



**Note for the Attention of Ms Gertrud INGESTAD,
Director-General Human Resources and Security**

Subject: Follow-up on Sysper automation of carry-over of annual leave in cases of long-term sick leave, data transparency and request for clarification

Dear Ms Ingestad,

The Central Staff Committee (CSC) thanks you for your last note¹ agreeing to our request to check whether it is possible to make the expiry date of the annual leave days >12 transferred clear to Sysper users. We also thank you for clarifying the discrepancy in the figures reported 22/12/2021. We appreciate your openness to our recommendations on this topic and look forward to working with an updated version of Sysper, one that removes the responsibility from the individual, reduces the administrative burden for all concerned and contributes to the user-friendliness of our IT tools. We also look forward to seeing figures on the days carried over broken down by service needs or sickness, this helps to ensure that potentially eligible colleagues are not excluded.

Could you please share with us the current status of our requests and state whether they are on track to comply with the estimate given of being implemented for 2023?²

We list them here together for convenience:

- automate ‘the entitlement to carry over more than 12 days of annual leave for those who have been absent due to illness or accident for 20 consecutive working days or more (‘long-term sick leave’)³
- ‘please make every effort to explicitly mark the expiry date of the days carried over ... so that colleagues concerned are made aware of this time limit ...’⁴
- ‘make the reason for the carry-over transparent within Sysper since current statistics make no distinction between carry-over based on service needs and those based on sickness.’⁵

¹ Ares(2022)1499297 - 01/03/2022

² Ares(2021)7946034 - 22/12/2021

³ Ares(2021)7365504 - 30/11/2021

⁴ Ares(2022)712038 - 31/01/2022

⁵ Ares(2021)7365504 - 30/11/2021

We thank you again for your assistance in this matter and continue to work with you to make the Commission 'an organisation that cares for its staff and supports it to deliver.'⁶

(signed)
Athanasios KATSOGIANNIS
President

c.c.: C. Roques, E. Sakkers, L. Duluc, B. Saint Aubin, J. Codron (DG HR)

⁶ HR Strategy workplace and wellbeing pillar: Summary of Workshop Feedback until 21 October 2020