

THE ANDALUSIAN KNOWLEDGE AGENCY STATUTES

The Andalusian Law 16/2007, December, 3, on Science and Knowledge, shaped the Andalusian Knowledge System and founded the Andalusian Knowledge Agency with competencies in the areas of promotion and management of R+D+I, Knowledge Transfer, the Andalusian Higher Education System Evaluation and Accreditation, and all the Andalusian Knowledge System agents R+D+I activities .

The Agency started its activity following the approval of the Statutes through the Decree 92/2011, April, 19 (BOJA 4/29/2001), which were modified, three years later, following more than six years of activity, by Decree 1/2018, January, 9, 2018 (BOJA 1/16/2018).

Due to the existence of the Andalusian Knowledge Agency, in the scope of the Andalusian public sector restructuring process, four preexisting organizations disappeared:

- Centre for Innovation and Techonology Transfer, S.A.U. (CITA)
- Society for the Promotion of Talent, S.L.U. (Talentia)
- Andalusian Agency for Higher Education Quality Assurance and Accrediation (AGAE)
- Consortium Unit for the Quality of the Andalusian Universities (UCUA)

The functions performed by CITA and Talentia correspond, within the Agency, to the Projects Direction, implementing the guidelines marked by the Managing Direction and the Governing Council.

The AGAE and UCUA competences were assigned to the Direction for Evaluation and Accreditation which is independent in the performance of its duties, reporting directly to the Governing Council.

The Agency is assigned to the Regional Ministry of Economy and Knowledge, specifically to the General Secretary of Universities, Research and Technology.

REVISED TEXT OF THE ANDALUSIAN KNOWLEDGE AGENCY STATUTES

(Modified articles are indicated through *)

TITLE I

GENERAL DISPOSITIONS

Article 1. Nature and ascription. *

1. The Andalusian Knowledge Agency (hereinafter, the Agency), is a Public Corporate Agency established in article 68.1.b., Law 9/2007, October 22, passed by the Regional Andalusian Government Administration; provided with a differentiated legal entity, a full legal and operative capacity to accomplish its objectives, with its own equity and assets, as well as with administrative

and management autonomy.

2. The Agency is assigned to the Regional Ministry with competences in the areas of Universities, Scientific and Technical Research, and Knowledge Transfer, under which it will act as its own entity and technical service, in accordance with current legislation concerning the Public Sector Contracts.

3. The Agency, in the course of its duties, will be submitted to the guidelines and policy criteria on the Andalusian Knowledge System determined by the Regional Ministry with competences in the areas of Universities, Scientific and Technical Research, Knowledge Transfer, which will monitor, notwithstanding other competences assigned by the legal system, its efficiency and financial control, together with the Regional Ministry with competences in the area of Finance.

4. The Agency will encourage gender equality as well as the egalitarian participation of men and women within the Knowledge Society, contributing to eliminate unbalanced conditions.

Article 2. Legal Regulations and Administrative faculties*.

1. The Agency is ruled by Administrative Law on issues related to the formation of its governance structure and the exercise of the administrative faculties assigned, as well as in the aspects specifically regulated by Law 9/2007, October 22; the Andalusian Science and Knowledge Law 16/2007, November 21; the Revised General Law of Public Treasury of the Andalusian Regional Government, passed by Legislative Decree 1/2010, March, 2; Law 4/1986, May 5, on the Assets of the Andalusian Autonomous Community, as well by the regulations passed for their development, by its own Statutes, and by the general regulations applied for the Corporate Public Agencies in the Andalusian Regional Government Administration.

The remaining aspects will be regulated either by Administrative or Private Law, according to its particular business management requirements.

2. The Agency shall be subject to the principle of instrumentality and to strict criteria of public interest, social profitability and service quality. Additionally, quality management systems will be adopted for the development of the assigned activities, including those ones concerning the environmental nature. The Agency will develop its own Services Letter, paying special attention to the commitments on quality, planning assessment systems as well as, if applicable, quality improvement programmes.

3. In the field of the competencies and objectives, the exercise of the following public powers provided by these Statutes correspond to the Agency, and they will be exerted by the governing and management structures:

a) Those ones derived from the competences of evaluation and accreditation of the University institutions and teaching staff, their teaching and research activities, development and innovation, as well as those ones developed by the Andalusian Knowledge System agents in this area.

b) In terms of subsidies, in their respective service areas, and subject to the previous accreditation of the existence of funding for this end, it corresponds to the Agency the competency to grant subsidies, comprising management of the calls, applications processing, instruction of records, resolution proposal, inspection and verification of the activity completion, the fulfilment of the objective for which the grant was awarded; as well as the processing of repayment records, and,

where applicable, the sanctioning power in the area of management of the subsidies granted according to the assigned competences.

c) Review of its acts and agreements by administrative procedures, as well as those ones derived from the exercise of the self-executing decision-making power in Public Administrations.

d) Public faith and certification with respect to the acts and agreements dictated by the Agency and the data and documents included in the records processing.

e) In the field of contracting, the agency will exert the prerogatives assigned to Public Administration by current legislation and, in particular, those ones concerning interpretation, modification and extinction of contracts.

4. The staff involved in the instruction, processing, and resolution of the procedures assigned to the Agency, and specifically, the collegiate and management bodies members, are obliged to retain discretion on them, with the exceptions legally established by regulations.

5. The Direction for Evaluation and Accreditation shall be independent from the agency boards in the exercise of its duties on evaluation and accreditation of Higher Education Institutions, their teaching staff and the Andalusian Knowledge System RDI activities.

Article 3. Head Office.

The Agency will have its legal address either at the headquarters of the competent Regional Ministry to which is assigned or at the venue established by the Governing Board, notwithstanding governing structures may be located at different public buildings.

Article 4. Objectives.

1. In general, it corresponds to the Agency to exercise the university institutions assessment and accreditation competences, as well as the promotion, management, assessment and accreditation of the Research activities, development and innovation among the Andalusian Knowledge System agents, notwithstanding those ones assigned either to other Andalusian Regional Ministries or to the university autonomy. It will also correspond to the Agency to render services concerning the documents processing and the execution of programmes and procedures set up for Higher Education students in other regions and countries.

2. In addition, it corresponds to the Agency the promotion of the technological innovation in Andalusia, knowledge transfer, through the Knowledge Agents and the participation of companies and the aforementioned agents in the European Union R+D+I programmes.

3. It will be assured, in any case, that the assessment and accreditation competences concerning the university institutions enjoy total autonomy within the framework of article 1.3.

Article 5. Functions*.

