

## UNIVERSIDADE NOVA DE LISBOA

### Chancellor's Office

#### Decree No. 769/2021

Following the transformation of Universidade NOVA de Lisboa into a public foundation under a private law regime, pursuant to Decree-Law No. 20/2017 of February 21st, the Escola Nacional de Saúde Pública/NOVA National School of Public Health by-laws were approved by Order No. 7752/2018, published in Diário da República [official government gazette], 2nd series, no. 155 of August 13th.;

Whereas the recent revision of the Universidade NOVA de Lisboa by-laws, via Legislative Order No. 3/2020 of February 6th, and the content of its article 50, which sets that the “by-laws of the Organic Units that make up Universidade NOVA de Lisboa are mandatorily revised to suit the amendments to these by-laws, within six months of the date of their entry into force”;

Whereas, also, that under the terms of subparagraph e) of article 8(1) of the NOVA National School of Public Health by-laws, amending these requires approval by the School Board, consulting with the Scientific and Pedagogic Councils;

The project to revise the Universidade Nova de Lisboa/NOVA National School of Public Health by-laws was approved by absolute majority of the School Board Meeting held on November 12th, 2020, after consulting with the Scientific Council and the Pedagogic Council;

After all formalities were fulfilled for its assessment within the applicable legal terms;  
Pursuant to No. 1 i) of Article 21 of the NOVA University By-laws, I hereby determine the following:

#### Article One of One

The revision of the Escola Nacional de Saúde Pública/NOVA National School of Public Health (ENSP/NNSPH) By-laws is approved. The By-laws were approved by Order No. 7752/2018, published in Diário da República [official government gazette], 2nd series, no. 155 of August 13, the full text of which will be published in an annex to this order.

January 4, 2021. — The Chancellor, Professor Doctor João Sáágua

#### ANNEX

### NOVA NATIONAL SCHOOL OF PUBLIC HEALTH BY-LAWS

#### CHAPTER 1

#### Nature and mission

##### Article 1

##### Nature and legal regime

1 — The National School of Public Health, henceforth designated as NNSPH, is an organic unit of Universidade NOVA de Lisboa, henceforth designated as UNL, which is equipped with scientific, pedagogic, administrative, and financial autonomy as well as the skills established by law and these by-laws.

2 — NNSPH is adopting the designation of *Escola Nacional de Saúde Pública* in Portuguese and NOVA National School of Public Health in English.

##### Article 2

##### Mission

As an organic unit of UNL directed at the fields of knowledge incorporated in Public Health Sciences within a perspective of inter and transdisciplinarity, NNSPH is developing a specific mission within the following plans:

- a) Quality education for Master's Degrees and Doctoral Degrees and postgraduate education in specific health fields;
- b) Development of research activities in Public Health directed at specifically solving problems placed on the society and healthcare systems;
- c) Provision of community services contributing to the definition of political strategies in public health developing international cooperation and synergies with other organic units in UNL and other national or foreign institutions;
- d) Promoting institutional cooperation between different activity sectors and institutions – national or foreign – developing the necessary synergies for fully carrying out its mission with an emphasis on the role its former students may play.

## CHAPTER 2

**Internal organisation**

## SECTION 1

**Organic structure**

## Article 3

**NNSPH Bodies**

The following are NNSPH bodies:

- a) The School Board;
- b) The President;
- c) The Management Board;
- d) The Scientific Council;
- e) The Pedagogic Council;
- f) The Advisory Board.

## Article 4

**Nature and composition of the School Board**

1 — The School Board is the body that represents the community of professors, researchers, students, and non-teaching staff and non-researchers establishing the strategic lines and following the general NNSPH policies.

2 — The School Board is made up of thirteen members, who are:

- a) Eight professors or researchers;
- b) A student;
- c) Three external personalities of renown merit who are not a part of UNL with relevant knowledge and experience for the latter;
- d) A non-teaching staff member and non-researcher.

3 — The members of the School Board are independent in the exercise of their jobs and do not represent groups or sector interests.

4 — For the purpose of No. 2 a), seven professors or researchers ought to be considered among professors and career researchers and those effectively working full-time teaching or doing research at NNSPH with a contract for more than a year regardless of their employment status, and a professor or researcher among the part-time guest lecturers and guest researchers with a contract for more than a year.

