



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY

The Director-General

Brussels
HR.E.4/SS

**NOTE FOR THE ATTENTION OF MR GEORGE VLANDAS
PRESIDENT, U4U**

Subject: HR policy in the decentralised agencies

Thank you for your mail of 12 March 2021 concerning some general requests from staff in the decentralised agencies, to which President von der Leyen has asked me to reply on her behalf. As explained in my previous note on this subject (Ares(2021)2438343), the Commission takes the good governance of the decentralised agencies very seriously, although it is not in a position to intervene directly in the HR matters of each agency.

I would like nonetheless to explain in more detail the role of the Commission in the HR management in the agencies. According to Article 110 of the Staff Regulations, the guiding principle for agencies' HR implementing rules is the application by analogy of Commission rules. However, where the unique features of the agencies make such application by analogy inappropriate, the Commission can derogate from this principle and grant an agreement to either an individual decision for a specific agency or a model decision for all agencies to take these unique features into account. Whenever the Commission adopts a new decision implementing the Staff Regulations, it holds a consultation with the agencies on which solution would be most appropriate.

In this context, the Commission has approved model decisions on subjects including the engagement of staff, appraisal, promotion & reclassification, working conditions, middle management, harassment and whistleblowing. The agencies' administrations are responsible for systematically consulting the draft decisions with their staff committees and providing any resulting feedback via the Standing Working Party.

Any specific staff concerns about the HR management in each agency should be raised directly with the agency management, without prejudice to the whistleblowing arrangements. I can only add that a well-functioning social dialogue in all Union agencies has my full support, and that my services are always ready to receive input from the agencies' staff on the HR policy via the dedicated channel set up for this purpose.

Electronically signed

Gertrud Ingestad

c.c.:

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