It will correspond to the Agency, in the scope of the Andalusian Knowledge System, the following

functions:

1. Promotion and management of scientific and technical research:

- a) Promotion, encouragement and funding of the scientific and technical research activities by the Andalusian Knowledge System agents, through the incentives and grants programmes management assigned by the rules issued for the development and implementation of the Research, Development and Innovation Plans.
- b) The public governance of the Andalusian Knowledge System agents procedures.
- c) The realisation of prospective studies on Research, Development and Innovation (RDI).
- d) The execution of procedures with a special public relevance, within its competences.
- e) Any other RDI procedures that may be entrusted either by the Regional Ministry with competences in such matters or by other Regional Ministries, within the planning framework approved by the Regional Governing Council.

2. Assessment and Accreditation:

- a) Exercise the Assessment and Accreditation functions of the university institutions and teaching staff, as well as other related activities established by the applicable legal system currently in effect.
- b) Assessment and accreditation of the scientific and technical Research activities and the Andalusian Knowledge System staff.
- c) Establish the criteria, standards, assessment indicators and methodologies for the quality enhancement of the Andalusian Knowledge System.
- d) Promote the implementation, in an objective and independent way, of monitoring systems, quality control and excellence in research.
- e) Assessment and Follow-Up of RDI programmes, establishing, where applicable, mechanisms of mutual recognition with other quality assurance agencies registered in the international reference registries.
- f) Any other assessment and accreditation related activities, which might be entrusted either by the Regional Ministry with competences on RDI issues or by other Regional Ministries, within the planning framework approved by the Regional Governing Council.

3. Provision of services related to postgraduate advanced education, the encouragement of research, development and innovation (RDI) and training programmes for university and research staff:

- a) Processing and execution of advanced education programmes and procedures, including the announcement and granting of scholarships and subsidies for Research Staff Exchange Schemes between the Andalusian research centres and the communities and countries; advanced education for graduate students in Higher Education centres abroad, and the implementation and management of the agreements signed for that purpose with national or international institutions.

b) Processing and execution of programmes and procedures relating to the encouragement of RDI, including the announcement and granting of subsidies for that purpose, and where applicable, the implementation and management of the agreements signed with national and international institutions.

c) Processing and execution of programmes and procedures for Andalusian university students advanced education programmes in other regions and countries, including the announcement and granting of subsidies for that purpose, and where applicable, the implementation and management of the agreements signed with national and international institutions.

d) Any other activities and procedures related to Advanced Education, the promotion of RDI or study programmes for university students and support of talent recruitment by the Andalusian Knowledge System agents that, according to the Management Entrustment Regulations granted by the

Andalusian Autonomous Community, might be entrusted by the competent Regional Ministry or by other Regional Ministries within the Andalusian Regional Government Administration.

4. Promotion of knowledge transfer, research outcomes, development and innovation (RDI) between the Andalusian Knowledge System agents and enterprises as well as their participation in international projects:

a) Promotion of knowledge transfer and RDI outcomes between the Andalusian Knowledge System agents and enterprises, by providing collaboration agreements at regional, national and international levels.

b) Promoting the participation of the Andalusian Knowledge System agents and enterprises on international RDI programmes, paying special attention to the programmes promoted by the European Union; by providing the counselling necessary on the funding instruments provided and when applicable, participating in the programmes development and implementation, in accordance with the Agency objectives.

c) Any other activities and services related to knowledge transfer, RDI promotion between the Andalusian Knowledge System agents and the Andalusian productive enterprise sectors that, according to the legal framework provided by the entrusted functions established by the Andalusian Autonomous Community, might be assigned either by the Regional Ministry with competences in the area or by other Andalusian Administration Regional Ministries.

5) The equal opportunities principle between women and men will be taken into account in all the functions performed by the Agency in a transversal way. Concerning such functions, the information classified by gender will be developed at statistics effects.

Article 6. Faculties.*

1. The Agency, in the development of its own functions, will have the competences to:

a) Receiving subsidies and guarantees from the Andalusian Regional Government Administration and from other public entities and institutions, as well as providing subsidies with all the faculties

for granting, repayment and the powers of sanction, in accordance with the applicable legal system currently in effect.

b) Undertaking all the proceedings concerning the administration and disposition of its patrimony, in accordance with the applicable legal system currently in effect.

c) Undertake all types of financial operations and, particularly, to contract credits either with public or private financial entities and issue obligations or similar titles, within the annual limits established in this respect by the Andalusian Autonomous Community Budgetary Law.

d) Set up mercantile associations, consortiums and foundations, as well as participating in them, in the event that it were sufficiently justified that it is indispensable for meeting the assigned objectives. The establishment of operations of the mercantile associations, consortia and foundations, as well as the acquisition of the majority shareholding from such private entities, will have to be authorized by the Regional Governing Council.

d) Establishing mercantile associations, consortiums and foundations, as well as participating in them, in the event that it were sufficiently justified that it is indispensable for meeting the assigned objectives. The establishment of operations of the mercantile associations, consortiums and foundations, as well as the acquisition of the majority shareholding from such private entities, will have to be authorized by the Regional Governing Council.

e) Signing contracts with other Public Administrations, as well as with private and public entities.

f) Participating in organizations, associations and national and international public entities related to its objective, either under its own name or under the delegations taking part of the Andalusian Government Administration, where applicable, with the Regional Governing Council prior authorization, in accordance with article 52.4 of Law 9/2007, October 22, 2007.

g) Exert all sort of actions in defence of its rights by court and tribunal, with no more limitations than the established by the currently in effect legal system, particularly in article 20.c) of the Law 29/1998, July 13, 1998, regulating the administrative-contentious jurisdiction, therefore they will not be able to interpose an administrative-contentious appeal against the activity of the Andalusian Government Administration.

h) Hold the condition of beneficiary of compulsory purchases under the terms established by Law.

2. In order to exert its own functions, the Agency will act either directly or through its participated associations, given that the action did not imply the exercise of administrative jurisdiction.

TITLE II

THE ANDALUSIAN KNOWLEDGE AGENCY BOARDS AND STRUCTURE

CHAPTER I

Structure

Article 7. The Agency Boards and Structure.*

1. The Presidency and the Governing Board are the Agency managing and governing bodies.
2. The Agency managing boards are:
 - a) The Managing Direction, the governing body with the highest executive level, with the competences and functions assigned by the present Statutes and those ones established in accordance with the applicable legal system currently in effect.
 - b) The Direction for Evaluation and Accreditation, which will report directly to Governing Board, independent in the exercise of its competences and functions assigned by the present Statutes.
 - c) The Secretary General, that will manage the administrative units and common services in support of the proper functioning of the Agency.
 - d) The Projects Direction, that will coordinate the promotion of RDI activities, advanced education and knowledge mobility, knowledge transfer and participation in international projects, in accordance with the functions assigned in the present Statutes and the guidelines set by the Managing Direction and the Agency Governing Boards.
3. The Advisory Board is the Agency consultative body and institutional participation.
4. The Technical Committee for Evaluation and accreditation is the technical counselling board of the Direction for Evaluation and Accreditation.