5 — For the purpose of No. 2 c), retired professors and researchers from NNSPH are considered as belonging to the institution.

6 — For the purpose of No. 2 d), full-time effective non-teaching staff and non-researchers with a contract for more than a year are considered.

## Article 5

**Designation of the members of the School Board**

1 — The members of the School Board mentioned in No. 2 a), b), and d) of the previous Article are elected by all their peers together.

2 — At least one of the members of the School Board mentioned in No. 2 a) of the previous Article ought to be a Professor unless the number of effective Professors at NNSPH is lower than four.

3 — The lists of elected professors and researchers ought to include four alternates.

4 — The lists of elected students and non-teaching staff ought to include two alternates each.

5 — The members of the School Board mentioned in No. 2 c) of the previous Article are co-opted by the elected members together by an absolute majority of votes of the effective members based on justified proposals subscribed by a third of the elected members.

6 — The members of the School Board mentioned in the previous number are appointed in accordance with the UNL By-laws.

7 — The President takes part in School Board meetings when invited to do so but is not entitled to vote.

## Article 6

**Term of the members of the School Board**

1 — The term of the members mentioned in No. 2 a), c), and d) of Article 4 is four years.

2 — The term of the members mentioned in No. 2 b) of Article 4 is two years.

3 — The members of the School Board will lose their term when they no longer meet the eligibility, co-opt, or any other requirements in the rules.

4 — The members of the School Board may only be impeached by the School Board by a majority of two thirds of the members present as long as that is higher than the majority of effective members in the case of gross absence as per rules.

5 — In the case of an early termination of their term, the members of the School Board shall be replaced in accordance with the following rules:

- a) The elected members are replaced by the alternates in the same order as the result lists;
- b) The co-opted members are replaced by co-opting a new personality who will meet the requirements foreseen in No. 2 c) of Article 4 and pursuant to No. 5 and 6 of the Previous Article in a meeting where only the effective members elected will take part.

6 — The elected members who are not able to exercise may be temporarily replaced pursuant to paragraph a) of the previous number.

#### Article 7

##### **Chairperson of the School Board**

1 — The Chairperson of the School Board is one of the co-opted members mentioned in No. 2 c) of Article 4, who is elected by all the members of this body.

2 — The Chairperson of the School Board is elected by the School Board for a four-year-term, which may only be renewed once.

#### Article 8

##### **Duties of the School Board**

1 — The School Board has the following duties:

- a) To approve its by-laws;
- b) To approve the regulations on electing the Chairperson, organizing the electoral procedure and electing the Chairperson, under the terms of article 9.
- c) Dismiss and suspend the Chairperson;
- d) Elect the President;
- e) To approve NNSPH By-laws and their amendments after hearing the Scientific and Pedagogic Councils;
- f) To propose to the President global and sector assessment procedures in respect to NNSPH, research centres, and any other existing institutional relation;
- g) To propose to the President fundraising strategies for NNSPH;
- h) To propose to the President suitable measures for the further development of a relation between NNSPH activities and the community, particularly in terms of healthcare;
- i) To propose auditing to NNSPH management;
- j) To assess the actions of the President and the Management Board;
- k) To propose the initiatives deemed as necessary for the institution to work properly;
- l) To give its opinion on any subject submitted by the President, particularly regarding the constitution of partnerships that involve NNSPH.

2 — The School Board has the following duties proposed by the President:

- a) To approve mid-term strategic plans and the action plan for the President's four-year-term;
- b) To approve the institution's general guidelines within a scientific, pedagogic, financial, and patrimonial plan;
- c) To approve the annual activity plan and assess the institution's annual activity report;
- d) To approve the proposed budget;
- e) To approve the annual accounts with the report and opinion of the Statutory Auditor;
- f) To speak on the acquisition or disposal of NNSPH real estate as well as credit operations.

3 — The decisions to which No. 2 a) to d) and g) refer must be preceded by an opinion to be drawn up by external entities and submitted to the Chairperson of the School Board within 30 days after having been requested by the President.

4 — The decisions of the School Board are approved by a majority of votes except in the case of impeachment of the President, which requires a majority of two thirds of the members present as long as this is higher than the absolute majority of the effective members in a meeting that is specifically held for this purpose.

