	2019	2020	2021	2022	2023
	1. Disseminate C&C and OTM-R principles to all the staff				
1 Q		**5. Creation of an OTMR selection system.** **6. Improve and disseminate work rules.** **7. Elaborate and disseminate an integrated training plan for researchers** **8. Dissemination of complaints mechanisms and existence of an ombudsman**	**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		**9. Writing and dissemination of good research practices' guide.** **10. Writing of a welcome manual**			
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	**3. Update of staff details on the web/intranet.** **4. Publicise information on IGTP structures for transfer**	**12. PI training in OTM-R**			**18.Promote mobility targeted actions**