



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

**Management Board Meeting  
15 June 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 Standing Working Party 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 - TELEWORK

**Concept** - method of organising and carrying out work outside the workplace with the help of IT; it helps to achieve a more productive, result-oriented working environment that is conducive to a positive work-life balance

### Toady at EFSA

- Application by analogy of European Commission rules
- All staff's right to request – Appointing Authority to decide taking into account the interest of the service
- Structural (max 2,5d/w) and occasional telework (max 30d/y)
- Usual place of telework compliant with rules on residence of staff members ("either at place of employment or at no greater distance there from as is compatible with the proper performance of duties") + teleworkers to return at any time to the office for urgent reasons
  - EC practice - teleworking is normally carried out within the area surrounding the teleworkers' home near their place of employment
  - EFSA practice - because of location of EFSA and temporary nature of employment contracts, practice includes working from places outside Parma/Italy

### For adoption

- Application by analogy of new European Commission rules on telework
- Main change: increase from 30 to 60 in the max days of occasional telework

## 'WORK PROGRAMME'

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