

Agreement on professional classification and working conditions for staff hired under Law 14/2011, of 7 July, on science, technology and innovation (staff hired for PCTI research tasks)

Preamble

On 17 November 2014, the "Agreement on professional classification, working conditions and reference framework for the labour representation of staff hired under R&D&I projects and agreements financed through Chapter VI of the UDC budgets" was signed. Subsequent to this agreement, the Science Law underwent a significant modification with the inclusion of Article 23 bis, which establishes a new type of contract and also broadens the concept of research staff in Articles 20 and 27.1 with respect to what was included in Article 13.

Thus, Article 20 includes a type of contract, through the scientific-technical activities contract, which is developed in Article 23 bis and which in practice establishes that persons who perform research management tasks are research personnel, by explicitly including these tasks in the article.

Article 23 bis allows the hiring of personnel for "the performance of activities related to lines of research or scientific-technical services, including the scientific-technical management-technical management of these lines, which are defined as a set of knowledge, concerns, products and projects, systematically constructed around a thematic axis in which activities carried out by one or more research groups converge and require their development following the accepted methodological guidelines in the form of R&D&I projects or contracts." These are permanent contracts unless they are financed with funds that explicitly require fixed-term contracts, which do not affect the wage bill and are not part of the public employment offer. They are financed through Chapter VI of the budgets.

On the other hand, Article 27.1 states: "Research personnel in the service of the Spanish Science, Technology and Innovation System shall be considered to be research personnel, technical personnel and management personnel."

The group of persons hired under Article 23 bis, who make up the majority of the PCTI, together with those who are hired under other modalities included in the Science Law, such as pre-doctoral contracts (Art. 21), access contracts for doctoral research staff (art. 22) and contracts for distinguished researchers (art. 23), form part of the overall staff hired for research tasks (PCTI), colloquially known as "staff hired under chapter VI".

1.- Contracts affected by this agreement

This document sets out the professional categories of personnel hired under Article 23 bis of the Science Law.

Pre-doctoral contracts (Art. 21 of the Science Law), access contracts for doctoral research staff (Art. 22) and distinguished researcher contracts (Art. 23) are not currently regulated at the UDC, which does not prevent the UDC from offering this type of contract. In this case, this agreement must be modified or amended in advance to include them.

This agreement regulates contracts for scientific and technical activities (Art. 23 bis). In practice, this type of contract allows for a wide range of types, as it is permissible to request the following academic requirements for access: "Bachelor's degree, engineering, architecture, diploma, technical architecture, technical engineering, degree, university master's degree, senior technician or technician, or research staff with a doctoral degree. Likewise, it may be carried out with personnel whose training, experience and skills are in line with the requirements and tasks to be performed in the position to be filled."

It is therefore possible to consider secondary education or vocational training qualifications, degrees or equivalents, master's degrees and doctorates as entry qualifications. This diversity requires a classification similar to that which already existed in the 2014 document, but which includes some additional figures, derived from the amendment to the law.

This agreement affects persons hired in accordance with Article 23 bis of the Science Law. However, in the case of persons hired under Articles 21, 22 or 23, whose working conditions and rights are not set out in specific calls for applications or collective agreements, the provisions of this document shall apply in relation to the salary scale and the rights set out in section 4.

2. Categories and functions of personnel hired for research tasks (PCTI), in accordance with Article 23 bis of the Science Law

A.- Contracted researcher with a doctorate

These are persons who, within the framework of the research activity for which they are hired, carry out research tasks understood as creative work carried out systematically to increase the volume of knowledge, including that relating to human beings, culture and society, and its use to create new applications, its transfer and dissemination.

B.- Research manager

These are persons hired for research activities who perform senior management or coordination functions for economic or administrative activities. These may include the planning, execution and technical evaluation of research management and administration procedures and/or protocols, the dissemination of research results, the promotion of research, and the transfer and promotion of results associated with the activity to which the contract relates.

C.- Research collaborator

These are persons hired for research activities in which the work entrusted to them by the person responsible for this must contribute to the creation and advancement of knowledge, including that relating to human beings, culture and society, and its use to create new applications, its transfer and dissemination.

D.- Research support technician

These are persons hired for research activities to perform specialised technical and support tasks necessary for their development.

E.- Research support assistant

These are persons hired for research activities to perform support and assistance functions in research that require knowledge of a set of necessary techniques and professional training.

F.- Administrative and management technician

These are persons hired for research activities who perform administrative and/or financial management, dissemination or promotion of R&D&I functions in a specific activity that requires the specific attention of these functions.

G.- Administrative assistant

These are people hired for research activities who perform support functions in financial and administrative management in an activity that requires this attention.

3.- Requirements for access to each category

The basic access requirement for each category is considered to be academic level. It is acceptable to define a specific MECES level for a category, and it is also possible to consider different levels, as within a category there may be specific contracts that require different academic degrees. In the case of a contracted researcher, for example, it is considered that the access level should be that of a doctorate (MECES 4), but in the case of technicians or managers, it is acceptable to offer a contract to people with different qualifications. The following table lists the options that are considered (in the case of level 1, in addition to the advanced vocational training qualification, a bachelor's degree is also accepted and, if duly justified, compulsory secondary education).

