

Brussels, 10 May 2021

**NOTE FOR THE ATTENTION OF MR JOHANNES SCHWEMMER,
DIRECTOR OF FUSION FOR ENERGY**

Subject: Request to open an independent investigation into the suicide of a colleague assigned to F4E

You are aware of the state of shock and deep distress of the F4E's staff who learned the terrible news of our colleague's suicide.

In this respect, we would like to ask you to open a formal and independent investigation in order to shed light on the events that led our colleague to such a dramatic attitude.

Indeed, all experts unanimously recognise that in the case of suicide at work, it is essential to conduct an investigation and analyse the event.

At this stage, it is necessary to take into account the best provisions and practices to be applied in such dramatic situations in order to better understand what happened.

It is a question at this stage to consider the best provisions and practices to be applied in such dramatic situations to better understand what has happened.

In particular, it should be borne in mind that in several of our Member States investigations related to suicide in the workplace are undertaken *ex officio* and are often carried out by joint bodies, which also include staff representatives.

As the specialists in this field point out, in the case of workplace suicide, it is important not only to conduct an investigation but also to provide information on the results of the investigation and the follow-up given to it by the administration so that the staff can regain confidence in the institution.

Thus, the employer must react quickly with concrete measures, specialised psychological assistance and targeted information to the colleagues directly affected, as well as a more comprehensive information to the staff of the institution.

The aim is not only to elucidate the suicidal act but also to carry out a thorough analysis of the working conditions.

The analysis carried out in this context should also allow a thorough verification of the working conditions and their possible influence in terms of psychosocial risks in order to prevent such risks and, subsequently, to propose the necessary measures to avoid a new suicidal act, and more broadly, to contribute to the reduction of occupational risk factors, including psychosocial risks.

As all specialists point out, work overload, loss of professional identity, lack of recognition at work, social isolation and ethical conflicts are the causes most frequently referred to by those likely to attempt suicidal acts.

The way in which the institution will position itself in this dramatic situation will have an impact on the working climate and employment relations. This applies even more to F4E, which seems to be affected by organisational problems that raise the concerns of colleagues.

In particular, colleagues express their conviction that the situation persists without addressing the real problems.

In this context, it is essential to avoid giving even just the slightest impression that everything can be done to deny the seriousness of this dramatic episode in a pointless and regrettable attempt to normalise and trivialise everything "without making waves".

In this respect, transparency on the results of the investigation, which we are calling for to be opened concerning the suicide of our colleague, is vitally important.

Strong internal communication makes it possible to highlight the seriousness of the event and to take into account any part of the professional aspect in its occurrence.

Indeed, reducing from the outset the causes of suicide for personal reasons only conveys the message that the institution does not reflect upon its work organisation and possible responsibility and that, as a result, nothing will change.

Such an approach would be irresponsible, and we are convinced that we can count on both your support and that of DG ENER to ensure that our request for an investigation is accepted.



Cristiano SEBASTIANI
Président

Copies: Ms Alessia Vecchio, Head of ADMIN Departement
Ms Francesca Fantini, Mr Carlo Mancini, F4E
Ms Ditte Juul Jørgensen, Director-General DG ENER
Mr Massimo Garribba, Deputy Director-General DG ENER
Ms Beatrix Vierkorn-Rudolph, Chair of the governing board of F4E