5 — The School Board may request opinions from other NNSPH bodies in all matters of their duty.

#### Article 9

##### **President**

1 — The President is the body that manages and represents NNSPH within the scope of autonomy granted by the law and its by-laws.

2 — The President is elected by the School Board following the submission of an application and an action plan that ought to fit the established strategic guidelines for UNL.

3 — The following may apply to be President:

- a) Coordinating researchers or Professors at UNL or any other national or foreign university or research institution;
- b) Coordinating researchers, Professors, associate professors, or main researchers at UNL or any other national or foreign university or research institution in the event of NNSPH having less than seven effective coordinating researchers or Professors.

4 — The ineligibility criteria foreseen in the law and in the UNL By-laws for those applying for the Chancellor position also apply to those applying to be President.

5 — In the case of nobody applying, the President shall be appointed by the Chancellor among the professors or researchers with the right to stand for election after hearing the School Board.

6 — The President will run for a four-year-term and may not be elected for more than two consecutive terms or the four-year-term right after the second consecutive term.

#### Article 10

##### **Duties of the President**

1 — The President has the following duties:

- a) To appoint Vice Presidents after hearing the School Board;
- b) To appoint the members of the Management Board;

- c) To preside over the Management Board, head the NNSPH, and approve the necessary regulations for it to function;
- d) To appoint and exonerate the heads of NNSPH services pursuant to the law;
- e) To approve the University's schedule and timetables after hearing the Scientific and Pedagogic Councils;
- f) To exercise the disciplinary powers that have been delegated by the Chancellor pursuant to No. 1 b) of Article 22 of UNL By-laws;
- g) To draw up the budget and activity plan as well as the report on activities and accounts;
- h) To submit to the UNL bodies the strategic plan, budget, and report on activities and accounts of NNSPH;
- i) To represent NNSPH at the Presidential Committee and before other UNL and also to the outside;
- j) To appoint the selection panel for academic, Master's exams as proposed by the Scientific Council;
- k) To appoint the selection panel for recognising Master's and Doctoral qualifications as proposed by the Scientific Council;
- l) To approve the distribution of the teaching staff and the distribution chart for course unit responsibilities;
- m) To approve the performance assessment results for the teaching staff;
- n) To set up school awards for students that excel in courses that may or may not lead to a degree;
- o) To consent to Professors reaching the age limit throughout the school year to continue exercising their duties until the end of that year pursuant to the law;
- p) To propose to the Chancellor the creation or changes to University Degree, Master's Degrees, and Doctoral Degrees after hearing the Scientific Council;
- q) To create, suspend, or terminate a course that will not lead to a degree;
- r) To execute the decisions of NNSPH bodies;
- s) Deal with the applications by ENSP to programs funded by outside bodies, as long as the situations make it possible to submit more than one application on behalf of UNL, regardless of the latter being the main body or a partner;
- t) Enter into agreements to obtain funding for projects funded by outside bodies, as long as:
  - i. They do not go beyond the maximum amount set annually by the UNL Management Board, in terms of the financial duties of ENSP;
  - ii. They do not entail exploiting another entity for intellectual property or corporate secret;
- u) Propose, under the terms of the law, the fees to be paid by students
- v) Set the prices for any services offered by ENSP;
- w) To exercise other duties granted by the law, UNL By-laws, or these By-laws, or those which are delegated by the Chancellor.

2 — The President may delegate the necessary duties for a more efficient management to Vice Presidents or the NNSPH Executive Director.

#### Article 11

##### **Vice President**

1 — The President may appoint one or two Vice Presidents to assist in specific areas or certain projects preceding the opinion of the School Board among Professors and researchers at NNSPH or any other national or foreign university or research institution, or personalities of renowned merit and relevant professional experience.

2 — The Vice Presidents shall exercise the delegated duties by the President.

3 — The President shall be replaced by the appointed Vice President whenever the former is absent or not able to be present, or if no Vice President has been appointed then it will be the one that has been there the longest with the highest ranking.

4 — Vice Presidents may be exonerated by the President at any given time and their terms shall terminate when the President's term is over.

5 — Vice Presidents shall be paid according to their original category plus a bonus for the management positions if they belong to the university teaching staff or by comparison to the position of Higher Level 2 foreseen in Article 14 b) of Portuguese Regulation No. 578/2017 of October 31st.

