



European Food Safety Authority

HUMAN RESOURCES

Status Report on EFSA Staffing

Current Staffing Levels

As of 1 September 2003 the staff members of the EFSA number 40 of whom 21 are temporary agents and 19 are auxiliary agents. Interim staff numbers an additional 1 person and with 2 national experts on secondment, 3 officials from the Commission and 2 consultants, the total number of persons working at the EFSA at the present time is 48.

A breakdown of staff by geographical distribution is presented in the attached table. 11 nationalities out of 15 are already represented. The male/female ratios are also indicated in the table for each category. The ratio men/women amounts to 28%/72% while the ratio men/women of A level posts reaches 41%/59%.

Recruitment Policy

The number of staff working at the EFSA has been built up cautiously, in part due to the lack of clarity in early 2003 about available Administrative budget. This has therefore reduced the possible output of EFSA's services. Recruitment has followed a rigorous and transparent procedure and this policy will continue for future recruitment from new reserve lists.

Recruitment Process

Although the Board adopted a revised Establishment Plan at its meeting of 29th April but there was a further delay while the Directorate General Budget of the Commission re-submitted this to the European Parliament. Although advertisements for posts were placed against the new Plan, the actual recruitment could not be confirmed until the Plan is accepted by the European Parliament.

Although the general call for expressions of interest launched in 2001 is still valid until the end of 2003, 10 calls for applications have been launched since Spring 2003 via the Authority's web site and the most important have been disseminated through the Permanent Representations and the members of the Advisory Forum.

Some calls are already closed and candidates have been chosen. The Head of Science/Deputy Director will take up his duty on 16 October and the Head of Communications will start working on 1 October.

The Accountant has started his contract on 1 September.

The following calls are closed and selection of candidates (amounting to a total of 1426) is in progress: for present vacancies and to constitute a reserve:

- Scientific staff (A5-A4) (256 applicants)
- Scientific staff (A7-A6) (376 applicants)
- Secretaries (C) (659 applicants)
- Assistant system and network Administrator (B5-B4) (135 applicants)



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Two calls have just closed:

- Legal Officer (A7-A6)
- Head of Information Technology (A5-A7)

Two have just been launched

- Facilities and Office Manager (B5 – B4)
- Librarian (B5-B4)

Further calls are currently being prepared:

- Head of Finance (A5-A4)
- General call for B administrative support (B5-B4) (B3-B2) (reserve list for administrative support for scientific staff, Finance, HR, etc.)
- Web assistant (B5-B4)
- Recruitment Officer (A5-A4)

From all the above-mentioned calls, we also hope to select possible candidates for the jobs of:

- Epidemiologist
- Toxicologist
- Advisory Forum/Rapid Alert, Crisis co-ordinator
- Parliamentary/Commission interface

By 31 December 2003, we expect to reach the number of 75 staff members approximately, all kinds of contracts included.

The priorities for 2004 are under discussion and the recruitment will be planned accordingly.



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Staffing as of 1 September 2003

	B	DK	D	EL	E	F	IRL	I	L	NL	A	P	FIN	S	UK	OTHER	TOTAL
A	7	1	2	-	3	2	1	-	-	1	-	-	1	-	3	1	21
B	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
C	6	1	-	-	2	2	-	1	-	-	-	-	-	-	1	-	13
D	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Total Temp/Aux	17	2	2	-	5	4	1	2	-	1	-	-	1	-	4	1	40
Com. Officials	1	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	3
National Experts	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	2
Interims	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Consultants	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2
TOTAL	2-	2	3	1	6	6	1	2	-	1	-	-	1	-	4	1	48

Contract type	Men	Women	Total
Temporary all grades	1-	11	21
Auxiliary all grades	1	18	19
Com. Officials	3	-	3
Interim Staff	-	1	1
National Experts	2	-	2
Consultants	1	1	2
Total	17	31	48



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	Category A	%	Category B	%	Category C	%	Category D	%	All TA/ AX –All grades	%
Ratio Men/Women (Temp. + Aux.)	9/13	41% / 59%	1/3	25% / 75%	0/13	0% / 100%	1/0	100% / 0%	11/29	28% / 72%
Ratio Temp. / Aux.	17/4	81% / 19%	3/1	75% / 25%	0/13	0% / 100%	0/1	0% / 100%	20/19	51% / 49%
Ratio Temp men/women	9/9	50% / 50%	1/2	33% / 67%	0/0	0% / 0%	0/0	0% / 0%	10/11	48% / 52%
Ration Aux men/women	0/3	0% / 100%	0/1	0% / 100%	0/13	0% / 100%	1/0	100% / 0%	1/17	6% / 94%



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