	Review and adjustment of Moral Code and Regulation of Ethics Committee with reference to international regulations (professional ethics, management etc.)	Rector Vice-rectors Research Ethics Committee Ethics Committee of SUMPh Juridical Department Department of Science	Quarter I, 2016	Moral Code and Regulation of Ethics Research Committee modified and approved
	Review and adjustment of individual researchers' labor contracts taking into account the specific of activity	Human Resources Department Juridical Department	Quarter IV, 2015	Individual labor contracts modified
	Installation of the system against plagiarism with open access for researchers in order to verify scientific work	Department of Information Technology and Communications	Quarter II, 2016	System against plagiarism installed
	Elaborating Good Practice in Research Guide (GLP / GCP) of the PI <i>Nicolae Testemitanu</i> SUMPh	Vice-rector for scientific activity Department of Science	Quarter I, 2016	Good Practice in Research Guide elaborated
	Submission for approval to the Scientific Council	Human Resources Department Juridical Department		Good Practice in Research Guide approved
	Distribution of the guide to	Scientific Council		

	stakeholders through REGISTER OF THE DISTRIBUTION OF DOCUMENTS RDD 4.2.3	Department of Communication and Public Relations		RDD 4.2.3
	Periodically familiarization (at least Quarterly) of the researchers with the provisions of internal documents by placing it on SUMPh website, in SIMU, through information meetings etc.	Department of Science Doctoral School	Continuous	Documents placed on SUMPh website, in SIMU, through information meetings, being documented in protocols
	Identify and appoint the person who will provide consulting for researchers about data management (including personal data)	Human Resources Department Juridical Department	Quarter III, 2015	Person appointed in function
	Organizing of continuous education courses, workshops, roundtables on theme: "Protection of intellectual property rights"(inviting experts from SAIP),"Project Management. Economic and the Financial issues In research "etc.	Department of Science Doctoral and master degrees section Doctoral School	During 2016 y. (Quarter II) – 2016y. (Quarter III)	At least 2 courses achieved, Education certificates granted
<b>Dissemination and application of results (8), Public engagement (9)</b>	Participation in the events organized by Agency Innovation and Technology Transfer (AITT).  Development of the campaigns for popularizing of civil society with scientific results obtained / made (Doors Open Day, Research night etc.)  Stimulating the participation of researchers in radio, TV emissions.	Department of Science Doctoral and master degrees section Doctoral School	2015-2019 at the moment of organization	At least 1 popularized event Annually
<b>II. Recruitment</b>	Elaborate the Regulation for	Department of Science	Quarter I,	Regulation developed



(10-21)	<p>organizing the contest of vacancies for scientists within the PI <i>Nicolae Testemitanu</i> SUMPh with clear requirements about recruit researchers, selection criteria, recognition of qualifications, mobility, ad posts vacancies, selection procedure, standards activity of the selection committees based on the principles University Charter and Code of Ethics</p> <p>The adjustment / improvement of criteria for assessing the merits of scientific researchers and clear criteria for promotion in function in the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Human Resources Department Juridical Department</p>	<p>2016</p> <p>Quarter III, 2016</p>	<p>and Approved</p>
	<p>Elaborating the Rules for the organization of post doctoral studies in the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Vice-rector for scientific activity Doctoral School</p>	<p>Quarter I, 2016</p>	<p>Regulation developed and Approved</p>
	<p>Information of candidates on the selection process in the PI <i>Nicolae Testemitanu</i> SUMPh with the placement of relevant information on the institution's website.</p> <p>Integrating of new researchers employed and / or returning to the PI <i>Nicolae Testemitanu</i> SUMPh</p>	<p>Selection Committee Human Resources Department Juridical department Local contact point EURAXESS</p>	<p>2015-2019 at the moment of deployment</p>	<p>Placement of relevant information on the institution's website</p>
	<p>Placement of the job application form for researchers on the EURAXESS</p>	<p>Department of Science Human Resources</p>	<p>2015-2019</p>	<p>Application-type for employment for</p>

