



**FINAL CONCLUSIONS
OF THE POLITICAL CONCERTATION MEETING
BETWEEN VICE-PRESIDENT GEORGIEVA AND THE REPRESENTATIVE OSPs
CONCERNING THE FUTURE GENERAL IMPLEMENTING PROVISIONS ON CONTRACT AGENTS**

Brussels, 21 November 2016

Mr Roques opens the meeting by recalling that this political concertation, chaired by Vice-President Georgieva, is organised following the request made by the representative OSPs after nearly twenty concertation meetings at both administrative and technical level.

After recalling her commitment to improving the career prospects of contract agents of the Commission, the Vice-President presents the following proposals in response to the requests of the OSPs:

Requests in relation to a specific provision of the general implementing provisions (GIPs):

1. Overall policy on CAs (declaration)

The Vice-President agrees that it will be useful to have a declaration accompanying the GIPs. After hearing the views expressed by the OSP, most of them can be taken on board in the future declaration. However, some points such as the situation of contract agents in agencies are difficult to cover in such a declaration, as agencies are autonomous institutions.

2. Selection (article 2 and Annex I)

The Vice-President first underlined that the OSPs' request for more transparency has to be balanced against the need for the Commission to recruit contract agents swiftly when a need arises. The Vice-President proposes that staff representatives are associated to pre-selections for contract agents 3a when 10 or more similar positions are to be filled in one block per service. In addition, new CAST for contract agents 3a when 10 or more similar positions are to be filled in one block per service will be submitted to the COPAR for opinion.

3. Grading (article 5)

The Vice-President proposes to add the following entry grades to recognise the professional experience of new contract agents:

Grade 10 for FG III, with at least 15 years of experience; and

Grade 16 for GF IV, with at least 21 years of experience.

The Vice-President also emphasises the availability of a general derogation to the listed entry grades. This derogation is to be used prudently, so as to ensure fair and equal treatment of new contract agents.

4. Duration of contracts (articles 7 & 8)

The Vice-President reminds that the administration has to act within known budgetary constraints. While we strive to do the most we can to treat contract agents fairly, we want to give them an honest vision of what they can expect in terms of career. We cannot create false expectations. With respect to contract agents 3a, the minimum duration of contract to become eligible for an indefinite contract has already been reduced to two years instead of three. This is as far as the administration can go within the current budgetary constraints.

5. Succession of contracts (article 10 and Annex III)

While the Commission has a genuine interest in encouraging staff mobility, the issue of succession of contracts is currently being assessed in a Court case. We have to wait until the outcome of this case to assess what the margin of manoeuvre of the Commission can be on this aspect. If the case has a favourable outcome, the administration will propose the necessary adjustments of the GIPs.

6. Change of function group (article 13)

Contract agents already have the possibility to access a higher function group through external selection. With these new GIPs, an overall exercise leading to a change of function group will also now be possible on an exceptional basis for contract agents 3a. We also have to ensure that the services are implementing the new GIPs in a disciplined manner. The implementation of the new GIPs will be closely monitored, in particular thanks to the new HR delivery model.

7. Mobility (article 14)

The administration is committed to creating an online job market for contract agents, available via MyIntracomm, to be launched at the same time as the GIPs enter into force. We will certainly accompany jobseekers with training. However, on the issue of pension rights, not only must we wait for the outcome of the pending Court case, but it is also not advisable to touch on the ten-year rule, as it would risk opening the entire pension scheme in the Staff Regulations.

8. Internal competitions (article 15)

The first internal competitions is about to be concluded with results to be published soon. The administration will have to see how quickly the laureates will be absorbed by the services. Based on this, a stock-taking exercise will be done. The political declaration will contain a statement as regard the next internal competitions the Commission aims to organise. Subject to the limits imposed in the Staff Regulations, such internal competition could be envisaged in approximately two years and the timing of the competition will have to be adjusted based on absorption rates of the laureates.

9. National law contracts (article 17)

DG HR will adopt an ad-hoc text defining how the national law contracts of grantholders could be progressively converted into CA contracts, subject to budgetary availabilities.

Requests outside the GIPs:

10. Reclassification

The Vice-President recognises that contract agents at lower grades are the most vulnerable population and we will put emphasis on those grades when deciding on budget for reclassifications within the margins laid down by the GIPs on reclassification.

11. Access to European schools

DG HR has been discussing with the relevant services how we can ensure that the children of contract agents can finish their school year, including their final years before graduation.

12. Maximum duration as non-permanent staff

The administration is working on revising the decision on the maximum duration as non-permanent staff. For example, the time spent as an END will no longer count towards the seven-year rule.

Participants

Vice-President GEORGIEVA

Ms ALEXANDROVA (Cabinet Georgieva)

OSP

Mr SEBASTIANI (Alliance/R&D)

Ms CHAOUCH (Alliance/R&D)

Mr VICENTE NUNEZ (Alliance/USL)

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Mr MARTINELLI (FFPE)

Ms NESHEVA (Generation 2004)

Mr LE GRAND (Generation 2004)

Mr PEREZ ESCANILLA (USF)

Mr PETSCH (USF)

Ms HOTTAT (USF)

Mr VLANDAS (RS-U4U)

Mr KERAUDREN (RS-U4U)

Mr SBAI (Save Europe)

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