



Implementing Rules of Staff Regulations and conditions of employment of other Servants

Management Board Meeting
Parma, 17-18 June 2015

ARTICLE 110 ROLES



Article **110** SR is to ensure **consistent implementation** of staff rules across agencies while allowing for their **specific needs** to be addressed



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



STATE OF PLAY

- Management Board adopted 18 EC IRs **by analogy**
- Areas under **negotiations**
 - Engagement and use of Contract agents
 - Promotion/reclassification
 - Leave on personal grounds and unpaid leave
 - Working time
 - Post types and post titles
- IRs (based on Agency Models) ready for **adoption by the MB**
 - Engagement and Use of Temporary Agents TA(2)(f)
 - Appraisal of Officials and Temporary agents
 - Appraisal of Contract Agents

MAIN CHANGES

- Engagement and use of TA(2)(f)
 - Specific framework for **agencies**
 - Provisions to facilitate the **mobility** within an agency and between agencies (e.g. continuation of acquired rights including step and grade)
 - **Internal selection** procedure (in parallel or before) any time an inter-agency or external call is launched
 - EFSA to develop its own policy on **contract duration**

- Appraisal of officials/TAs/CAs
 - Specific framework for **agencies**
 - Appraisal: written **qualitative report** of the Performance Dialogue
 - Countersigning Officer as Appeal Assessor
 - No advancement to the next step in grade if last appraisal **unsatisfactory**