CHAPTER II

Governing Bodies*

Section 1. The Presidency*

Article 8. The Presidency.*

1. The Presidency will be held by the head of the management position responsible for Universities, Research and Technology in the Regional Ministry.
2. It corresponds to the President:
 - a) The representation of the Agency and its Governing Board.
 - b) The Presidency of the Agency Governing and Advisory Boards and, according to this condition, the direction of their activities, convening their meetings and executive and consultative commissions sessions, establishing the agenda, their presidency, the direction of their deliberations, resolving any ties with her/his quality vote and closing their sessions.
 - c) Raise the authorization proposal either for the establishment of associations, consortiums and foundations, or for directly participating in them, notwithstanding its legal nature, that will be subject to the mandatory authorizations and reports.
 - d) Resolution of appeals and complaints in the performance of her/his duties.
 - e) Safeguard and guarantee the compliance with the gender equality objective on all the actions

performed by the Governing Board.

f) All the responsibilities devolved by the Governing Board.

g) The remaining duties assigned either by these Statutes or that may be attributed, in accordance with the applicable legal system currently in effect.

3. The President of the Agency may temporarily or permanently delegate responsibilities, as provided in the previous section paragraphs a) y e), to the person holder of the Managing Direction of the Agency.

Article 9. Substitution of the Presidency.*

In case of vacancy, absence or illness, or for any other legal reason, the president will be substituted by the holder of the Agency Managing Direction.

Section 2. The Governing Board

Article 10. Composition and Nature.

1. The Governing Board is the highest collegiate body in the Agency that establishes its actions guidelines, in accordance with those established by the Andalusian Government Administration through the Regional Ministry with competences in Universities, Scientific-Technical Research and Knowledge Transfer.

2. The Governing Board shall comprise:

a) The President who will be the Agency President.

b) The person holder of the Agency Managing Direction.

c) Eleven members who will be appointed by the head of the Regional Ministry under which the Agency is assigned:

1º Five representatives of the Andalusian Government Administration, General Directors with competences in the areas of economy, finance, public administration, agriculture and Health.

2º Three prestigious Higher Education and research academic members.

3º Three outstanding entrepreneurs related to innovation and technological development.

3. The Governing Board will be assisted, with voice but without vote, by the Director for Evaluation and Accreditation and the Agency Secretary General who will be the Secretary of the Governing Board.

4. The composition of the Governing Board will be ruled by the principle of balanced

representation, in accordance with the provisions in articles 18 y 19 of Law 9/2007, October 22, 2007, and in article 11 of the Law 12/2007, November 26, 2007, concerning the promotion of gender equality in Andalusia.

5. The Governing Board members term of office will be for five years, renewable just once, excepting those members appointed by virtue of their office in the Regional Government Administration. The term of office of the members external to the Administration succeeding the members who could not end their office, will be just for the time remaining, unless that would be for less than a year, in which case, the possibility of renewal is extended to two terms of office.

Article 11. Competences.*

The Governing Board will have the following duties:

- a) Ensuring compliance with the legal system provisions and procedures, as required by Law.
- b) Drawing up the proposals regarding the multiannual investment programme; the approval of the draft Programme of actions, investments and finance for the Agency operating and capital budget; as well as the necessary modifications required for a total amount of more than €450.00 and, where applicable, ratify those ones approved by the Managing Direction.
- c) Approval of the Annual Activity Report and the Agency annual accounts, in accordance with the provisions of the reviewed General Law of Public Finance passed by the Andalusian Autonomous Community.
- d) Approval of the contract programme and the strategic plan with the competent Regional Ministry to which the Agency is assigned.
- e) Monitor and make recommendations to the Agency management bodies.
- f) Providing the general instructions and being reported about those ones issued by the President of the Agency and the Managing Director, as well as about compliance and management.
- g) Authorize expenditures to be committed in future financial years, for amounts under 12.000.000 euros.
- h) Authorize, at the proposal of the Managing Director, the Agency procedures and investments with a commitment of cost and risk higher than 450.000 euros and lower than 1.200.000 euros.
- i) Authorize, at the proposal of the Managing Director, the Agency procedures and investments with a commitment of cost and risk equal to or higher than 1.200.000 euros, which will have to be ratified by the Regional Governing Council.

In the cases of debts operations, the authorization of the competent Regional Minister of Finance and Public Administration, as provided by the reviewed General Law of Public Finance approved by the Andalusian Regional Government, will be prior to the final ratification by the Regional Governing Council, as provided in the previous paragraph.

- j) Authorize, at the proposal of the Managing Director, payments higher than 450.000 euros.
- k) Granting, at the proposal of the Managing Director, subsidies higher than 450.000 euros.
- l) Arranging agreements for repayment and exert the sanctioning jurisdiction regarding the subsidies granted.
- m) Approval, at the proposal of the Managing Director, of the Agency structure and its

modifications.

- n) Approval of the Internal Rules for Procedures of the Governing Board, as well as any other reforms and amendments that may be considered convenient for enhancing the entity functioning.
- o) Authorize the signature of agreements or of collective labour agreements affecting the Agency staff, and inform about the guidelines concerning the Agency personnel policy.
- p) Accept or reject the dispositions free of charge made in favor of the Andalusian Knowledge Agency, previously accepted by Decree of the Andalusian Regional Governing Council.
- q) Determine and, where applicable, modify the Agency Head office or offices.
- r) Establish the general system for the labour performance assessment corresponding to the civil service staff functionally assigned to the Agency.
- s) Other duties provided by these Statutes as well as those ones assigned by the Andalusian Governing Council.

