



Brussels, 13 March 2013

**Note to the attention of Ms SOUKA
Director General – DG Human Resources**

Subject: Your note 'Attractivité des Agences Executives' of 19 February 2013

The Network of Executive Agency Staff Committees (NEASC) has received the abovementioned note through emails sent to all staff by the Commission Trade Unions. We would have preferred receiving this note directly from you. You may recall the joint note by the Commission's Central Staff Committee (CCP) and the NEASC of 21 June 2012 with regard to the role of the NEASC representing about 1500 colleagues in the Executive Agencies.

We also wonder about the title of your note. We received reactions from many colleagues who felt that the note was a disappointment for all staff (including the seconded officials) currently working in Executive Agencies. Clearly your note does not address the Agencies' attractiveness for the staff that is already working there, but to an overwhelming extent it focuses on the attractiveness for Commission officials that might be working there in the future.

Concerning this note and the further evolution of Executive Agencies, the NEASC:

- Asks for a formal commitment concerning the job security of temporary and contractual agents currently employed by the Executive Agencies and opposes the creation of a two class system to the benefit of seconded Commission officials;
- Deplores that the implementation of this note would deprive the huge majority of Agency personnel who are not Commission officials from any career development perspectives within Executive Agencies;
- Requests upholding basic recruitment principles for any staff joining an Executive Agency. Selection panels with the participation of the Agency's Directors and staff representatives should be the rule for any colleagues joining an Executive Agency, including for management positions which are felt to be the most critical ones for the colleagues already in place (with the exemption of programmes which are externalised from a DG to an EA or mobility among Executive Agencies).

In our abovementioned joint note with the Central Staff Committee of June 2012 the NEASC asked for a meeting in order to enter into a dialogue with you and your services on the working conditions of staff currently working in the Executive Agencies. We regret that this request was not followed-up from your side, and never answered at all. We assure you of our continued availability and strong interest to discuss these and any related issue in more detail.

Guy DARGENT
(EAHC SC)

Lorenzo GABRINI-BELLINCAMPI
(EACEA SC)

Susanna NATALE
(EACI SC)

Giustina SCIARRABONE
(ERCEA SC)

Anne-Barbara TIPPMANN
(REA SC)

Daniel VON HUGO
(TENEAS SC)

On behalf of the NEASC

Cc:

Ms C. DAY, Secretary-General; Mr H. JOUANJEAN, DG BUDG; Mr M. SERVOZ and P. LEARDINI (SG); Mr C. SEBASTIANI (CCP);

Mr J-M. SILVA RODRIGUEZ, Director General, DG AGRI; MR. P. LOWE , Director General, DG ENER; Ms P. TESTÓRI COGGI, Director General, DG SANCO; Mr M. RUETE, Director General, DG MOVE; Mr J. DELBEKE, Director General, DG CLIMA; Mr K. FALKENBERG, Director General, DG ENV; Mr R-J. SMITS, Director General, DG RTD; Mr R. MADELIN, Director General, DG CNECT; Mr J. TRUSZCZYŃSKI, Director General, DG EAC; Mr F. FOTIADIS, Director General, DG DEVCO; Mr D. CALLEJA Director General, DG ENTR;

Mr D. BECKERS, Director, TEN-T EA; Mr L. BRIOL, Director, EAHC; Mr G. GASCARD, Director, REA; Mr P. LAMBERT, Director, EACI; Mr P, AMOR Director, ERC EA; Mr B. HOLMES, Interim Director, EACEA; Mr F. FRUTUOSO DE MELO, DG HR; Mr E. ARMANI, DG HR, NEASC