#### Article 12

##### **Basis for exercising the President's duties**

1 — The job of President is exercised on an exclusive commitment basis without loss for the latter's inherent jobs.

2 — If the President is a Professor, the latter shall be dismissed from the exercise of teaching or research services without loss for their initiative to provide these services.

#### Article 13

##### **Autonomy and conflicts of interest**

1 — Heads and members of NNSPH managing and governing bodies shall be at the exclusive service of public interest of their institution and shall exercise independent functions.

2 — The President and Vice Presidents cannot belong to the managing or governing body of another Portuguese or foreign higher education institution.

3 — Any incompatibility observed will lead to them stepping down and not being eligible for any of the positions foreseen in No. 2 for four years.

#### Article 14

##### **Composition of the Scientific Council**

1 — The Scientific Council is the scientific management body of NNSPH.

2 — The Scientific Council comprises a maximum of twenty-five members represented by the teaching staff and research centres hosted by the School, in the last case the number shall be equal to or lower than two per research centre in accordance with the established rules by No. 1 of Article 102 of Law No. 62/2007 of September 10th.

3 — According to the limits mentioned in the previous number, the composition of the Scientific Council is established every four years by the School Board.

4 — Whenever the number of eligible people is lower than that established, the Scientific Council shall be composed by

all of them.

5 — The Scientific Council sits as plenary court, as a coordinating committee, and as scientific committees in accordance with that foreseen by its by-laws, which establish the duties to be exercised in each case.

6 — The Chairperson or the Scientific Council may invite personalities considered of use to work on projects pursuant to that established in their internal regulations.

#### Article 15

##### **Chairperson of the Scientific Council**

1 — The Scientific Council is chaired by one of its members with the category of coordinating researcher or Professor except when NNSPH has fewer than five Professors where there may be one associate professor or main researcher.

2 — The Chairperson of the Scientific Council is elected for a four-year-term, which may only be renewed once.

#### Article 16

##### **Duties of the Scientific Council**

1 — The Scientific Council has the following duties:

- a) To approve its by-laws;
- b) To elect its Chairperson;
- c) To assess NNSPH scientific activity plan, speak on NNSPH general organisational and orientation guidelines on a scientific basis and to follow the development of scientific activities;
- d) To assess the previous year activities by means of a report submitted by the Chairperson;
- e) To speak on the creation or Department changes and the extinction of the institution's organic units;
- f) To deliberate on the distribution of the teaching staff, which shall be subjected to the approval of the President of NNSPH depending on the case;
- g) To speak on the creation, changes, suspension, and extinction of University Degrees, Master's Degrees, and Doctoral Degrees, doctoral fields and specialities, and approve the study plans for the ministered University Degrees, Master's Degrees, and Doctoral Degrees;
- h) To speak on the scientific activities involved in the provision of community services;
- i) To speak on the acquisition or disposal of scientific equipment and its allocation;
- j) To speak on the conditions of admission to the several academic levels, exams, and course attendance;
- k) To assess general conditions and rules for providing equivalent credits to subjects and diplomas;
- l) To propose or speak on the concession of titles or honours;
- m) To propose or speak on setting up school awards;
- n) To propose or speak on international partnerships and agreements;
- o) To propose or provide an opinion on inviting personalities to perform the task of visiting or guest professors and their renewal;
- p) To propose the composition of a selection panel for exams and academic interviews;
- q) To practise the other actions foreseen in the law relating to teaching and hiring teaching staff;
- r) To speak on changes to NNSPH by-laws;
- s) To speak on other matters granted by law or submitted by the Chancellor or other UNL or NNSPH governing bodies.

2 — Members of the Scientific Council may not take part in the decisions of matters relating to:

- a) Actions relating to the career of teaching staff in a category that is above their own;
- b) Applications or exams relating to which they have the conditions to oppose.

3 — A Scientific Council hearing is mandatory on every matter that is related to their duties and all decisions determined as binding by the law or UNL By-laws shall be binding.

#### Article 17

##### **Composition of the Pedagogic Council**

1 — The Pedagogic Council is the NNSPH pedagogic management body and comprises twelve members, out of which:

- a) Six are professors or researchers;
- b) Six are students.

