



## Stratégie HRS4R UM : Etat de réalisation du Plan action 2017-2019 (au 31 mars 2020)

| Cotation CAF   | N° action | Statut (F: Fait; EC: En Cours; AF: A Faire) | Action Pérenne/amélioration continue | 2017  |                                     |                                     |                                     | 2018                                |    |    |                                     | 2019 |    |                                     |                                     | Date compléti on                    |  |         |  |
|--|-----------|---|--------------------------------------|---|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|----|----|-------------------------------------|------|----|-------------------------------------|-------------------------------------|-------------------------------------|--|---------|--|
|  |           |   |                                      | Q1  | Q2                                  | Q3                                  | Q4                                  | Q1                                  | Q2 | Q3 | Q4                                  | Q1   | Q2 | Q3                                  | Q4                                  |                                     |  |         |  |
|  |           |   |                                      | Initiation  Mise en œuvre  Livrable <input checked="" type="checkbox"/> Pérennisation/Amélioration continue |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
|  |           |   |                                      | en rouge: action restant à accomplir, reformulée pour le plan HRS4R 2020-2023                               |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| <b>Actions relevant de la partie I - Aspects éthiques et professionnels (principes C&amp;C 1-11)</b>             |           |   |                                      |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| B  | I-2.1     |   | F pérenne                            |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     | <input checked="" type="checkbox"/> |  |         |  |
| A+   | I-2.2     |   | F pérenne                            |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     | <input checked="" type="checkbox"/> |  |         |  |
| A  | I-2.3     |   | F pérenne                            | <input checked="" type="checkbox"/>   | <input checked="" type="checkbox"/> |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| A  | I-3.1     |   | F pérenne                            |   |                                     | <input checked="" type="checkbox"/> |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| A+   | I-3.2     |   | F pérenne                            | <input checked="" type="checkbox"/>   |                                     |                                     |                                     | <input checked="" type="checkbox"/> |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| A  | I-5.1     |   | F pérenne                            | <input checked="" type="checkbox"/>   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| C  | I-5.2     |   | EC                                   |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  | Q1 2021 |  |
| A  | I-6.2     |   | F pérenne                            |   |                                     |                                     | <input checked="" type="checkbox"/> |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| B  | I-8.1     |   | F pérenne                            |   |                                     |                                     | <input checked="" type="checkbox"/> |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| B  | I-10.1    |   | EC                                   |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  | Q1 2021 |  |
| A  | I-10.2    |   | EC                                   |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  | Q2 2021 |  |
| A  | I-11      |   | F pérenne                            |   |                                     |                                     |                                     |                                     |    |    | <input checked="" type="checkbox"/> |      |    |                                     | <input checked="" type="checkbox"/> |                                     |  |         |  |
| <b>Actions relevant de la partie II – Recrutement (principes C&amp;C 12 à 21)</b>                                |           |   |                                      |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| A  | II-12     |   | F pérenne                            |   | <input checked="" type="checkbox"/> |                                     |                                     |                                     |    |    |                                     |      |    | <input checked="" type="checkbox"/> |                                     |                                     |  |         |  |
| A  | II-13.1   |   | F pérenne                            |   |                                     | <input checked="" type="checkbox"/> |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |
| C  | II-13.4   |   | EC                                   |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  | Q4 2020 |  |
| C  | II-16     |   | F/EC                                 |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  | Q3 2021 |  |
| <b>Actions relevant de la partie III – Conditions de travail et sécurité sociale (principes C&amp;C 22 à 35)</b> |           |   |                                      |   |                                     |                                     |                                     |                                     |    |    |                                     |      |    |                                     |                                     |                                     |  |         |  |



### Stratégie HRS4R UM : Etat de réalisation du Plan action 2017-2019 (au 31 mars 2020)

| Cotation CAF  | N° action | Statut (F: Fait; EC: En Cours; AF: A Faire)   | Action Pérenne/amélioration continue | 2017  |    |    |    | 2018 |    |    |    | 2019 |    |    |    | Date compléti on |                    |  |  |
|---|-----------|---|--------------------------------------|---|----|----|----|------|----|----|----|------|----|----|----|------------------|--------------------|--|--|
|   |           |   |                                      | Q1  | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 |                  |                    |  |  |
|   |           | Initiation → Mise en œuvre → Livrable <input checked="" type="checkbox"/> → Pérennisation/Amélioration continue |                                      | en rouge: action restant à accomplir, reformulée pour le plan HRS4R 2020-2023 |    |    |    |      |    |    |    |      |    |    |    |                  |                    |  |  |
| A   | III-23.2  | EC  | pérenne                              | →   |    | ☑  | →  |      |    |    |    |      |    |    |    |                  | Q3 2020            |  |  |
|   | III-23.3  | -   |                                      |   |    |    |    |      |    |    |    |      |    |    |    |                  | -                  |  |  |
| A+  | III-24    | F/EC  | pérenne                              | →   |    | ☑  | →  |      |    |    |    |      |    |    |    |                  | Q4 2020            |  |  |
| D   | III-26.1  | EC  |                                      |   |    |    |    |      |    |    |    |      |    |    |    | →                | Q3 2022            |  |  |
| A   | III-26.2  | F/EC  |                                      |   |    |    | →  | →    |    |    |    |      |    |    | ☑  | →                | Q1 2021            |  |  |
| B   | III-30    | F/EC  | pérenne                              | →   |    |    |    |      |    |    |    |      |    |    |    |                  | Q1 2021            |  |  |
| A   | III-31    | EC  | pérenne                              | →   |    |    |    |      |    |    |    |      |    |    | ☑  | →                | Q4 2020 ou Q2 2021 |  |  |
| C   | III-33.2  | EC  |                                      |   |    |    |    |      |    |    |    |      |    |    |    |                  | Q4 2020            |  |  |
| <b>Actions relevant de la partie IV – Formation (principes C&amp;C 36 à 40)</b> |           |   |                                      |   |    |    |    |      |    |    |    |      |    |    |    |                  |                    |  |  |
| C   | IV-39     | EC  |                                      |   |    |    |    |      |    |    |    |      |    |    |    |                  | Q4 2021            |  |  |
| A+  | IV-40     | F   | pérenne                              | →   |    |    |    |      |    |    |    |      |    |    |    |                  |                    |  |  |
| <b>Actions d'évaluation</b>   |           |   |                                      |   |    |    |    |      |    |    |    |      |    |    |    |                  |                    |  |  |
| N/A   | E2        | EC  |                                      |   |    |    |    |      |    |    |    |      |    |    |    | →                | Q4 2020            |  |  |