



CONTACT INFORMATION:

T. 717 71 28 55

E. contacto@santiagogarciagranda.com

E. candidatogarciagranda@uniovi.es

www.santiagogarciagranda.com

- 📧 [santiagogarciagranda](https://www.instagram.com/santiagogarciagranda)
- 👤 **Santiago García Granda**
- 📱 [@sggranda](https://www.instagram.com/sggranda)



Santiago García Granda

CANDIDATE TO RECTOR

New Challenges
keeping the momentum

PROPOSALS FOR

**Administration
and Services Staff**



Universidad de Oviedo
Universidá d'Uviéu
University of Oviedo



1. We will move forward with establishing remuneration homologation criteria in negotiation of the List of Job Roles. We will prioritise the search for ways to implement the objectives agreed with the trade union organisations, and the official approval of supplements.
2. We will build on the implementation of job offers, looking in detail at gradual and ongoing achievement of calls for applications. We will concentrate the greatest number of places per scale, alternating the offer across different financial years.
3. We will agree a stable scale with trade unions for transfer procedures.
4. We will work towards the unwavering goal of achieving full stabilisation of interim administration and services staff, and put an end to their uncertainty. To this end, we will agree with the trade union organisations on the use of a specific list of topics for the University of Oviedo, related to the functions assigned to the different scales, in order to stabilise competitive examinations for interim staff.
5. We will run merit-based competitions/transfers whenever a vacancy arises due to retirement, resignation, or other reason for the post needing to be filled, and try to make any delays as short as possible.
6. We will encourage training for the internal promotion of tenured staff by developing lists of topics that involve reducing topics already passed on the scale from which they are accessed. We will carry out training courses for each internal promotion process and the lists of topics will be provided.
7. We will work towards the Promotion Remuneration Supplement reaching 100% of that of employed administration and services staff within 4 years.
8. We will continue to promote early retirement and replacement contracts in accordance with state regulations and Asturian government criteria.
9. We will increase the funds assigned to refundable advances, increasing the amount and the maximum period for repayment.
10. We will review the amounts reflected in the budget for activities in which University of Oviedo staff participate, such as working with the University Entrance Examination (EBAU), opening classrooms, Saturday and holiday overtime working, attendance to boards/committees, and so on.
11. We will draw up a Prevention of Occupational Hazards Plan for 2021-25 to achieve the highest level of health and safety at work and promote effective compliance with the Health & Safety At Work Act. We will raise awareness among staff of the emergency and evacuation plans for the buildings in which they work.
12. We will increase the amounts spent on Social Action and Study Grants. We will push forward a plan that brings in flexible working hour options as part of a set of work-life balance policies.
13. We will create a Psychological Support Programme for post-Covid-19, gender violence, harassment, and any situations arising from employment and professional relations.
14. We will sponsor Covid-19 related health promotion programmes: healthy diets and habits; encouraging physical activity inside and outside the home; suggested routes and areas for walking in different environments (Oviedo, Gijón, Mieres, Avilés and other surrounding areas).
15. We will run up-to-date disease prevention campaigns, such as for the detection of gynaecological-related cancer and prostate illnesses. We will also set up new preventive campaigns, such as early detection of glaucoma, lung cancer, control of hypertension and managing diabetes.
16. We will sponsor partnership agreements with businesses to provide health-related services: dental clinics, physiotherapy, medical insurance.
17. We will draw up training plans based on job categories and functions, as well as training courses for new staff according to the position to be filled.
18. We will drive online training of administration and services staff in ICT, foreign languages and any aspects that are aimed at improving their specific tasks.
19. We will provide staff with the training and technology necessary to work from home effectively. We will continue to renew and update the computer equipment used for different roles.
20. We will maintain and strengthen institutional support to the University Housing Exchange Programme, collaborating with other public organisations to increase the current offer.