

Management Board
15 December 2022

Implementing rules to the Staff Regulations under Article 110(2)

Dirk Detken

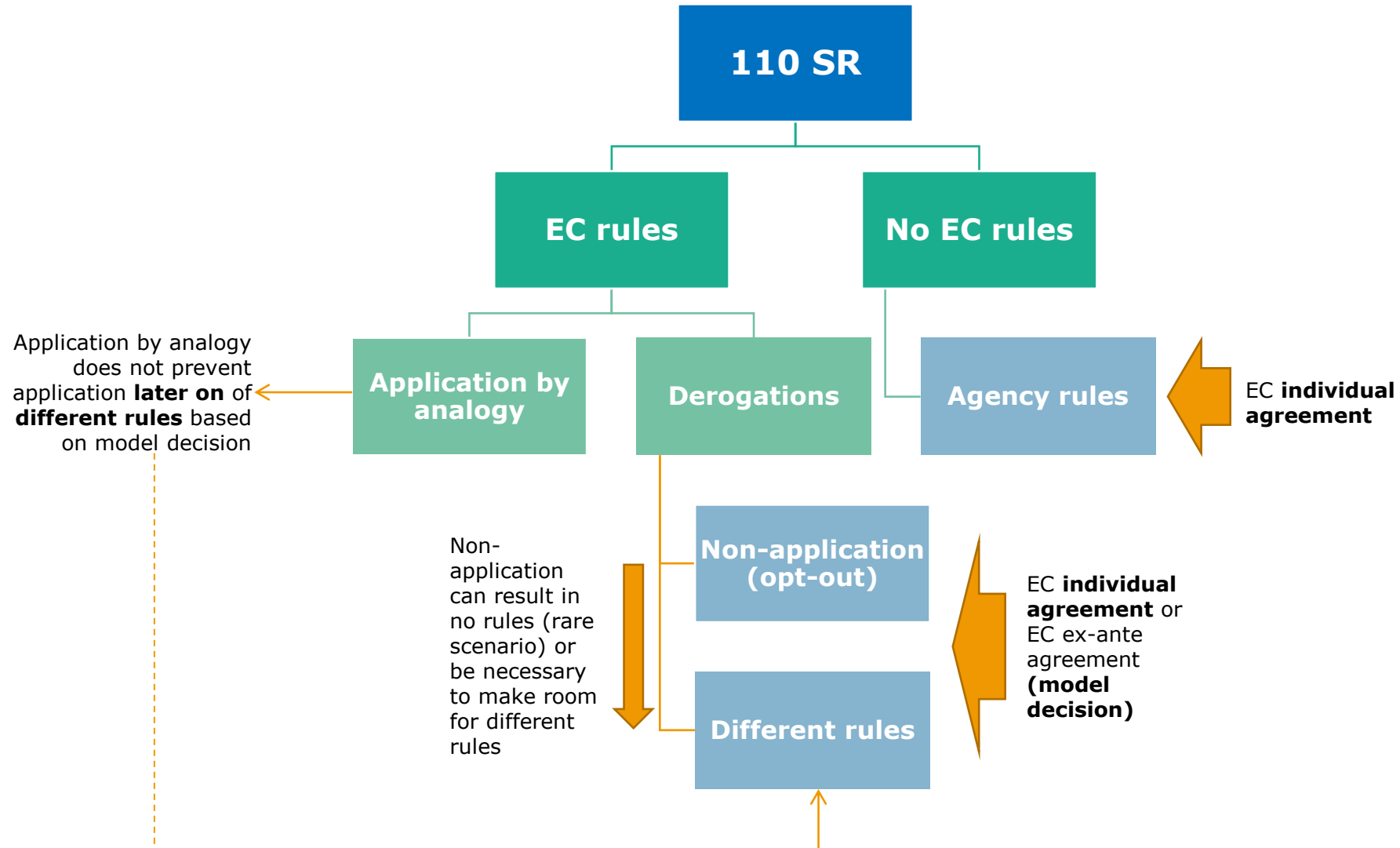
Head of Legal Affairs Services

Trusted science for safe food

110 mechanism + decision making

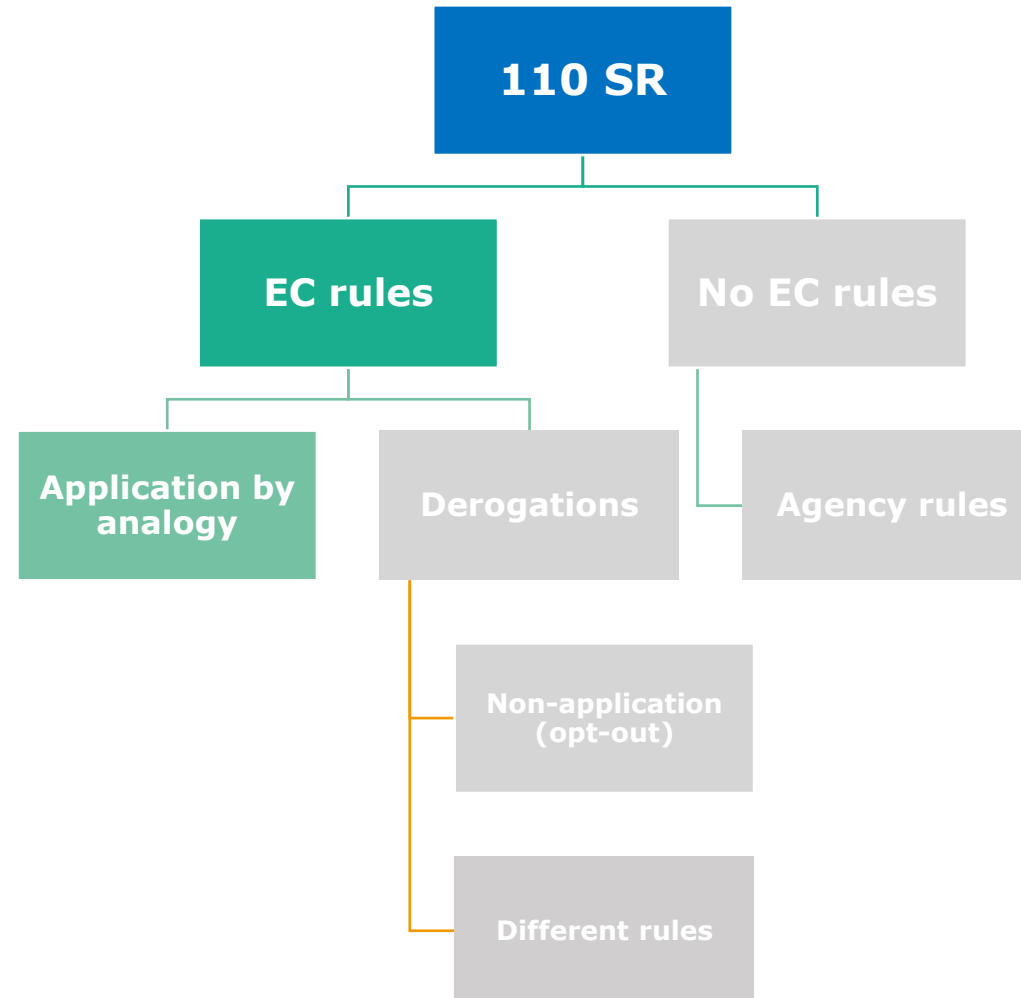
For adoption today (two sets of rules)

Future programme



For adoption (first set)

EC Decision on working time and hybrid working



- Promote **modern, digital** and **flexible** working environment, protect staff's **health** and **wellbeing**, enhance **efficiency** and improve **work-life balance**
- Capitalise from the experiences of **past recent years**
 - telework ensures efficiency and business continuity in times of crisis
 - replace **outdated** framework in which working at the office and teleworking were not on equal footing → new concept of **hybrid working**
- Contribute to Union efforts to become climate neutral by 2050 (**European Green Deal**)
- Allow for a certain degree of **harmonisation** in the way the new framework is applied through guidelines
- Focus on **health** and **wellbeing** of staff (due to for example digital overload, a blurred line between professional and private lives or social isolation)