Article 12. Sessions System.*

1. The Governing Board will hold ordinary meetings at least once every three months, and extraordinary meetings, when approved by the President and, in any case, when requested by a third of the members of the Governing Board.
2. The Governing Board will be summoned by the Secretary General at least seven days in advance, unless urgency reasons applied, in which case the deadline will not be lower than forty eight hours, fixing the order of the issues to deal with. The content of the summons will be notified in writing, and it could be sent through telematic means, every time the Governing Board members could confirm its receipt; sending enclosed the documents concerning the issues included in the agenda for debate and, where applicable, for vote.
3. The Governing Board will be established and legally valid when the President, the Secretary General, or, where applicable, their representatives, meet at least a half of the members.
4. The Agency staff will be able to attend the meetings when they were summoned to report on the issues required. Additionally, at the request of the Presidency, the staff invited to attend the Governing Board meetings will not be entitled to vote.
5. The Governing Board procedural functioning will be established by its Internal Rules of Procedures, in any case, in observance of the principles of simplification, agility, efficiency, and the fundamental procedures concerning the general proceedings, in accordance with the provisions established in articles 15-18, Law 40/2015, October 1, for Legal Regulations of Public Administrations and Common Administrative Procedures, and of the Law 9/2007, October, 22 2007.
6. In accordance with the provisions in article 91.3 of Law 9/2007, October, 22, 2007, the

Governing Board sessions may be held using long-distance communication networks, in which case, adequate measures will be established for granting both the members' identity and the communicated information authenticity.

CHAPTER III

Management Bodies*

Section 1. The Managing Direction

Article 13. Appointment, substitution and dismissal from service of the person holder of the Managing Direction position.*

1. The Agency Managing Direction is the highest executive body which will be responsible for the entity ordinary management, exercising the faculties, competences and the administrative jurisdictions provided by these Statutes and the applicable legal system currently in effect.

2. The Agency Managing Director is both the personnel Manager and the General Manager, in accordance with the provisions in article 69.2 of the Law 9/2007, October 22 2007, appointed and dismissed by Decree of the Andalusian Governing Council, at the proposal of the competent Regional Ministry to which the Agency is assigned, after being reported the Governing Board.

3. In the case of vacancy, absence, illness or legal impediment, the person holder of the Managing Direction of the Agency will be substituted by the Agency Secretary General.

Article 14. Attributions of the Managing Direction.*

1. The Governing Board will assign the Managing Director the permanent and effective exercise of the faculties concerning official representation, administration, managing and execution of the Andalusian Knowledge Agency, when necessary. These faculties will be exerted within the guidelines determined by the Governing Board.

2. The Managing Direction will have the following duties:

a) Propose the approval by the Governing Board of the following issues: the Agency Strategic Plan, the proposals regarding the long-term investment programmes, action programmes, investments, funding, operating budgets and capital, which will have to be approved by the Andalusian Governing Council; the data and documentation necessary for the Governing Board submission of the annual accounts, the accounting balance, the income statement as well as the explanatory management report of the Agency.

b) Propose the approval by the Governing Board of the Agency organic structure and its modifications.

c) Develop the organizational structure and determine the staff within the criteria and guidelines

approved by the Governing Board.

d) Ensure compliance with the Statutes and with the agreements approved by the Governing Board and Committees, adopting, where necessary, resolutions.

e) Report the Governing Board and the President on the issues and actions related to the Agency management, as well as the modifications included in the Action Plan, investments, funding and the Agency operating and capital budgets, comprising an amount up to € 450.000, which will be ratified by the Governing Board.

f) Act as the Agency procurement body, with the limits established by the currently in effect legal system concerning public sector contracts, with the faculty to exercise the prerogatives conferred to Public Administrations and, in particular, those ones regarding interpretation, modification and resolution of administrative contracts.

g) Authorise payment dispositions on the amount equal to or lower than 450.000 euros.

h) Grant subsidies on the amount equal to or lower than 450.000 euros.

i) With respect to the subsidies granted by the Agency, the inspection and verification of the activity realization and the fulfilment of the aims for which they were granted.

j) Agree on repayment and exert, where applicable, the sanctioning jurisdiction with respect to the grants awarded.

k) Order the Agency and its enterprises expenses and payments, in accordance with the provisions in these Statutes.

l) Arrange the Agency and its enterprises actions and investments, for expenses, payments or risk obligations with a limit to 450.000 euros, except for the staff and maintenance expenses, for which the cost of staff salaries and billing expenses will be monthly arranged.

m) Propose the Governing Board authorise the Agency actions and investments, when the expenses or risk obligations are higher than 450.000 euros. The expenses equal to or higher than 1.200.000 euros will be ratified by the Andalusian Governing Council.

n) Propose the Governing Board grant subsidies on the amount higher than 450.000 euros.

o) Propose the Governing Board payment dispositions on the amount higher than 450.000 euros.

p) Carry out all sorts of financial operations for the Agency normal activity development, within the limits established by the Budgetary Law for the Andalusian Autonomous Community and the Revised General Law of Public Finance for the Andalusian Autonomous Community.

q) Direct the Agency services and staff, including the civil service personnel functionally assigned to the Agency, as well as determine the labour performance assessment and the establishment of the staff variable salary.

r) Appoint, taking into account the male and female balanced representation, and separate the executive staff representing the Agency in foundations, consortia and other entities in which the Agency participates, as well as their senior staff Board members when the Agency is assigned that faculty.

s) Hire the Agency staff, included the executive personnel, and establish their salaries, in accordance with the currently in effect Law concerning the Andalusian public sector personnel work conditions and wages.

t) Grant full powers for representation, according to the authorizations approved by the Presidency.

u) Exercise legal and administrative actions at all sorts of jurisdictions to defend the Agency

interests, appointing, where applicable, lawyers and attorneys for the representation and defense of the Agency at Courts and Tribunals.

v) Obtain and request for the exemption of guarantees, deposits and bonds, with respect to the Agency.

w) Exert the functions delegated by the Governing Board and the Presidency, as well as those ones which are not specifically conferred by these Statutes to other bodies of the Agency.

Section 2. The Projects Direction. *

Article 15. The Projects Direction.*

1. The Projects Direction, in accordance with the guidelines by the Managing Direction and the Agency governing bodies, notwithstanding the competences and functions assigned by these Statutes to other Agency bodies, coordinates and directs the actions related to the promotion of RDI, Advanced Education, knowledge mobility, knowledge transfer, the cooperation among the Andalusian Knowledge System agents, enhancing their participation in international programmes, as well as the development of statistical analysis and prospective studies within RDI area.

2. The Projects Director will be appointed by the Agency Presidency, proposed by the Managing Direction, once reported the Governing Board, and will be recruited under the special modality of top management contracts, in accordance with the provisions in article 41 of these Statutes.

Section 3. The Direction for Evaluation and Accreditation*

Article 16. The Direction for Evaluation and Accreditation.*

1. The Direction for Evaluation and Accreditation, dependent on the Governing Board, is the body which will enjoy independence exercising the functions of direction, coordination and management of evaluation and accreditation of Higher Education, university teaching staff, RDI evaluation and institutional and international relations related to them in the Agency.

