



Ares (2015)

Madrid, 19<sup>th</sup> October 2015

**NOTE FOR THE ATTENTION OF:**

**VICEPRESIDENT OF BUDGET AND HUMAN RESSOURCES, Ms Kristalina  
GEORGIEVA,**

**GENERAL DIRECTOR OF THE DG COMMUNICATION, Mr Timo PESONEN,**

**DIRECTOR OF THE COMM D, Mr Gabor ZUPKO,**

**AND HEAD OF UNIT FOR HUMAN RESOURCES DG COMM D, Mr Giuseppe  
MENCHI**

**Subject: Request from AST Officials, Temporary Agents, Contract Agents and Local Agents against the framework of grant of Representation and household allowances- Article 14(1) of Annex VII of the Staff Regulations.**

On 26 March 2013 -Ares (2015) 1325240- the Heads of Representations, Regional Representations, Heads of Sector, European Semester Officers, Press and Communication Officers and Political Reporters in Representations of the Commission in Member States were informed that they will receive household allowances and allowances to develop and maintain relationships with stakeholders, in line with the diplomatic tradition of hosting events at home.

During the last years the staff at the European Commission Representations has suffered and is still suffering tough austerity measures: salaries freeze, 40 weekly working hours with no salary raise, non-replacement of retired colleagues... and despite these circumstances we have increased the performance and specialization of the Representations and of course, developed and maintained relations with stakeholders. It should be taken into account that, due to the specific nature of the Representations, not only AD Officials develop and maintain relations with stakeholders.

The household allowance and the allowance to maintain relations with stakeholders both create huge inequality gaps among the different staff groups working in Representations and results in an unfair treatment of AST Officials, Temporary Agents, Contract Agents and Local Agents. Moreover, this unequal treatment may lead to demotivation of the staff concerned. We therefore encourage the European Commission to solve this discrimination by giving the same treatment to all the staff in Representations and to take into account the specific nature of Representations in its decision.



We would also like to recall on the lack of transparency that these allowances have been granted by DG COMM and the unclear criteria that have been applied, as per the Article 14(1) of Annex VII of the Staff Regulations. Transparency is one of the brand-values of the European Commission and the fact of not having duly informed all the Representations' staff does not match the values we all support.

Signed by,

*(See attached document)*