



# Implementing Rules of Staff Regulations & Conditions of Employment of other Servants

Management Board Meeting  
5 October 2016

## ARTICLE 110 ROLES



Article **110** SR is to ensure **consistent implementation** of staff rules across agencies (i.e. application **by analogy** of EC rules) while allowing for their **specific needs** to be addressed (i.e. individual derogations, agency model rules, opts-out, *ad hoc* rules)



The **Standing Working Party** (Agencies + European Commission) develops **common positions** for agencies and negotiates agency **model rules** with the EC



**Executive Director** has been delegated by the Management Board the power of **representing EFSA in negotiations** with the EC (through the SWP mainly)



**Management Board** responsible for **adoption** of the Implementing Rules applied in EFSA, based on the proposal of the Executive Director and following consultation of the **Staff Committee**

EFSA  
decision-  
making  
process

## PART-TIME WORK (ADOPTION BY ANALOGY)

### Current framework (application by analogy of previous EC rules)

- Reduction of working time, with pro rata salary reduction, within a range from 50% to 90%
- Formula of 95% with no salary reduction, in case of serious hardship to care for a dependent child
- A right in specific cases (e.g. to care for a child, a serious ill or disabled relative), otherwise EFSA decides taking into account the interest of the service
- Special part-time ('time credit') – purchase leave days, specifying the exact dates on which the acquired days will be used

### For adoption (application by analogy of new EC rules)

- Additional 95% formula with salary reduction
- Simplification on 'time credits' requests
- Upon service's request, allow working over two consecutive weeks schedule
- In case of half time parental/family leave, allow alternating a full week of work with a full week of absence
- Withdrawal of part-time in case of serious/long duration illness only

## RECOURSE TO NON-PERMANENT STAFF (OPT-OUT)

- Commission Decision C(2013)9028 on the maximum duration for the recourse to non-permanent staff adopted in 2013
- The majority of EFSA temporary staff, whom potentially contracts for indefinite duration can be granted, does not fall within the scope of the concerned Commission Decision
- EFSA Contract staff do not fall under the scope of Commission Decision either
- Commission Decision not adapted to EFSA's reality → opt-out based on Agency Model Decision

## 'WORK PROGRAMME'

- **Second half of 2016**
  - Promotion of officials/Reclassification of TAs2f/Reclassification of CAs
  - Working time
  - Setting up a staff committee
- **First half 2017**
  - Appraisal of middle management (by analogy)
  - Outside activities (by analogy)
  - Types of posts and posts titles (individual derogation)
- **Second half 2017**
  - Administrative inquiries and Disciplinary proceedings
  - Temporary occupation of management positions (Article 7(2)SR)
  - Prevention of Harassment
  - Opt-out from IRs for Annex X of the SR (staff working in third countries delegations)
  - Learning and development