2 — For the purpose of paragraph a) of the previous number, the most voted six effective members and three alternate members are elected out of all those eligible.

3 — All professors and professional researchers are eligible along with the remaining professors and researchers with a contract of one year or higher regardless of the nature that links them to NNSPH.

4 — The teaching and research staff are represented by a majority of doctorate members.

5 — For the purpose of No. 1 b), six effective members and three alternate members are elected by and among the students enrolled in NNSPH degrees to be annually established on a list approved by the President.

6 — The order of applicants is according to the votes obtained although the 2nd, 3rd, 4th, 5th, and 6th most voted students in each degree will only be able to be elected after all NNSPH degrees have been strictly represented by vote in order to make sure that most of the degrees are represented.

7 — The six most voted students out of all those eligible are elected as effective members being subject to the qualifications established in the previous number.

8 — The three alternate members shall be elected in accordance with their votes, which are subject to the qualifications on No. 5 of this Article.

9 — The term of the members mentioned in No. 1 a) is four years.

10 — The term of the members mentioned in No. 1 b) is one year.

11 — The Pedagogic Council may be a part of pedagogic committees and works as established by its by-laws.

#### Article 18

##### **Chairperson of the Pedagogic Council**

The Chairperson of the Pedagogic Council is elected by the members of the body among full professor and associate professor or coordinating and lead researchers at ENSP, members, for a term of two years, renewable once only.

#### Article 19

##### **Duties of the Pedagogic Council**

The Pedagogic Council has the following duties:

- a) To approve its by-laws;
- b) To speak on pedagogic guidelines and evaluation and teaching methods;
- c) To coordinate and harmonise the pedagogic activities relating to the different degrees;
- d) To promote regular surveys on the pedagogic performance of NNSPH and its analysis and broadcast;
- e) To promote the evaluation of the pedagogic performance of professors by them as well as students, and its analysis and broadcast;
- f) To boost the pedagogic training of professors;
- g) To assess complaints regarding pedagogic failures and propose the necessary steps;
- h) To approve regulations on the assessment of student performance;
- i) To speak on lapsed statuses;
- j) To speak on the creation of University Degrees, Master's Degrees, and Doctoral Degrees and on the plans of those ministered;
- k) To speak on setting up school awards;
- l) To speak on the school calendar and exam schedules at NNSPH;
- m) To propose the acquisition of audiovisual or bibliographic didactic material and provide an opinion on proposals regarding this matter;
- n) To organise pedagogic activities with the departments;
- o) To provide an opinion on changes to NNSPH by-laws;
- p) To speak on any other pedagogic subject or one with pedagogic implications.

#### Article 20

##### **The Advisory Board**

1 — The Advisory Board is the school body that connects NNSPH to society and is meant to advise the President on the definition of strategic areas for developing education and research and the provision of community services.

2 — The Advisory Board comprises a maximum of fifteen members.

3 — The Advisory Board incorporates national or foreign personalities connected to the healthcare, cultural, scientific, professional, and economic sectors, former students, and other personalities of renowned merit who are invited by the President after the Scientific Council has been heard.

4 — The Advisory Board has the following duties:

- a) To draw up and approve its by-laws;
- b) To propose to the President strategic partnership projects contributing to the prosecution of the NNSPH Mission;
- c) To support the President in mobilising resources and wills for the development of NNSPH activities;
- d) To issue an opinion on submitted proposals by other School bodies.

5 — The members of the Advisory Board have the same term as the President.

6 — The President and Chairperson of the Scientific Council take part in Advisory Board meetings but are not entitled to vote.

7 — Personalities chosen by the President or the Advisory Board may be invited to take part in Advisory Board meetings but are not entitled to vote.

8 — The Chairperson of the Advisory Board is elected among its members.

9 — The Advisory Board holds an ordinary meeting at least once a year.

#### Article 21

##### **Composition and operations of the Management Board**

1 — The Management Board comprises the following:

- a) The President, who presides it;
- b) By the Vice-Presidents;
- c) The Executive Director.

2 — The members of the Management Board have the same term as the President

3 - The Management Board has the following duties:

- a) To assist the President in the exercise of their duties;
- b) To ensure that the NNSPH financial management is incorporated into that of UNL;

4 — Other relevant entities for analysing the concerned matters may be summoned for the Management Board meetings but will not be entitled to vote.

