TEMPUS IV - Sixth call for proposals, 26 March 2013

Development	DEV
Quality Plan	QPLN
Dissemination	DISS
Exploitation	EXP
Management	MNGT

Table 1

WORKPLAN & WORKPACKAGES

The same reference and sub-reference numbers used in the logical framework matrix must be assigned to each deliverable and related activity.
The first month of the project must be marked 1. Please use the following symbols:
- Activity carried out in the EU or Candidate Country: O
- Activity carried out in the Partner Country: X

WP Type	Deliverable / Activity Ref. N°	Activities (as indicated in the LFM)	2014 Month 3	4	5	6	7	8	9	10	11	12	2015 Month 1	2	3	4	5	6	7	8	9	10	11	12	2016 Month 1	2	3	4	5	6	7	8	9	10	11	12
DEV	**1**	**HR processes audit and mapping competencies**																																		
	1.1	HR processes and procedures audit	O	O	O	X	X		O																											
	1.2	Map of competencies in HR managers and staff	O	O	O	X	X		O																											
DEV	**2**	**Training Human Resources managers and staff**																																		
	2.1	Training HR trainers					O	O	O	O	O																									
	2.2	Training seminar on HR in each partner institution												X	X	X	X	X	X								X					X				
	2.3	Workshops																												O						
DEV	**3**	**Strategic plan for the development of HR in each partner university**																																		
	3.1	To develop a strategic plan												O	X	X	X	X																		
	3.2	To implement the strategic plan																			X			X			X			X						
EXP	**4**	**HR resources centers**																																		
	4.1	HR resources center					X		X	X	X	X																								
	4.2	Handbook of HR materials													X			X			X			X			X	X	X	X	X	X	X			
DISS	**5**	**PEOPLE dissemination strategy**																																		
	5.1	Creation/update of project website and newsletters	O	O	O	O	O					O				X				X				X			X			X			X		
	5.2	PEOPLE dissemination conferences										X						X						X			X						X		
MNGT	**6**	**Management of the project**																																		
	6.1	HONOR partner meetings	X											O										X									X		
	6.2	Reporting activities							X						X	X				X				X						X			X		
QPLN	**7**	**Quality plan**																																		
	7.1	Quality plan & evaluation procedures and follow up	X						X						X			X		X				X						X			X		

To add/remove (a) row(s), select one WHOLE ROW, then on the upper Home menu click "Insert"/"Delete".

moved ahead 2 months from previous plan
extended to ensure audit effectiveness
delayed due to summer holidays

X Activity that takes place in PARTNER COUNTRIES
O Activity that takes place in EU COUNTRIES