Flexibility and autonomy

Hybrid working + flexitime

Staff



Higher degree of **autonomy** and greater sense of **responsibility**



Various types of teleworking arrangements



Availability for interactions

Line managers



Objectives-based and **results-oriented** approach



Efficient **remote management**



Culture of **trust**

Staff wellbeing

Interest of the staff is valued

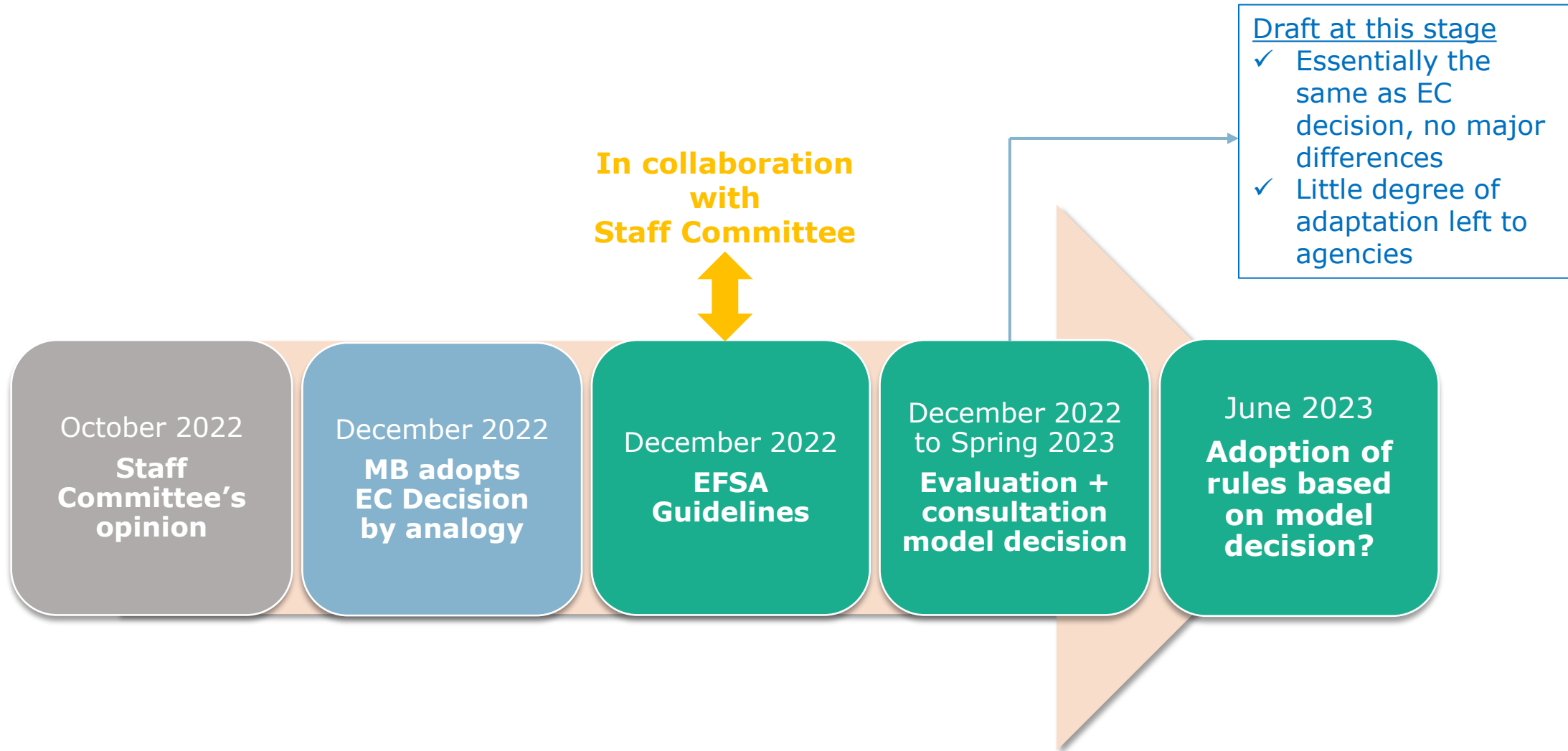
- Workload manageable
- Right to disconnect
- Psycho-social risks taken into account as well as need for team integration and motivation
- Equal treatment and fairness

Continuous improvement

Monitoring and evaluation

- Ratio of teleworking and working at the office monitored
- Special focus on the use of teleworking per gender
- Encourage the equal use of teleworking by men and women
- Key role of Staff Committee
- Evaluation

