

	2019	2020	2021	2022	2023
	<b>1. Disseminate C&amp;C and OTM-R principles to all the staff</b>				
1 Q		<p>5. Creation of an OTMR selection system.</p> <p>6. Improve and disseminate work rules.</p> <p>7. Elaborate and disseminate an integrated training plan for researchers</p> <p>8. Dissemination of complaints mechanisms and existence of an ombudsman</p>	13. Analysis and validation of the current infrastructures and services.	15. Creation of a research personal evaluation system	16. Training in team management for PIs and heads of Units or designated staff.
2 Q		<p>9. Writing and dissemination of good research practices' guide.</p> <p>10. Writing of a welcome manual</p>			
3 Q	2. Organize an annual career day	11. Foster security protection.	14. Update and implement the equal opportunities plan.		17. Foster teaching activities for researchers
4 Q	<p>3. Update of staff details on the web/intranet.</p> <p>4. Publicise information on IGTP structures for transfer</p>	12. PI training in OTM-R			18. Promote mobility targeted actions