



Syndicat du Personnel des Institutions Européennes



Bruxelles, le 28-05-2009

FLEXITIME: for real progress, some possible improvements

R&D has been striving for years to get the Commission to implement better working arrangements such as tele-working, flexitime, part-time work...

The saying "happy staff=productive staff" proves itself every day throughout the services. Reconciling personal and professional life, flexitime brings a significant improvement to working conditions. It also helps to ease problems of mobility around the city by lightening traffic density and thus often reducing time lost in travelling.

R&D has whole-heartedly supported the introduction of flexitime at the Commission even if many Directors-General or Heads of Unit have shown some antithesis. Its introduction latterly has not overcome all the opposition and some serious obstacles still persist here and there.

In addition, some obvious disparities exist between services: some problems are unavoidably related to the status of a specific organisation, but others have no rational explanation. Accordingly, efforts have to be made to harmonise arrangements for its implementation.

A survey undertaken by the administration and based on a sample of 5300 persons received 1749 replies. **R&D** will be involved with analysis of the results. **R&D** will examine the services where there are matters to resolve (recovery of claimable hours ...) and will present proposals to develop the rules so as to better suit the wishes of colleagues.

It appears that three points require particular attention:

- * the protection of timesheets to avoid undue surveillance;
- * the recovery of the claimable hours validated by the Head of Unit;
- * the shortening of the afternoon core-time to permit parents to fetch their children earlier and also for colleagues looking after elderly relatives to have greater flexibility...

R&D insists that the rules be correctly applied, particularly on the recovery of claimable hours validated by the chief of unit and to put an end to surveillance as seen in some places.

Tell us about your difficulties and give your suggestions. It will help **R&D to better understand the problems you encounter and better get your wishes reflected in the development of the rules...**

Vote **R&D (list 8) for concrete results...**

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