## SECTION 2

### Performance of the structures and decisions

#### Article 22

##### Quorum

1 — NNSPH bodies may only make a decision whenever the majority of the legal number of members entitled to vote is present.

2 — If the quorum mentioned above is not observed the first time, a new meeting ought to be summoned but not before 24 hours have passed.

3 — If the same is still observed, the school bodies may make a decision on the second meeting as long as a third of its members entitled to vote is present.

4 — Minutes are written for each meeting containing a summary of everything that took place and is relevant for knowing and assessing the legality of the decisions made, particularly the date and place of the meeting, the agenda, the members present, the subjects handled, the decisions made, voting method and results, and the decisions of the chairperson.

#### Article 23

##### Required majority in decisions

1 — School body decisions are made by an absolute majority of votes of the members present in the meeting unless a qualified majority is required according to a legal or statutory provision or a simple majority is sufficient.

2 — Whenever an absolute majority is required but this is not the case and there is no tie either, a new vote shall take place immediately and if the situation continues the same the decision shall be postponed to the next meeting where a relative majority shall be sufficient.

3 — Secret voting shall only take place in elections and in cases foreseen on the Portuguese Code of Administrative Procedure.

4 — The chairperson shall be the tie-breaker; this is valid except for the President when presiding over the Management Board, where the latter has a quality vote.

## CHAPTER 3

### Internal organisation

#### SECTION 1

##### Academic and scientific area

#### Article 24

##### Organisation of the academic area

1 — Departments constitute basic NNSPH education and research structural units supporting scientific development and the provision of community services within their own domains, which are incorporated into the School's mission.

2 — Departments are created, changed, or extinguished by the President preceding an opinion from the Scientific Council.

3 — Without loss for the structure established in No. 1, NNSPH activities may be organised based on a horizontal and interdisciplinary model.

#### Article 25

##### Department duties

1 — The departments are particularly responsible for the following tending towards the development of research, education quality, and the provision of specialised community services:

- a) Ensuring that the subjects included in their scientific areas are taught;
- b) Enforcing and assessing the application of the guidelines of the President and the Scientific and Pedagogic Councils regarding the good use of NNSPH resources and the quality of education, scientific productions, and supporting the development of the healthcare system;
- c) Making it easier for cooperation between subjects in preparing, implementing, and assessing NNSPH academic products;
- d) Boosting and developing research;
- e) Proposing the signing of covenants and contracts for research and the provision of services with public or private entities.

2 — The Departments are headed by a Professor, or if the latter is absent, an associate professor to be appointed by the President after hearing the Scientific Council.

## Article 26

**Research centres**

1 — Research centres are interdisciplinary units aimed at proceeding with research and development activities in the subjects which are incorporated in the field of public health and similar sciences in terms of interdisciplinarity.

2 — Research centres are created, changed, or extinguished by the President based on the opinion of the Scientific Council, the members of Research Centres, and the legislation in force.

3 — The research centre regulations, which are approved by their members, are validated by the President based on the opinion of the Scientific Council.

## SECTION 2

**Occupational Health Area**

## Article 27

## NOVA Occupational Health

1. ENSP has an occupational health and safety service, called NOVA Occupational Safety, which provides in-house services to the employees of all Universidade NOVA de Lisboa organic duties, and externally, under the terms of the applicable law.

2. NOVA Occupational Health is headed over by a professor or career researcher at ENSP to be appointed by the President, after consulting with the Scientific Council.

3. The NOVA Occupational Health regulations are approved by the President.

## SECTION 3

**Administrative area**

## Article 28

**Executive Director**

1 — NNSPH has an Executive Director who assists the President in administrative, economic, financial, and patrimonial matters, in current management, and coordinating NNSPH services.

2 — The Executive Director is freely appointed among those with experience and know-how in management, and exonerated by the President terminating their duties when the President's term is over.

3 — The duties of the Executive Director are those foreseen on the legislation and regulations that apply as well as those delegated by the President.

## Article 29

**Services**

1 — NNSPH has the necessary services to ensure the exercise of the duties of its bodies.

