

## **SUMMARY**

### **Summary of Report 2/2022, relating to the Centre for Genomic Regulation Foundation, year 2019**

*Barcelona, 30 March 2022*

The Public Audit Office for Catalonia has issued Report 2/2022, relating to the Centre for Genomic Regulation Foundation (CRG), financial year 2019, in fulfilment of its Annual Programme of Activities.

The report, which was presented by Board Member Mr Jordi Pons i Novell, was approved by the Audit Office Board at its meeting on 8 February 2022.

The work undertaken for this limited scope audit included auditing its Operating Statement and fixed assets, and reviewing its compliance with basic legislation applying to the areas of accounting, the budget cycle, staffing and procurement.

The Centre for Genomic Regulation Foundation was set up on 27 July 2000 at the initiative of the Government of Catalonia (*Generalitat*) and Pompeu Fabra University (UPF), with the aim of becoming an internationally renowned centre in the development of research in the field of genomics. It is recognised as one of Catalonia's research centres (the CERCA group).

In 2019 the CRG, according to its Operating Statement, had operating revenues of €42.55m and operating expenditures of €42.92m.

The Conclusions section of the report presents the most significant findings arising from the audit carried out, of which the following can be highlighted:

- In year 2019 the CRG did not have a Schedule of Staff Positions (SSP) or equivalent instrument for organising its human resources that had been formally approved by its Board of Trustees.
- Its wage tables for each personnel group envisaged grades and levels each with a single specific salary figure, except for the highest categories of research staff, for which a wage band with upper and lower limits for each group had been established. The fact that no SSP or equivalent document existed establishing what aspects differentiated between levels or determining the starting level for each job position meant that considerable discretionary powers existed for determining the salaries of CRG staff.
- On 1 July 2019 the CRG brought its employee categories in line with those laid down in regulations in force, and modified the wage structures for its technical research staff and

administrative support staff. There was no formal evidence of the analysis carried out to determine the category changes and assign the different levels.

- The CRG's Board of Trustees did not approve, for year 2019, the amount to cover wage increases for promotion, productivity, objectives and temporary bonuses, and retaining talent, as given in the internal wage regulations, and it did not establish an upper limit for them, as envisaged in the document on the special regime for CERCA centres and the Catalan Institution for Research and Advanced Studies Foundation (ICREA) dated 27 June 2017.
- The CRG's personnel expenditures did not include the cost of staff posted there on secondment, whose wages, according to the regulations in place, were paid by the entity they came from.
- A review of thirteen staff selection files led to findings regarding a lack of documentary evidence for the procedure carried out and insufficient justification for the decisions made.
- In October 2021 the transparency section of the CRG's website did not include the information on staff envisaged in articles 8 and 9 of the Transparency, Access to Public Information and Good Governance Act (Act 19/2014, of 29 December).
- In 2019 the CRG failed to notify the Public Contracts Register of its low-value contracts, as required by article 346 of the LCSP, Spain's Public Sector Contracts Act (Act 9/2017, of 8 November).
- The audit work undertaken showed that the CRG had acquired supplies on a recurring basis through direct purchases that cumulatively represented large sums of money, for which proper contracts or framework agreements should have been formalised using applicable procurement procedures. This issue resulted in arrangements which eluded publicity rules or other requirements which should have been met in the procurement process. For this reason, they constituted an improper splitting-up of contracts and, as a result, an infringement of LCSP articles 99.2 and 118.3.

Finally, in the Conclusions section of the report various recommendations are made which, in the view of the Audit Office, would help to resolve some of the issues mentioned in the Findings section.

This summary is solely for information purposes. The audit report (in Catalan and Spanish) can be consulted at [www.sindicatura.cat](http://www.sindicatura.cat).