2. It corresponds to the Direction for Evaluation and Accreditation and within its competences, the implementation of the national and international quality assurance guidelines and criteria, within the European Higher Education Area, as well as the following functions:

a) The evaluation of the official programmes provided by Universities and Higher Education institutions within the Andalusian University System.

b) The evaluation, certification and accreditation of the Universities internal quality assurance systems, included those ones focused on the faculty teaching function.

c) The evaluation and accreditation of the contractual modalities of the Higher Education teaching staff.

- d) The evaluation of University Institutions and Centres.
- e) The evaluation, certification and follow-up of RDI programmes and the Andalusian Knowledge System agents activities.
- f) Other functions of evaluation and accreditation assigned within the Agency competences, in accordance with the currently in effect Laws.

3. The Director for Evaluation and Accreditation will be appointed by the Agency President, after proposal of the Governing Board, and will be a prestigious member of the academic and scientific areas and a civil servant. The appointment procedure will guarantee competitive concurrence, in accordance with the provisions in article 41 of these Statutes, either through a contract under the modality of renowned researcher, or according to the currently in effect provisions by Law.

4. The Director for Evaluation and Accreditation, will perform her/his duties with full dedication, independence, and objectivity, and without receiving guidelines by any particular authority with regards to her/his academic or evaluation decisions.

5. The Direction for Evaluation and Accreditation will exert its competences for evaluation and accreditation through committees and commissions with independent experts who will be appointed for that purpose as technical collaborators evaluators by the Director, according to their specialisation and experience, taking into account the principles of equality, objectivity, eligibility, merit and ability, in accordance with the requirements provided by the legislation applicable to the evaluation and accreditation procedure.

6. It corresponds to the Director for Evaluation and Accreditation:

- a) Programme, direction, coordination and supervision of the Direction for Evaluation and Accreditation activities that were necessary for the development of its functions.
- b) Direct and coordinate the personnel assigned to the Direction for Evaluation and Accreditation.
- c) Develop and propose the Technical Committee for Evaluation and Accreditation the criteria and procedures of evaluation and accreditation.
- e) Report the Technical Committee for Evaluation and Accreditation on the outcomes and compliance of the evaluation and accreditation plans and programmes.
- f) Elaborate the criteria, the selection procedure and the appointment of the evaluation committees and commissions members, reporting for approval to the Technical Committee.
- g) Appoint the technical collaborators as members of the evaluation commissions and committees, after proposal of the different areas of evaluation coordinators, in accordance with the principles of equality, objectivity, eligibility, merit and ability, regarding their specialisation and experience.
- h) Appoint technical collaborators, from most renowned area experts, for the exercise of the different activity areas coordination of the Direction for Evaluation and Accreditation.
- i) Propose, with agreement of the Managing Direction and favourable report of the Governing Council, the amounts that, by order of the Regional Ministry under which the Agency is assigned, are established to allocate for the members of evaluation commissions and committees and technical collaborators in compensation concept for their participation either in the preparation of evaluation reports or the proceedings necessary for their elaboration.

j) Ensure the compliance of the Ethical Code of Conduct, provided in article 36 of these Statutes and approved by Governing Board, concerning the Agency personnel conduct, evaluators and technical collaborators participating in the development of the Direction for Evaluation and Accreditation activities.

k) Sign collaboration agreements related to the area of activity of the Direction for Evaluation and Accreditation, reporting the Governing Board and after approval by the Managing Direction when economic commitments were involved.

l) Report the Governing Board on the activities and plans within her/his competences.

m) Perform any other functions assigned by these Statutes and the Agency Governing Board or by the regulations in force.

7. The Director for Evaluation and Accreditation, in the exercise of her/his administrative faculties, based on the evaluation reports approved by the independent and expert technical collaborators, will enact resolutions for the approval of the evaluation and accreditation procedures of the University Institutions and their faculty, their teaching and research activities, development and innovation, as well as the Andalusian Knowledge System activities.

8. The acts dictated by the Director for Evaluation and Accreditation, in the exercise of the administrative faculties assigned, are subject to Administrative Law, in accordance with article 69.1, Law 9/2007, October, 22.

9. In case of vacancy, absence, illness or by any legal reason required, the Director for Evaluation and Accreditation will be replaced by the Evaluation and Accreditation Technical Committee member with longer career service in the exercise of coordination of any action field on evaluation and accreditation.

Section 4. Secretary General.

Article 17. Appointment and separation from service of the Secretary General.

1. The Agency will have a Secretary General Office, whose office holder will be appointed and selected among the civil service staff, having consulted the Managing Direction and the Governing Board, and taking into account the professional criteria of merit, capability and competence related to the attributed functions. The Secretary General will be functionally assigned to the Agency and appointed in accordance with the provisions established by the public function regulations regarding the discretionary positions recruitment.

2. In case of vacancy, absence or illness, the Secretary General will be temporarily substituted by a professional, selected from the civil servant staff, who will possess equivalent professional competency and qualifications requirements.

Article 18. The Secretary General Attributions.*

1. The Secretary General duties are:

- a) Exercise the administrative and technical management of the Agency services, ensuring the agency bodies act according to the principles of economy, efficacy and efficiency, notwithstanding the functions attributed to the holder of the Managing Direction.
- b) Assume the Agency staff management, notwithstanding the functions attributed to the holder of the Managing Direction.
- c) Give public faith and issue certification with respect to the data and documents concerning the file procedures processed by the Agency.
- d) Exercise the Secretary of the Governing Board, the Advisory Board and the Technical Committee for Evaluation and Accreditation.

2. In the exercise of the functions as Secretary of the Governing Board, the Advisory Board and the Technical Committee for Evaluation and Accreditation, the following functions correspond to the Secretary General:

- a) Ensure the legality of the adopted agreements.
- b) Ability to call session ordered by the respective presidencies of the different collegiate bodies and attend sessions with voice but without vote.
- c) Issue records of the sessions; provide the authorizing signature and the President's approval as well as giving effect to the agreements adopted.
- d) Guard the documents on the issues dealt with in every session.
- e) Issue Certifications of the acts, resolutions, records, agreements, recommendations and individual voting produced in the sessions.
- f) Any other functions inherent to the Secretary of the collegiate bodies in accordance with the provisions of the legislation in force.

CHAPTER IV

The Advisory Board.

Article 19. Nature and composition.*

1. The Advisory Board is established as a consultative body with institutional participation of the Andalusian Knowledge System agents and other economic and social agents in the Andalusian Knowledge Agency, and it will have the following members:

- a) The Presidency, that will be chaired either by the Agency President, or by a representative appointed by the President.
- b) The Agency Managing Director.
- c) The Director for Evaluation and Accreditation.
- d) Two representatives designated by the President, representing the Andalusian Public

Universities, at the proposal of the Andalusian Universities Council.

