

Brussels, 19 DEC. 2011

Dear Colleagues,

As senior and middle managers in the Commission, you are the key contact person for our staff. Therefore, your role in supporting and helping them understand the detail, the implications and the political context of the proposal to change the Staff Regulations is vital.

At the same time, many of you are in daily contact with the other Institutions as well as external stakeholders and, as such, can be 'ambassadors' for the European Civil Service and the current proposal. Your willingness to give your time and correct mis-information can help tackle some of the myths that have arisen and also develop a common understanding of the realities of the project across all the Institutions.

The proposed changes to the Staff Regulations were adopted by the Commission last week and will now go forward to negotiation with the Council and the European Parliament in the New Year. The first reactions from the EP are rather positive as press releases from the EPP and S&D show. The reaction on the Council side is of course different and we will see in the coming weeks what the concrete positions of Member States will be. DG HR and I tried to provide up-to-date information on the development of the project during the whole process and many of you will have read the "Everybody" messages, watched the videos and studied the materials available on the dedicated website.

However, I know that time is precious and your daily obligations are numerous. Therefore a short "Line to Take" document has been prepared and is attached to this note.

DG HR will provide over the coming weeks more information and data which should help us in arguing in favour of our proposal.

This has been a tough year for our organisation and a tough year for the management community. I very much appreciate your commitment and your efforts and, following a well-deserved break, I look forward to tackling the challenges ahead of us with your support in 2012.

I wish you happy holidays, Merry Christmas and a very Happy New Year.

*Best regards,*

*Mark Gifford*

Annex