	Name	Required qualification (MECES)
A.	Contract researcher with doctorate	4
B.	Research manager	2/3/4
C.	Research assistant	2/3
D.	Research support technician	2/3/4
E.	Research support assistant	1
F.	Administrative and management technician	2
G.	Administrative assistant	1

Category A personnel are considered research personnel. Category C personnel are only considered research personnel if they are enrolled in a doctoral programme, or at the time they enrol in a doctoral programme, or when they hold a doctoral degree. All other personnel are considered research staff.

The minimum remuneration is not assigned to a specific category, but to the minimum qualification required. Thus, a manager's contract requiring MECES 3 level will have a higher minimum remuneration than one requiring MECES 2.

In addition to the degree requirement, which may focus on specific degrees or groups of degrees, other skills may be required (such as minimum language levels), if adequately justified. For example, a research manager contract to work in an international projects office may require a specific level of foreign language proficiency. A research support technician contract to work in a specific area may require the use of specific computer tools, etc.

4.- Minimum remuneration and employment rights

Consider the following table of minimum remuneration (full-time):

Minimum qualification required (MECES)	Minimum gross annual remuneration (€)
4	29,000
3	26,000
2	24,000
1	19,000

These minimum salaries will be updated annually, automatically, based on the increase applied to UDC for the rest of the University's workforce. In the absence of such an increase, the salary update approved for public sector employees will be applied.

4.1. Seniority and salary increases

All PCTI staff will be recognised for their previous activity in any public administration (three-year periods), and will receive the salary increases derived from the CPI or which, for any other reason, are applied to the rest of the UDC's workforce.

4.2. Compensation for service

Persons who enter into a contract requiring a MECES 2, 3 or 4 qualification are entitled to service-related compensation (accommodation and maintenance) from group

2. Persons entering into contracts that require MECES 1 qualifications are entitled to compensation from group 3.

4.3. Work calendar, working hours, holidays, leave and licences

The calendar of paid and non-recoverable public holidays drawn up each year by the university management shall apply. The system of non-working days (patrons' days, University Day, etc.) shall be the same as that for the rest of the university staff.

The working day is set at 35 hours per week, with reductions applying during specific periods, such as Christmas or summer. A 30-minute break may be taken, which counts as actual working time. This break must not affect the smooth running of services.

Staff are entitled to 22 working days of holiday per full year worked or a proportional part thereof. This amount may be increased based on seniority, in the same way and with the same limitations as for the rest of the University staff. Holidays shall be agreed with the persons responsible for the contracts. Pregnant women shall have priority and may accumulate holidays with maternity, paternity or breastfeeding leave.

Leave and permits shall be those established by Law 2/2015 on public employment in Galicia.

4.4. Access to services

A reduction in the cost of enrolment in courses and activities organised by the UDC is established under the same terms as those established for other university staff.

Staff covered by this agreement shall be entitled to access training in the same way as other groups at this university, as well as being entitled to places at the UDC Nursery School and other similar facilities.

Likewise, staff employed under Chapter VI of the budget of the University of A Coruña shall be included in the scope of application of the Rector's Resolution of 1 July 1998 regulating cases of free enrolment. To enjoy these services, one year's seniority is required.

4.5.- Teleworking, registration and flexible working hours

The provision of services in the form of teleworking is authorised, and the implementation and regulation of an information, registration and flexible working hours system will be promoted.

In any case, the persons responsible or IPs of the units or projects where the PCTI works may decide on the relevance or otherwise of teleworking and its extension.

Repealing provision

The Agreement on professional classification, working conditions and the framework for the representation of staff employed under R&D&I projects and agreements financed through Chapter VI of the UDC budgets, signed on 17 November 2014, as well as the Agreement of 23 May 2008 between the UDC and the Works Council for agreements and projects, the María Barbeito Programme, the UDC Programme with the Regional Government for the recruitment of unemployed persons, the UDC Pre-doctoral Programme, FPI – FPU and all provisions of equal or lower rank that oppose the provisions of this agreement.

Transitional provision

The working conditions and rights of PCTI workers with current contracts shall be adapted to this agreement no later than 1 January 2026. The names of the professional categories shall not be changed.

A. Contracted researcher with a PhD is a category equivalent to A1. Associate researcher. Under no circumstances is this position comparable to or does it imply the rights of persons hired in accordance with Article 22 of the Science Law.

C. Research collaborator is a category equivalent to A2. Researcher in training only in the case of persons with a doctorate or enrolled in doctoral programmes, for the purposes of their consideration as research staff. Under no circumstances is this position comparable to or does it imply the rights of persons hired in accordance with Article 21 of the Science Law.

D. Research support technician is a category equivalent to B1. Research support technician.

E. Research support assistant is a category equivalent to B2. Research support assistant.

F. Administrative and management technician is a category equivalent to C1. Administrative technician.

G. Administrative assistant is a category equivalent to C2. Administrative assistant.

Final provision

This agreement shall enter into force on the day following its publication in the TEO and shall be fully applicable to contracts entered into after that date.

DILIXENCIA to certify that this document, consisting of 7 numbered pages, was signed on 7 July 2025 by Ricardo J. Cao Abad, rector, representing the UDC, and by Fernando Francisco AVECILLA Porto (CSIF), María Luisa Sánchez Simón (CCOO), Susana Carballal Graña (UGT) and Ramón José Muiño Boedo (CIG), representing the trade unions

The General Secretariat