- e) Two representatives designated by the President, representing Research Institutes and Centres.
- f) Two representatives designated by the President, representing Scientific and Technological Parks, Technology Centres or any other entities with functions of RDI promotion.
- g) Two representatives designated by the President at proposal of the enterprise organisations, inter-sectorial, most representative both at national and regional levels, in accordance with the requirements established by the sixth additional disposition of the Revised Law Statutes for Workers' Rights, passed by Royal Decree 2/2015, October, 23.
- h) Two representatives designated by the President at proposal of the union organisations most representative both at national and regional levels, in accordance with the requirements established in articles 6.3.a) y 7.1.a') of Law 11/1985, August, 2, on Union Freedom.
- i) Two representatives designated by the President as representatives of the Andalusian Regional Government Administration.
- j) Two representatives designated by the President at proposal of the Andalusian Universities Advisory Board of Students.

The functions of Secretary of the Advisory Board will be exercised by the Agency Secretary General, attending sessions with voice and without vote.

2. Convened by the Advisory Board President, the Agency bodies holders, managers, and the Agency staff may attend the Advisory Board meetings, with voice but without vote.

3. The Advisory Board membership will not require exclusive dedication and it shall carry no right to remuneration.

4. The Advisory Board composition will be guided by principle of balanced representation, in accordance with articles 18 and 19 of Law 9/2007, October, 22, 2007, as well as with the provisions established in article 11 of Law 12/2007, November, 26, 2007.

Article 20. The Advisory Board operating rules.

1. The Advisory Board will meet at least once a year, notwithstanding compliance with the operating rules.

2. The Advisory Board will draw up its own operating rules, with the limitations indicated in the preceding paragraph, and, in any case, its functioning rules will be adjusted to the provisions in matters of collegiate bodies in accordance with the regulations established in chapter II of Title II of Law 30/1992, November, 26, 1992, which had the basic rule, as well as the established rules in Section 1 of Chapter II of Title IV by Law 9/2007, October, 22, 2007, applying to the collegiate bodies with social participation.

Article 21. The Advisory Board Functions.

The Advisory Board will have the following duties:

- a) Propose the Governing Board the adoption of the lines of action that may be required for the Andalusian Knowledge Agency aims and functions.
- b) It shall be reported on the Annual Report of the Andalusian Knowledge Agency.
- c) Report on the matters submitted by the Advisory Board Presidency.

CHAPTER V

The Technical Committee for Evaluation and Accreditation.

Article 22. The Technical Committee for Evaluation and Accreditation. *

1. The Technical Committee for Evaluation and Accreditation is the Agency technical collegiate body for technical counselling to the Direction for Evaluation and Accreditation, which will be comprised by the following members:

- a) The head of the Agency Direction for Evaluation and Accreditation, who will be its President.
- b) The Direction for Evaluation and Accreditation technical collaborators coordinating the different activity areas.
- c) Fifteen eminent personalities from the different fields of action in the Agency, designated by the Agency Director for Evaluation and Accreditation, after having consulted the Governing Board, for a four-year term, renewable for terms of equal length.

The functions of Secretary of the Technical Committee for Evaluation and Accreditation will be exercised by the Agency Secretary General, attending sessions with voice and without vote.

2. The composition of the Technical Committee for Assessment and Accreditation will be guided by principle of balanced representation, in accordance with articles 18 and 19 of Law 9/2007, October, 22, 2007, as well as with the provisions established in article 11 of Law 12/2007, November, 26, 2007.

3. The Committee is responsible for, among other attributed duties, the following competences:

- a) Approval of the accreditation and evaluation plans and programmes.
- b) The establishment and approval of the evaluation and accreditation criteria.
- c) Monitoring the compliance by the organisational structure with the accreditation plans and programmes.
- d) Approval, where applicable, of the necessary measures for the correct functioning of the

organizational structure commissions.

e) The drafting of reports and studies on matters within its competences.

f) Knowledge and valuation of the reports on the outcomes of the evaluation and accreditation plans and programmes.

g) Knowledge of the selection criteria and procedures and appointment of the evaluation committees and commissions.

h) In general, all those attributions regarding the strictly technical function performance of the aforementioned organisational structure as well as of other functions which other bodies of the Agency may delegate.

4. The coordinators designated as experts in the different disciplines applicable to the Direction for Evaluation and Accreditation, will have the condition of technical collaborators and they will exercise their functions without exclusivity, remaining in active service for the university or research institution where they were assigned.

5. The Committee will function in accordance with the provisions in these Statutes, and, where applicable, the legislation concerning collegiate bodies according to the established rules in Section 1, Chapter II, Title IV of Law 9/2007, October, 22, as well as by articles 15-18 of Law 40/2015, October, 1, of the Legal system in Public Sector.

CHAPTER VI

Legal system of the acts of the Andalusian Knowledge Agency.

Article 23. End to the Administrative judicial proceedings.*

1. As regards the exercise of the administrative faculties conferred to the Agency, the acts and resolutions issued by the Presidency, the Governing Board, the Managing Direction and the Direction for Evaluation and Accreditation will finalize the administrative proceedings. An optional appeal for reversal may be lodged against the aforementioned acts and resolutions, in accordance with article 116 of Law 30/1992, de November, 26, 1992, and article 115.2 of Law 9/2007, October, 22, 2007.

2. The acts of the Agency subject to Administrative Law are considered to be valid and legally effective from their date of issue, unless otherwise provided. Effectiveness of the acts will be delayed when required by their content, notification, publication or approval by a higher authority, in accordance with the provisions in article 39.1 of Law 39/2015, October, 1.

3. The required legal counselling, concerning the proceedings which involve the exercise of the attributed administrative faculties, as well the protection of general interests, will correspond to the civil service staff assigned to the Agency; nevertheless, after the corresponding agreement, it will correspond to the Andalusian Regional Government Legal Cabinet, report on the administrative acts that, in accordance with article 78 of its Regulation of Organisation and

Functions, passed by Decree 450/2000, December, 26, required a prescriptive report. In case of trial, the defense of the Agency will correspond to the legal services of the entity, notwithstanding that for reasons of need of service or specialisation, these services could be requested to the lawyers of the Andalusian Regional Government Legal Cabinet, after signing the corresponding agreement, and, where applicable, external services will be contracted for that purpose.

Article 24. Publicity of the Agency acts.

1. The Agency will publish its acts and administrative resolutions as provided by Law 30/1992, November, 26, 1992, and by other applicable provisions. Additionally, the Agency will maintain a website, permanently updated, in which, among other things, detailed information will be given on the publication of calls, tenders for procurement, civil service staff competitions and job vacancies which were open, as well as the regulations and the organisational structure chart.

