




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

Management Board meeting
14 December 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 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 - RULES ON SETTING UP A STAFF COMMITTEE

- Staff Committee (SC) represents the interests of the staff vis-à-vis the Authority
- New rules on the composition and functioning of SC, based on agency model decision agreed by the Commission, now available for adoption
- SC position on aspects for which EFSA has margin to decide fully taken on board
 - Composition - 5 full members
 - Alternates to represent any of the full members
 - Terms of office – 3 years
 - No Co-Chair
 - SC meeting 12 times per year
 - SC meeting the Executive Director 2 times per year

MAIN CHANGES

Main changes resulting from model decision + SC input

- **Composition**
 - 5 (instead of 7) members (*)
 - SNEs no longer represented within the SC
 - No longer amendable by SC and ED outside Article 110(2) SR
- **Tasks**
 - Possibility to bring issues related to interpretation and application of staff rules to the notice of MB in specific, duly justified cases
- **Functioning**
 - No longer Co-chair (*)
 - Meeting the Executive Director 2 (instead of 3) times per year (*)
 - General meeting of the staff convened at least once during its (three years) term (instead of once per year)
 - Quorum for validly convening meetings with at least the majority of the members or alternates present, while previously set at two-third

(*) According to options indicated by the Staff Committee

'WORK PROGRAMME'

- **First half 2017**
 - Promotion of officials/Reclassification of TAs2f/Reclassification of CAs
 - Working time
 - Prevention of harassment
 - Appraisal of middle management (by analogy)
 - Outside activities (by analogy)
 - Types of posts and posts titles (individual derogation)

- **Second half 2017**
 - Administrative inquiries and Disciplinary proceedings
 - Temporary occupation of management positions (Article 7(2)SR)
 - Learning and development
 - Middle management
 - Function of adviser