

Vote the Change

To strengthen the central role of the CCR

- Augment the role of the CCR in order to have a more durable Directorate General and to guarantee its future.
- The ISPRA site must retain all of the existing administrative services - and improve them, such as the Club House and the guest accommodation.
- Take account of the special features of the CCR in the human resource policies,
- implement a clear policy concerning comfortable furniture (ergonomics);
- training must be adapted to suit the CCR's specific requirements.

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Improve the Assessment / Promotion procedure

- Implement an objective assessment system that avoids “professional incompetence” decided only by the management,
- Adopt simpler procedures and clear job descriptions that corresponds to the work really done.
- Guarantees concerning rates of promotion as specified in the Staff Regulations must be observed by the Commission (which they are not at present !).
- The "Kallas-Sefcovic" guarantees on the average period in the grade must be applied.

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For a new policy in favour of Contract Agents

- In 2014, our two unions fought to obtain :
 - ✓ an extension of contracts to 6 years,
 - ✓ a 7-year anti-overlap rule that does not include interim positions,
 - ✓ internal competitions for permanent positions and re-grading
 - ✓ a new mobility policy.
- Our list requires immediately: the organization in 2015 of internal competitions - now permitted by the Staff Regulations in favour of our CA colleagues.

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For a disparity reduction policy

- Colleagues recruited after 2004 are faced with less favourable pay structures.
- "Vote the change" demands the immediate organisation of internal competitions for re-grading, offering 1,000 posts (e.g. successful candidates), on the model of the competition already held by the Commission in 2014, unfortunately at the time with only 350 available posts.

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For gender equality

- "Vote the Change" supports a fairer balance between men and women, whether on entry to the European Civil Service, in careers or for access to management positions.
- Actually implement measures to reconcile private and professional life. This should not be a rhetorical discussion on 8 March every year;
- Proper management of flexitime.
- Working from home must be facilitated;
- Return to a 37.5 hour week will be a major topic for the next round of negotiations.

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For the introduction of a 55+ policy

- Avoid the 55+ being left on the sidelines with regard to extended careers.
- These colleagues already feel discriminated against once over the age of 50 due to a non-existent and conservative mobility policy.

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For an end-of-career policy

- For an end-of-career policy that gives each member of staff the opportunity to reach an end-of-career grade and to match their skills with their career.
- Following the revision of the Staff Regulations, we demand the introduction of an authentic and transparent channel to Senior Expert or Senior Assistant grades.

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For European Schools where there is Commission Staff

- For the creation of European Schools and maintaining their quality.
- In Seville, it is essential for the children of officials and other agents to be educated in their native language.
- At all sites, there must be this fundamental service, a building block of a multicultural Europe !

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For increased availability of places in nurseries and childcare centres

- In both Seville and Ispra, there is an urgent need for support for very young children.
- This measure will support the important effort to balance family and professional life.



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For a dedicated Staff Committee at the Seville site

- "Vote the Change" believes that Seville must have a Local Staff Committee, as there are at other CCR locations.
- Our list and our representatives will defend the position for the creation of an LSC in Seville, separate from that of Ispra.

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Coefficient corrector - housing survey

- The Coefficient corrector for Ispra has been decreased to 93,1%, while EC staff in Milano (60km away) has a 100.4% coefficient.
- This 7% difference is absurd, all the most because a lot of staff live in Milano and its suburbs
- We are aiming at having this coefficient re-calculated, with a new housing survey launched.