

Personnel		
Personnel survey	Personnel and culture	Autumn 2021 (next 2023)/Quality portal
Survey on ability to work	Personnel and culture	Spring 2021 (next?)/Intra
Equality indicators: personnel distribution and salary comparison by group	Personnel and culture	Autumn 2020 (annually) / Cooperation Advisory Committee minutes / Therefore
? Results with key HR indicators (such as, development of number and structure of personnel, training days, target distribution of scorecards, sick leave days)	Personnel and culture	Annually / Development plan for personnel and expertise / Intra
? Performance and development discussions	Supervisors	Annually / Sympa
Students		
Student surveys (university of applied sciences and Master)	Quality manager/Operations management	<p>Cycle repeating every academic year:</p> <ul style="list-style-type: none"> • in autumn, a survey for new polytechnic degree students • in the spring term 1) a monitoring survey related to university of applied sciences for students who started their studies in the previous academic year, 2) a survey for new university of applied sciences students 3) a survey for YAMK degree students who began their studies during the ongoing academic year <p>Publication on the quality portal</p>
Accessibility survey	Student union Helga	
Equality and non-discrimination survey	Quality manager/ Operations management	<p>early autumn 2023 new proposal</p> <p>Please note! The determination of the target group and reviewing the survey content should be agreed on in spring 2023.</p> <p>Publication on the quality portal</p>