



§3 Updated Action Plan

The following updated Action Plan represents the original proposal integrated with the main results obtained during the period 2013-2015 including the indicators value, state of play, new objectives and corresponding deadlines.

Figures pertaining to employees are described in the Table below for assessment purposes (Figures as at 31/12/2014):

Position	Permanent staff	Fixed-term contracts	OTHER	TOTAL
Scientific Director	3	1		4
Researchers	54	24	1	79
Technologists	27	32		59
Technicians	55	11		66
Administrative	33	9	1	43
TOTAL	172	77	2	251

Fellowships	19
Research Grants	6
PhD	17
TOTAL	42

Key to abbreviations:

CUG: Central Committee for the promotion of equal opportunities, worker's welfare and non-discrimination

STPVR: Department for the Promotion and Valorisation of Research



Principle	Action	Responsible	Deadline	Possible Key Performance Indicators	State of play and results Key: ✓ completed » in progress	New objectives 2016-2017	New Deadline	
I. Ethical and professional aspects								
Internal and external awareness on the Charter & Code principles	Increase researcher's awareness and OGS identity; better information on rights and obligations, and on the existence of possible limitation to the research freedom	Board of Directors, Scientific Directors, General Director, CUG	2013	a) Number of internal meetings dedicated to the analysis of Charter and Code principles	✓	<ul style="list-style-type: none"> - 6 meetings concerning the C&C had been held; - Regular meetings held with Board of Directors focused on the evaluation of problems connected to researchers recruitment; - Meetings between Scientific Directors and researchers belonging to the different Departments to analyze possible emerging problems; - Implementation of a Working group between the HR and STPVR offices focused on supporting researchers mobility; - Actions focused on the enhancement of the principle of OGS being a “single entity” and not an aggregate of 4 Research Departments; - Reinforcement of the concept of belonging and identity of OGS 	<ul style="list-style-type: none"> - To maintain the same number of organised meetings for monitoring still existing problems; - To pursue actions for enhancing the OGS brand 	2017
				b) Approval of the Code of Conducts	✓			



Principle	Action	Responsible	Deadline	Possible Key Performance Indicators	State of play and results Key: ✓ completed » in progress	New objectives 2016-2017	New Deadline	
Exploitation of results	Establishment of clear rules to define OGS Intellectual Property protection policy; improve researchers responsibility	Scientific Directors, Intellectual Property Committee	2014	Approval of the OGS Intellectual Property Code	»	- Internal seminars on Intellectual Property Management; - Meetings between Scientific Committee, Directors and the Patent Commission for an update concerning the OGS Intellectual Property Code	- To establish the new IP Committee with clear commitment; - To approve the new OGS Intellectual Property Code	2017
Dissemination of results	Improve dissemination activities	Communication Committee, General Director	2013	a) 2 public events (Researchers night and Open day); b) Seminars for schools	✓	- ≥ 20 events (most significant ones); - Great attention to dissemination to kids, students and non-specialists; - Training courses for the National Civil Protection	- To maintain past targets with a view to improvement; - To improve dissemination activities to the general public in relation to specific themes like natural risk, earthquakes, climate change; - To focus on grand challenges; - To broaden the impact of dissemination at the national level; - Implementation of activities connected to the Work-related training ministerial programme	2016-2017



Principle	Action	Responsible	Deadline	Possible Key Performance Indicators	State of play and results Key: ✓ completed » in progress	New objectives 2016-2017	New Deadline
Evaluation	Introducing evaluation systems for all researchers; take in consideration the whole range of researchers experiences and activities	Board of Directors, Scientific Committee	2014	Effective implementation of internal evaluation processes	✓ - 2013: Start of the evaluation process, with the first group of 73 researchers and technologists; - Internal evaluation analysis with Trade Unions and Scientific Committee; - End of evaluation process in 2015 and recognition of the increase in salary supported by OGS own funds; - Master Thesis proposing a new set of criteria to better take in account the “Third Mission” activities in which researchers are involved	- To improve the evaluation procedure following two targets: 1) by completing the evaluation for all the research personnel, including the ones excluded from the first phase; 2) by establishing a regular calendar, and implement procedures and documents of help for the rapid and efficient evaluation of the procedures; - To define clear rules for the internal evaluation taking into account the “Third Mission” activities	2017



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II Recruitment								
Transparent and merit based recruitment process	Improve cultural approach to merit based evaluation criteria; uniform and clear instructions for reviewers and committee members	Board of Directors, Scientific Committee	2013	Clear, direct and comprehensible recruitment parameters	✓ »	- Target accomplished for fixed-term contracts; - In progress for permanent staff contracts due to hindrances and bottlenecks caused by national rules granting little autonomy to Institutions	- To seek to influence national regulation to facilitate merit based recruitment, action to be carried out organising meetings with Ministries, the Standing Conference of Presidents and General Directors of the Research Centres	2017
Value of mobility	More attention to mobility actions; uniform and clear instructions for reviewers and committee members	Board of Directors, Scientific Committee	2014	Call for recruitment including evaluation criteria taking into due consideration the previous mobility experience of the candidates	✓ »	- Target accomplished for fixed-term contracts; - In progress for permanent staff contracts due to hindrances and bottlenecks caused by national rules granting little autonomy to Institutions	- To seek to influence national regulation to facilitate merit based recruitment, action to be carried out organising meetings with Ministries, the Standing Conference of Presidents and General Directors of the Research Centres	2017
Value of Professional experiences (for ex. in the private sector) and qualifications	Improve awareness of the importance of multidisciplinary and multisectoral experience	Board of Directors, Scientific Committee	2014	The importance of bibliometric indices is properly balanced with a wider range of evaluation criteria	✓	- Applied for internal evaluation processes. This aspect has been emphasized also in a report to the National Evaluation Agency ANVUR focused on the definition of a new set of criteria to better evaluate the "Third Mission" activities.	- To consider multisectoral and multidisciplinary experiences in the recruitment processes	2017



