



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

## **Management Board Meeting 3 December 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

## FOR ADOPTION: UNPAID LEAVE FOR PERSONAL REASONS

- **Not** an individual right
- Prevention of **conflicts of interests** if the staff member intends to **work**
- **No** promotion/step advancement
- Limited **duration** (12y/12m)
- **Return to work** organised differently depending on the type of contract





## 'WORK PROGRAMME'

- To be finalised soon (first half 2016)
  - Promotion of officials/Reclassification of TAs2f/Reclassification of CAs
  - Working time
- In the pipeline (second half 2016)
  - Setting up a staff committee
  - Prevention of harassment
  - Opt-outs from EC IRs not relevant for EFSA staff
- To come later (first half 2017)
  - Administrative enquiries and disciplinary procedures
  - Temporary occupation of management positions (Article 7(2)SR)
- Uncertain timeline
  - Post titles and types of posts (EFSA request for derogation)
  - Notification of amended/new EC IRs on teleworking, part-time, learning and development, engagement and use of contract staff, outside activities, whistleblowing