2. In any case, the composition of the Governing and the Advisory Boards, the Technical Committee for Evaluation and Accreditation, as well as the criteria for assessment and accreditation and projects allocation, will be published in the Official Gazette of the Andalusian Regional Government and in the Agency website.

3. It will be guaranteed, in the acts and resolutions published by the Agency, the usage of non-sexist language and non-stereotyped public image.

TITLE III Functioning and operating resources

CHAPTER I

Economic resources and patrimony.

Article 25. Economic resources.

The economic resources of the Agency will comprise:

- a) The financial allocations provided by the Budget Law of the Autonomous Community.
- b) The products and assets management, as well as those ones deriving from its participation in other entities, and the revenue either deriving or generated in the course of its activities or by the provision of its services.
- c) The financial allocations, subsidies and current or capital transfers which may be received from the Regional Government Administration or from its public entities.
- d) The subsidies, financial contributions and donations which may be granted in its favour, of specific funds coming from the European Union, from other Public Administrations and from instrumental entities of the Andalusian Regional Government.
- e) The provisions free of charge that may be made in favour of the Agency.

f) The resources coming from the credits, loans, and other financial operations which, where appropriate, were agreed within the limits established by Budget Law of the Andalusian Autonomous Community, with the prior authorisation by the head of the competent Regional Ministry of Finance.

g) Any other resource that may be attributed or integrate into its patrimony.

Article 26. Patrimony.

1. The legal system of the Agency patrimony will be established by Law 4/1986, May, 5, 1986, in the Reviewed General Law of Public Finance of the Andalusian Regional Government, and other regulations applicable to the patrimony of the agencies of the Andalusian Regional Government Administration.

2. The Agency will have its own patrimony for compliance and enforcement of its ends, composed of an array of its own assets and rights and those ones that the Agency obtained and increased in the course of its management; and those ones which may be assigned in the future by virtue of any title.

3. Other patrimonial assets may be assigned to the Agency by the Andalusian Regional Government Administration, for the specific accomplishment of its ends, in compliance with the provisions of article 110 by the aforementioned Law Ley 4/1986, May, 5, 1986.

4. In compliance with the provisions of article 57 by the aforementioned Law 4/1986, May, 5, 1986, the Andalusian Governing Council may agree upon the assignment of both movable and immovable assets, either onerous or free, to the Agency for its own use or for public service within its competences. The patrimonial asset assigned will be subject to a public service use and external to the assignor, will become public property without involving a change of ownership.

The aforementioned assets will be subject to the general rules established by Law 4/1986, May 5 1986 concerning the demanial nature assets, the assignment agreement and those ones imposed, where appropriate, by the applicable rule.

When the asset is no longer in use for the intended purposes, will be incorporated to the Autonomous Community assets.

5. In the event of the Agency extinction, the remaining assets will be incorporated to the Autonomous Community assets, after the remaining financial obligations payment or assumption.

Article 27. Powers of disposition.

The Agency, within the limits established by the applicable patrimonial regulations, will have the free disposition of its own assets and rights. The Governing Bodies may agree their acquisition, leasing, exchange and disposal.

CHAPTER II

Procurement

Article 28. Procurement.

1. The contracts procured by the Agency are ruled by the regulations applicable to the Public Administrations in matters of procurement.

2. The Managing Direction will be the body responsible for procurement, notwithstanding the authorisations which, in compliance with the general patrimonial and procurement regulations of the Andalusian Regional Government Administration, where applicable, concerning the amounts and limits provided in these Statutes.

CHAPTER III

Financial-Economic System

Article 29. Action, investment and finance Programme.

1. The Agency will draw up an action, investment and finance Programme annually, as well as for the following financial period, an Explanatory Memorandum on its content y the main innovations concerning the action, investment and finance Programme of the previous financial period, in compliance with the Reviewed General Law of Public Finance of the Andalusian Regional Government.

2. The programme will be adjusted to the multiannual estimates developed by the Andalusian Knowledge Agency in accordance with the economic plans from the Andalusian Regional Government

Article 30. Financial Regulation.

The Agency financial regulation will be established in accordance with the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government regarding the public corporate agencies, by the annual Andalusian Regional Government Budget Laws and by any other effective legal dispositions. The gender perspective will be incorporated for the assessment of the impact of gender regarding the developing actions.

Article 31. Capital and Expenditure Budget.

1. The Agency will draft an expenditure and capital Budget in which the correspondent annual resources and assignments will be detailed, in accordance with the Reviewed General Law of Public Finance of the Andalusian Regional Government, which will be sent to the competent

Regional Ministry of Finance from the competent Regional Ministry to which the Agency is ascribed, in compliance with the provisions in article 60 by the aforementioned Reviewed General Law.

2. The Agency system for budgetary amendments will be the general regulations established by the Budgetary Laws applicable for the Andalusian Regional Government Agencies.

Article 32. Financial Operations.

The Agency will carry out all kind of financial operations and, particularly, will arrange assets and liability transactions, loans and guarantees, in accordance with the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government, and in compliance with the limits provided by the annual Budgetary Laws for the Andalusian Regional Government, the Annual Debt Programme agreed between the Andalusian Regional Government Administration and the State General Administration

Article 33. Accounting System.

1. The Agency will apply the established accounting principles in accordance with the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government, in order to ensure the accurate reflection regarding the operations, costs, and the outcomes of its activity, as well as to provide data and information with economic significance.

2. The Agency will have an economic information system as well as a management accounting system.

3. The Agency Annual Accounts will be presented by the Managing Direction and will be submitted to the Governing Council for approval.

4. The Agency will be subject to the public accounting system, with the obligation to report the use of public funds, in accordance with the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government.

TITLE IV

Controls

Article 34. Efficiency Control.

The Agency efficiency control will be provided in compliance with the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government, by Law 9/2007, October 22

2007, and by other applicable legal regulations currently in effect.

Article 35. Financial Control.

1. The Agency will be subject to permanent financial control in accordance with the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government.
2. The contract of audits relating the Agency will be subject to the provisions by the Reviewed General Law of Public Finance of the Andalusian Regional Government.

TITLE V

Social Responsibility

Article 36. Ethical Code of Conduct.

The Governing Board will approve an Ethical Code of Conduct of the Agency associated with a repertoire of the best social and economic practices, which define its socially responsible attitude.

Article 37. Social Balance.

Annually, the Agency will draft a social balance, which will be published with the Annual Account Statement, and that will collect and assess analytical and systematically the issues concerning the entity social responsibility.

TITLE VI

The Andalusian Knowledge Agency Staff

Article 38. The Agency Staff.

