

(Translation of the original in FR)

Brussels, 29 May 2016

NOTE FOR THE ATTENTION OF MRS K. GEORGIEVA

VICE-PRESIDENT BUDGET AND HUMAN RESOURCES

Subject: Finalization of the political consultation "Middle management staff and advisers"

Madam Vice-President,

We thank you for the constructive frame of mind in which the political consultation meeting was held.

As you know, our approach to this case was different. We asked for the inclusion of a pilot phase, initially on a voluntary basis, before any roll-out, account being taken of the difficulty of this case and the importance of not disrupting the work of the Commission or attack the independence of the heads of units, the cornerstone of our organization.

However, eager to improve the social dialogue, and as a sign of good will and a constructive attitude, we accepted, some of us that is, not to demand the reconciliation planned in our outline agreement and to accept that the implementation begins under the favourable auspices that you would wish on condition, firstly, that the representation of the personnel be associated a posteriori in the follow-up and evaluation of this initial phase and, secondly, that this follow-up results, if necessary, in corrections and adjustments.

From this point of view, we regret that several points raised during this meeting, whilst being the subject of a useful round table during this meeting, were not however reflected in the final version of the decision.

In fact, it seems to us that the new provisions of Article 18 and Article 19 concerning the evaluation of mobility remain well below the necessities. Indeed, it is a matter of analyzing *in total transparency* the result of this mobility and of correcting the negative elements as soon as possible. We therefore would like to see DGE (Article 18) include the obligation of an annual report on the mobility of heads of units, followed by a presentation to the representatives of the personnel. For example: "Every year, DG for HR and Security will issue an evaluation report which will take account of the experience gathered in the course of the mobility exercise of the previous year. The report will be shared with the staff representatives". This addition would thus reinforce the legitimacy of the exercise and would be a positive response to our expectations.

Furthermore, no new provision is included concerning the reversibility of positions. It would be advisable to stress in DGE Article 14.3 the necessity of an individual treatment of each head of unit, well beyond his right simply to "be heard". The article needs to be completed by a second new sentence saying that "Before such a decision is taken, DG for HR and Security assists each official in order to advise him in finding a suitable position as Head of Unit or in another position in line with the experience and competence of the official".

Finally, we also ask that the following points be taken into consideration:

1/ We have clearly formulated the request for the organization of competitions to validate the earlier experience of middle management staff and allow the fastest promotion of colleagues with the appropriate professional experience.

2/ The DGEs should require from the DGs a certain number of obligations in the exercise of mobility in order to increase its legitimacy and encourage the improvement of candidates: for instance, in the written justification of non-selection of interviewed candidates, number greater than 3 candidates interviewed by the DG before demanding a publication of the position remaining vacant.

3/ Finally, the decision on the Advisers should include the whole system or family, including the Principal Advisers and Senior Advisers so as to confirm the seriousness and coherence of this professional path.

We hope that these suggestions might be considered in the final version.

For the OSPs, signatories

(signed)

Georges Vlandas & Helen Conefrey, Cristiano Sebastiani,

Pierre Philippe Bacri, Ignazion Iacono, Luigia Dricot-Danielle