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Information on recruitment opportunities	All open positions must be posted on the Euraxess portal; all positions must be advertised also in English	Human Resources Director	2013	All open positions posted on the Euraxess portal	✓ »	<ul style="list-style-type: none"> - Post-Doc Fellowships and Research Grants posted on the Euraxess portal; - Rules for Post-Doc Fellowships and Research Grants published in English; - Permanent contracts and fixed-term contracts not published on the Euraxess portal; - Recruitment interviews also in English and via Skype 	<ul style="list-style-type: none"> - To publish fixed-term contracts on the Euraxess portal (English version); - To provide publication of the internal Recruitment Rules in English 	2017
III Working conditions and social security								
Positive research environment	Provide an attractive and supportive environment to researchers (day nursery, cafeteria, social spaces, welfare fund, transportation, safety environment...)	General Director	2013 – 2014	Access to childcare; more space for social activities; clear regulations for safety environment	✓ »	<ul style="list-style-type: none"> - Settlement of part of the OGS Department working groups by the new location on the Miramare campus; - Renovation of the OGS-CRS seat in Udine; - Implementation of SEISLAB: a subsoil geo modelling, processing and interpretation virtual laboratory; - Internal spaces re-shaping; - Financial contribution for crèches and Summer camps obtained from internal funding sources 	<ul style="list-style-type: none"> - To further implement the new location at Miramare with social spaces and better qualification of working spaces; - To promote agreements with external partners for childcare facilities also for incoming fellows 	End of 2016



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Equal opportunities and gender issues	Guarantee the respect of equal opportunities and support females researchers in their professional career	CUG, Board of Directors	2014	Rules for teleworking opportunities	✓	- New teleworking Regulations (including “Light Teleworking”)	- To maintain the present situation	2017
				Number of female researchers in leading positions		- 5 female researchers out of 12 in leading positions (a female researcher as President; a female researcher as Scientific Director; a female researcher as Coordinator of the International Scientific Committee; 2 female researchers as vice-Director); - 4 female researchers out of 14 as coordinators of research units		
Mobility value	Improve mobility opportunities (short term/ long term mobility and sabbatical)	Human Resources Director, STPVR	2014	Good balance in researchers circulation between incoming and outgoing mobility	✓	- Approval of the Sabbatical Leave Rules of Procedures (July 2014); - Suspension of a fixed-term contract of a researcher for “individual” exercise (1 year duration, renewable); - New OGS Outgoing Mobility Programme (approved in September 2015; 11 applications submitted, 7 financed); - Renovation of the internationalization web site page with English translations for attracting incoming researchers/fellows (http://www.ogs.trieste.it/node/917)	- To improve incoming mobility for young as well as senior researchers; - To maintain annual calls for the OGS Outgoing Mobility Programme	2017



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Participation in decision body	Improve research representatives in decision committees	General Director, Board of Directors	2013	Approval of internal regulation	✓ - A Research Representative is part of the Board of Directors; - Research Representatives are part of the CUG; - Scientific Directors are always involved in strategic decisions	- To organize at least 2 annual meetings between the Board of Directors and the Research Representatives	2017
IV. Training							
Professional Development	More responsibility for senior researchers in supporting young ones	President, General Director, Scientific Directors	2014	n. of young researchers involved as scientific project managers	✓ - 4 young researchers (<40 years) in 2014 as Scientific project managers	- To find a right balance in responsibility distributions; - To promote the integration of young people involved in positions of responsibility	2017
Support for early stage researchers and doctoral students	Collaboration with University Doctorate courses	Scientific Directors, STPVR	2014	Attraction index : n. of PhD students at OGS	✓ - 12 PhD students in 2013; - 17 PhD students in 2014; - 16 PhD students in 2015; - Institutional agreements with Universities to facilitate collaboration in doctorate courses	- To become an internationally recognised centre for capacity building to training opportunity for young researchers (Advanced Training School OGS); - To enhance capacity building initiatives	2017



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Continuous training	Researchers participation in courses on IPR, Research management, European Projects management	General Director, STPVR	2014	n. of researchers participating	✓ - 128 participants in different collective training courses organised by OGS and implemented in 2014 and 2015; - Acknowledgment of continuous training value	- To add value to the training courses by organizing internal seminars using participants as internal trainers for spreading the knowledge	2016-2017
Internal dissemination	Improve internal seminars and conferences also on a multidisciplinary base	Scientific Directors, Research Principal Investigators	2013	n. of seminars and conferences	✓ n. 10 per year - Good exchange of information among the 4 Scientific Departments; - Better knowledge of RI activities (OGS-Explora vessel; data collections)	- To facilitate internal disseminations among the 4 different campuses of OGS (different geographical locations)	2016-2017