1. The Agency Staff will be subject to the Labour Law. The Agency labour relations will be subject to The Reviewed Law Statute of Workers' Rights, passed by Royal Legislative Decree 1/1995, March 24 1995, by Law 7/2007, April, 12, 1995, of the Basic Statute for Public Employment, as well as by other applicable legal regulations currently in effect.
2. The civil service staff who, in application of article 69.3 of Law 9/2007, October, 22, 2007, held functional dependency positions for the Agency with respect to the job positions list of the Regional Ministry to which the Agency is assigned, will be functionally assigned to the Agency. The aforementioned staff will be a subject to the Administrative Law and to the applicable legal

regulations for the Andalusian Regional Government civil service, and will exercise its functions under the functional dependence of the Managing Director, regulated by the Agreement Governing the Civil Service Staff Labour Conditions of the Andalusian Regional Government Administration, and particularly the regulation with regards to working hours, timetable and remunerations.

3. The University teaching and research staff, as well as the Andalusian Public Research Institutes teaching and research staff, and other staff from other Administrations, may be temporary and voluntary assigned to the Agency, by means of a specific agreement between both institutions, prepared for this purpose, for the performance of the functions assigned to the Agency, respecting the functions reserved that, in compliance with the articles 9.2 of Law 7/2007, April, 12, 2007, and 69.3 of Law 9/2007, October, 22, 2007, are reserved to public civil servants.

4. In accordance with the fourth additional provision by Law 1/2011, February, 17, 2011, the civil service staff voluntary integrated in the Agency as labour staff, will administratively remain in voluntary leave due to service provision for the Andalusian Public Sector. The type of contract will be negotiated with the most representative trade unions. Additionally, in compliance with paragraph a) of the fourth additional provision of Law 1/2011, February, 17, 2011, the aforementioned staff work will be considered as merit when participating in public calls for merits assessment for the provision of staff for the Andalusian Regional Government General Administration.

The Agency will recognise the length of service provided by the aforementioned staff for the Administration for remuneration purposes.

Additionally, when they return to active service, the length of effective service in the Agency will be taken into account for the purpose of calculating triennia and, where applicable, it will be considered with regards to the professional careers.

Article 39. Recruitment Procedures.

The Agency staff will be recruited through public calls published by the official media and it will subject to the constitutional principles of equality, merit and ability; taking also into account the established reservation for disabled people of the Andalusian Regional Government General Administration.

Article 40. Remuneration System.

1. The remuneration conditions of the Agency staff will be determined by the correspondent Collective Agreement and by the respective employment contract.

2. The procedures for determining and amending the Agency labour staff remunerations conditions will require a prior favourable report by the competent Regional Ministry of Finance and Public Administration, in accordance with the provisions in article 70.3 de la Ley 9/2007, October 22 2007.

3. The remunerative concepts for the civil service staff functionally under the Agency are established by the Andalusian Regional Government Administration public service regulations and amounts will be determined in accordance with the provisions by Law of Budget of the Andalusian Autonomous Community and by the jobs positions list.

4. The wage bill earmarked for the productivity allowance or for an equivalent concept will be bound, in any case, to meeting the established goals.

Article 41. Managerial Staff.*

1. The Managing Director, the Secretary General, the Projects Director and the Director for Evaluation and Accreditation are the Agency Managerial Staff.

2. Excepting the cases that, in accordance with these Statutes, another Legal System is applied, the Agency Managerial Staff will be governed by the provisions in article 13 of Revised Law, Basic Statutes for Public Staff, passed by Royal Decree 5/2015, October, 30, and by the normative of development dictated by the Autonomous Andalusian Community, and they will be appointed taking into account the principles merit, ability, and eligibility criteria, and it will subject to an advertising and competition procedure.

3. In compliance with article 2 of the fifth additional provision by Law 1/2011, February, 17, 2011, the Managerial Staff who perform management tasks relating to the exercise of public faculties will be appointed either from among the civil service Managerial Staff, with civil service officer status, or, in any case, the aforementioned Management positions will be held by the staff appointed by Andalusian Regional Governing Council.

Article 42. Incompatibilities.

The Agency staff will be subject to the corresponding regime of incompatibilities, in compliance with the regulations currently in effect.

Article 43. Performance Assessment: the Agency staff career development and professional training.

1. The Agency will establish a professional training and development plan through continuous enhancement of personnel capabilities. The Agency training plan actions may be approved by the Andalusian Public Administration Institute.

2. The Agency, after negotiating with the trade unions representatives, will develop staff training assessment systems to measure and assess both the professional conduct and performance, as well as the achievement of the outcomes.

3. Additionally, the Agency will encourage the development of professional careers, which will be based on the merit and capability principles, as well as on the systems provided on paragraph 2.

Article 44. Job catalogue, occupational risks prevention plan, and corporate social responsibility.

1. The Agency Managing Director, within the framework of an initial action plan, and notwithstanding the negotiation with the staff unions representatives, will regulate the Jobs catalogue development which will be submitted for consideration by the Governing Board. In compliance with the provisions in article 74 by Law 7/2007, April, 12, 2007, it will be published and will comprise, at least, the jobs standardization, the professional hierarchy, the staff salary scales assigned, and where applicable, the provision systems and the supplementary productivity allowances.

2. Within the framework of the Agency initial action plan, it will also be determined the deadlines set out to develop the occupational risks prevention plans, equality, quality, and, where applicable, the corporate social responsibility plan. The occupational risks prevention plans will be regulated in compliance with the applicable regulations approved by the Andalusian Regional Government General Administration.

Article 45. Trade unions participation and representation rights.

The Agency, within the framework of the labour regulations currently in effect and, in accordance with the rights attributed to the staff unions representatives will negotiate with them the issues concerning the structured organization of work as well as the working conditions.

Article 46. Compensation for Service Reasons.

1. The Compensations made for services reasons made to the Agency staff will be applied in accordance with the provisions in Decree 54/1989, March, 21, and the normative of development applied to the Regional Andalusian Government Administration staff.

2. Additionally, the collaborators external to the Regional Andalusian Government Administration, acting as technical collaborators for the Agency in the development of its activities of training, evaluation and accreditation, or through their participation as speakers in technical sessions or training seminars.

3. The amounts to be compensated to such technical collaborators for their participation on the issue of evaluation reports, sessions of the evaluation and accreditation committees and commissions, elaboration and provision of a presentation or teaching activity, as well as the staff external to the Regional Andalusian Government Administration, recruited for coordination tasks concerning the evaluation and accreditation actions, will be approved by order of the Regional

Ministry under which the Agency is assigned, after proposal of its Governing Board, previous favourable report of the Regional Ministries with competences in the areas of Public Administration and Finance.