	website and the PI <i>Nicolae Testemitanu</i> SUMPh website	Department Local contact point EURAXESS		researchers
<b>III. Working conditions and social security (23-26)</b>	Review of collective and individual labor contracts and supplementing it with aspects of flexibility, individuality work program	Human Resources Department Juridical department	Quarter III, 2015 and when is necessary	Collective and individual labor contracts updated
	Elaborating the continuous education programs for researchers at and the PI <i>Nicolae Testemitanu</i> SUMPh and familiarizing the researchers regarding opportunities offered by them	Department of Science Doctoral and master degrees section Doctoral School Human Resources Department	Quarter IV, 2016	Programs elaborated (minimum 2)
	Stimulating the participation of researchers from the PI <i>Nicolae Testemitanu</i> SUMPh in projects financed by the EU or international organizations	Department of Science Department of International Relations Doctoral School	Quarter II, 2015-2019	Informative seminars being documented by protocols (minimum 4)
<b>The value of mobility (29)</b>	Elaborating of Regulation of bilateral exchange (researchers mobility) of the PI <i>Nicolae Testemitanu</i> SUMPh Improving of information services on EURAXESS Helpdesk	Department of Science Doctoral School  Local contact point EURAXESS	Quarter II, 2017	Regulation developed and approved
	Signing of new agreements on the mobility of researchers, research internships with universities, research institutions of the country and from abroad	Vice-rector for scientific activity Vice-rector for international relations Vice-rector for quality assurance and integration in education Doctoral School	2015-2019 at the moment of the agreement signing	Mobility Agreements signed (minim.2)

<b>Career evolution (28, 30,33,38, 39)</b>	Researchers needs assessment for inclusion in continuous educational programs	Department of Science Doctoral School	Quarter IV, Annually	Number of assessments (minimum registered an annual assessment/ documented)
	Applying of clear internationally accepted criteria of placement on the list of authors of the researchers in the academic writings with indication of each contribution	Department of Science Doctoral School Human Resources Department	Quarter I, 2017	Criteria applied
	Elaborating of proportion of didactic normative scientific researches depending on their activity		Quarter III, 2016	Proportion of didactic norms developed
	Stimulating of the participation of scientific researchers in educational programs, inclusive in distance education		2015-2019	At least 10 researchers involved in the annual educational programs
	Organizing periodic workshops, roundtables for sustainable development of research skills, support at the workplace		2015-2019	2 workshops, 3 roundtables, 5 supports at the workplace
	Elaborating the Regulation of Intellectual Property Management of the e PI <i>Nicolae Testemitanu</i> SUMPh, harmonized with the EU legislation	Department of Science Human Resources Department Juridical Department	Quarter II, 2016	Regulation developed and approved
<b>Notifications and complaints (34)</b>	Elaborating of the procedures for the confidential and informal assistance for resolving conflicts related activity, disputes and grievances with their inclusion in the Guide of good practice in research of the e PI <i>Nicolae Testemitanu</i> SUMPh	Department of Science Ethics Committee of the SUMPh Juridical Department	Quarter III, 2016	Guide elaborated

	Formation of Application "Green line" on the website e PI <i>Nicolae Testemitanu</i> SUMPh for receiving notifications and complaints from researchers by offering the necessary confidential assistance	Department of Public Relations Department of Information Technologies		Functional application
<b>IV. Training, public engagement Supervision (36, 37, 40)</b>	Elaborating job-type description of scientific researcher and job-type description of PhD supervisor of the e PI <i>Nicolae Testemitanu</i> SUMPh	Department of Science Human Resources Department	Quarter II, 2015	Job-type descriptions for the researcher and PhD supervisor developed and approved
	Adjusting doctoral studies contracts and contracts with doctoral supervisors with stipulating the rights and obligations of the parties to the EU requirements	Doctoral School	Quarter IV, 2015	Contracts updated
	Periodic assessment of doctoral supervisors based on feedback of PhD students (questioning)		Quarter IV, Annually	Reports of doctoral supervisors Questionnaires for PhD students