2 — NNSPH services particularly cover the academic and planning fields, human and financial resources, information management, technical and scientific support, legal advice, and institutional development support in the promotion of quality, research, and innovation.

3 — The organisation of NNSPH services is based on light and flexible structures, mostly mission units and project teams.

4 — The organisation of NNSPH services is determined by the President and incorporated into its own regulations.

## CHAPTER 4

**The provision of community services and inter-institutional relations**

## Article 30

**The provision of community services**

1 — NNSPH may legally create centres for development and innovation activities that will contribute to an improvement of the community's health.

2 — These community service centres are governed by their own regulations, which are submitted to the Chancellor for approval.

## Article 31

**Inter-institutional relations**

1 — NNSPH may take part in groups of organic units and strategic platforms foreseen in the UNL By-laws, propose to the University's bodies the creation of research units, the signing of protocols, the establishment of consortia, and any other means of cooperation with teaching and research units or other relevant units within the context of its mission.

2 — NNSPH may – through UNL – take part in the creation and operations of other profitable or profitless entities, which may be private or international.

3 — The activities carried out within the scope of the previous numbers are approved by the President following an opinion from the School Board and the Scientific Council.

## CHAPTER 5

### Resources SECTION 1

#### Human Resources

##### Article 32

##### Principles

In terms of human resources, NNSPH:

- a) Promotes respect for the principle of equality;
- b) Encourages quality and innovation and the recognition of initiative and commitment;
- c) Uses merit attested by transparent methods of assessment as the basis for establishing wages and career development;
- d) Makes individual liability effective in compliance with the established goals.

##### Article 33

##### Personnel charts

1 — NNSPH has a permanent personnel chart on an employment basis for public service and for private entities under the Portuguese Labour Code for professors and researchers with the dimension and as established in the by-laws for the university teaching careers and scientific research.

2 — The number of jobs relating to non-teaching NNSPH staff on an employment basis for public service, on the basis of private entities, under the Portuguese Labour Code, is established every year and annexed to the UNL Budget taking into consideration the development of the institution's attributions, strategy, and goals set by management.

## SECTION 2

### Financial resources and assets

##### Article 34

##### Resource allocation

NNSPH allocates financial resources to its expenses:

- a) Within the scope of pursuing its mission;
- b) In respect to the principle of rationality and economic efficiency considering at all times opportunity costs for options that are set aside and seeking for each expenditure to provide the highest advantage;
- c) In compliance with the applicable legal standards.

##### Article 35

##### Financial resources

1- The following are NNSPH revenues:

- a) Budget appropriations attributed by the UNL budget;
- b) Revenues from the payment of tuition fees and other fees for University Degrees, Master's Degrees, and Doctoral Degrees, or other training courses;
- c) Revenues from research and development activities;
- d) Intellectual property income;
- e) Income from its own assets or those of which it has fruition;
- f) Revenues from the provision of services, issued opinions, and the sale of publications or other products from its activity;
- g) Subsidies, subventions, funding, donations, inheritance, or legacies.
- h) Interest from holding accounts and payments from eventual financial investments;
- i) Management account balance from previous years;
- j) The product of rates, fees, fines, penalties, and any other revenues received by legal means;
- k) Revenues from contracts signed by UNL and any public or private entity the object of which is incorporated or related to the NNSPH mission;
- l) Other revenues foreseen by law.

2 ENSP has legal personality.

##### Article 36

##### Assets

NNSPH runs the collection of properties and rights connected to its mission from the State, UNL, or any other public or private entity.

## CHAPTER 6

**Transitional and final provisions**

## Article 37

**Transitory Law**

1 — The effectiveness of the standards in these by-laws does not hold any effect whatsoever on the ongoing terms of the heads of NNSPH bodies.

2 — Previous and ongoing terms of current NNSPH bodies do not count when calculating the limits of their terms except in the case of the President, the Chair of the Scientific Council, and the Chair of the Pedagogic Council.

## Article 38

**Subsidiary Law**

The standards in the UNL By-laws are otherwise applicable in all matters not foreseen on these by-laws.

## Article 39

**Doubts**

Doubts raised when applying these by-laws shall be settled by decree from the President after hearing the School Board.

## Article 40

**Entry into force**

These by-laws shall become effective on the day following their publication in *Diário da República*.