Next steps on working time/hybrid working



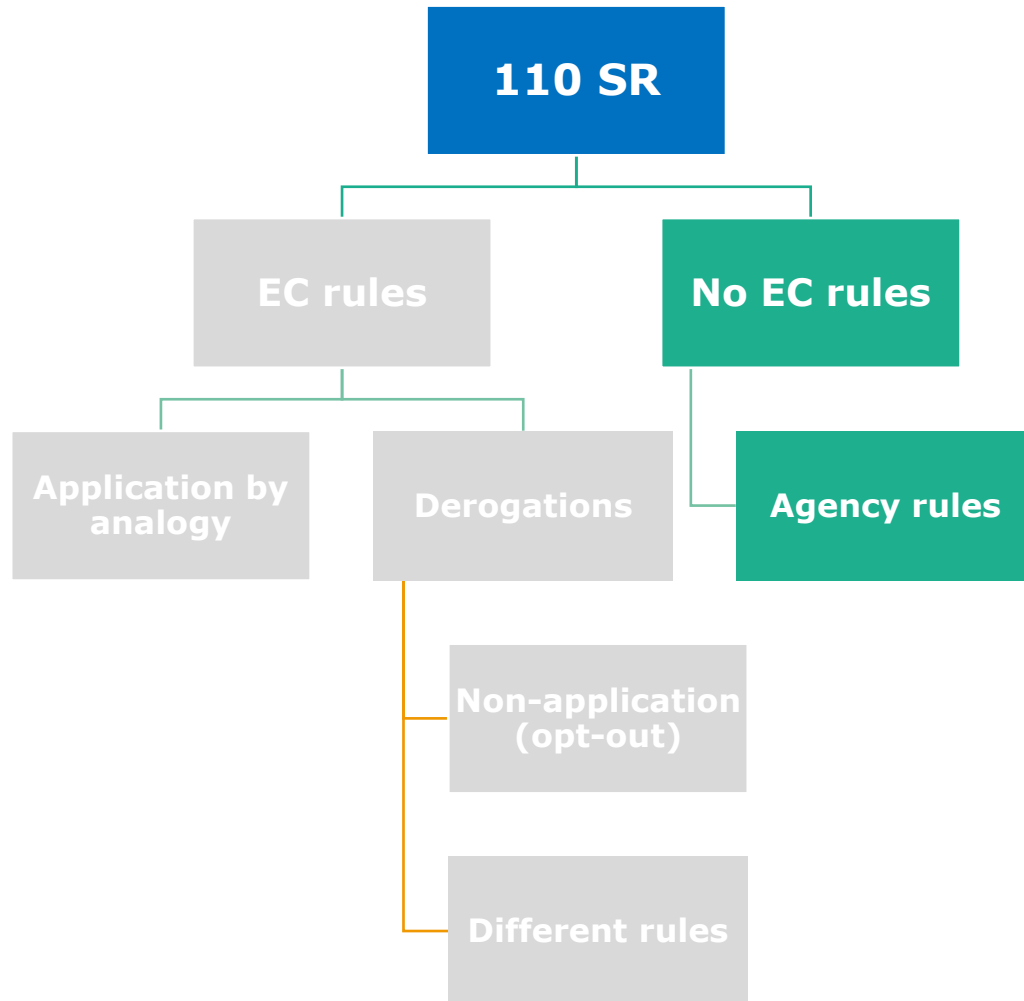


Commission Decision on **home leave** for officials, temporary staff and contract staff serving in a **third country** → **application by analogy**

- “**home leave**” for staff serving in a third country
- EFSA does not have staff in third countries → *de facto* not applicable to EFSA
- BUT adoption **by analogy** strongly encouraged by the Commission → uniformity and legal certainty for the future
- Main content → number of days of leave to be granted per calendar year, in relation to the geographical distance



Staff Committee in favour



- Key area for EFSA
- EC has no rules
- This resulted in a very long consultation on the draft
- Draft now ready for decision-making

Proposed way forward

Rules in non-EC regulated areas

- ✓ ED drafts Decision laying down rules
- ✓ **Staff Committee** consultation
- ✓ **Management Board endorses** draft Decision and **empowers** the ED to ask agreement of the EC
- ✓ *ISC + Decision by the member of the Commission + notification to agency*
- ✓ Agreement of the EC
- ✓ **Management Board** adopts Decision
- ✓ Staff and DG HR informed about adoption of rules

