



**Note for the Attention of Mr Christian ROQUES,
Deputy Director-General DG HR**

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

Dear Mr Roques,

The Central Staff Committee (CSC) notes that the agreed automated transfer of carry-over of >12 days of annual leave where it is a right¹ (estimated for January 2023) is not yet in place².

The situation we first brought to your attention in November 2021³ remains unchanged.

DG HR acknowledged that the current system puts the responsibility on the individual to request the carry-over of annual leave in Sysper. Therefore, DG HR agreed that for the staff members who have been on sick leave for 20 consecutive days or more this process could be automated in Sysper. DG HR was meant to 'discuss with DG DIGIT on how this can be implemented, taking into account that any change in Sysper regarding this matter could only be implemented for the carry-over exercise in 2023.'⁴

Today, still, all of the responsibility remains on the individual who has been (or continues to be) on long-term sick leave to know to request what is already a right, even though Sysper contains all necessary evidence. DG HR provided figures showing that in January 2021, some 3 123 eligible colleagues lost out because they did not request⁵ what was already their right.

Automation within Sysper would reduce the administrative burden for all concerned, streamline the whole process and align with the move towards working simpler, smarter and together⁶.

Could you please share with us the status of our requests⁷ below and state whether the agreed Sysper automation might be ready for the carry-over exercise in January 2024?

1. automate 'the entitlement to carry over more than 12 days of annual leave for those who have been

¹ *Guidelines for the carry-over of annual leave above 12 days in case of long-term sick leave in order to comply closely with the principles set out in the Strack judgment, 06/06/2017*

² My Intracomm Practical Information: [Carry-over of annual leave from 2022](#) – deadline 31 January 2023 13/01/2023

³ [Ares\(2021\)7365504 - 30/11/2021](#)

⁴ [Ares\(2021\)7946034 - 22/12/2021](#)

⁵ [Ares\(2021\)7946034 - 22/12/2021](#)

⁶ My Intracomm, [Simpler.Smarter.Together Campaign](#)

⁷ [Ares\(2022\)5274573 - 20/07/2022](#)

absent due to illness or accident for 20 consecutive working days or more ('long-term sick leave')'⁸

2. '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...'⁹
3. '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.'¹⁰

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.'¹¹

(signed)

Athanasios KATSOGIANNIS
President

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

⁸ Proposed Ares(2021)7365504 - 30/11/2021, agreed Ares(2021)7946034 - 22/12/2021

⁹ Proposed [Ares\(2022\)712038 - 31/01/2022](#), agreed [Ares\(2022\)1499297 - 01/03/2022](#)

¹⁰ [Ares\(2022\)712038 - 31/01/2022](#)

¹¹ [HR Strategy workplace and wellbeing pillar](#): Summary of Workshop Feedback until 21 October 2020