

Proposal	Next step category	Additional practicalities
(1) Structural teleworking	Immediate application	(subject to outcome of HR policy)
(2) Teleworking from abroad	Immediate application	(subject to outcome of HR policy)
(3) Titles and Job Descriptions	Further discussion needed at technical (EAs'HR) level	With support of WG "Sharing and aligning good practices"
(4) Language courses organised by the Commission	Immediate application	
(5) Policy on sensitive functions	Further discussion needed at technical (EAs'HR) level	With support of WG "Sharing and aligning good practices"
(6) Applying Art.13 GIPs CA staff to move to higher grade)	Further discussion needed at technical (EAs'HR) level	Get the opinion of DG HR
(7) Reshuffle/ redistribute tasks	Further discussion needed at technical (EAs'HR) level	
(8) Allowing staff to carry out tasks in the replacement of a colleague	Further discussion needed at technical (EAs'HR) level  -change of category following comment of REA, previously under 'Immediate application'-	
(9) Too much emphasis is put on training current managers	Further discussion needed at technical (EAs'HR) level	
(10) Joint selection for generic profiles (CAs)	Further discussion needed at technical (EAs'HR) level	Suggestion REA: we propose that by the end of 2021 the EAs' HR Units analyse its feasibility for new joint selections, considering also data protection aspects.
(11) Mobility between the EAs and the Commission (temporary assignment or secondments)	To be brought to the attention of DG HR by the trade unions and / or EAs  -suggested change of category following comment of REA, previously under 'Further discussion needed at technical (EAs'HR) level'-	

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(12) Access to the Junior Professional Program (JPP) and internal competitions of the Commission	To be brought to the attention of DG HR by the trade unions and / or EAs  -suggested change of category following comment of REA, previously under 'Further discussion needed at technical (EAs'HR) level'-	
(13) More transparency in the publication of job vacancies	Further discussion needed at technical (EAs'HR) level -kept in this category as systematization of this should be discussed	
(14) Sharing of CA reserve lists between EA	To be brought to the attention of DG HR by the trade unions and / or EAs	
(15) Lifting legal negative consequences of mobility	To be brought to the attention of DG HR by the trade unions and / or EAs	
(16) CCP	To be brought to the attention of DG HR by the trade unions and / or EAs	
(17) Reclassification	To be brought to the attention of DG HR by the trade unions and / or EAs	
(18) Career prospects (CDI for CA)	Further discussion needed at technical (EAs'HR) level	
(19) Recruitment policies	Further discussion needed in the working group " Sharing and aligning best practices"	Involvement of DG HR and lawyers would be useful
(20) Reclassification	Further discussion needed at technical (EAs'HR) level	
(21) Underperformance	Further discussion needed at technical (EAs'HR) level	

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(22) The role of the ASTs	Further discussion needed at technical (EAs'HR) level	Explore possibilities to set up certification process in the agencies via the WG on careers progress
(23) Time and resources for CSC and SCs	Further discussion needed at technical (EAs'HR) level	-waiting for contribution from CSC-
(24) Bike contribution	Further discussion needed at technical (EAs'HR) level  -suggested change of category following comment of ERCEA, previously under 'to be brought to DG HR'-	To be brought to the attention of DG HR for a corporate approach at EC level
(25) CA staff to move to higher grade	Immediate application	
(26) For CA staff to become TA	Immediate application	
(27) Common selections between EAs (for TAs)	Further discussion needed at technical (EAs'HR) level	
(28) The inter-institutional sharing of TA reserve lists	Further discussion needed at technical (EAs'HR) level	