



Au personnel des agences de régulation

disfonctionnements dans les agences de régulation

Chers collègues,

Veillez trouver ci-après les deux notes envoyées par U4U à la Présidente de la Commission européenne dont celle-ci suite à notre assemblée générale du 5 mars.

Bien à vous

Georges Vlandas

Président



Subject: Note à la Madame la Présidente de la Commission européenne, Ursula von der Leyen au sujet de la poursuite des disfonctionnements dans les agences de régulation

Dear President,

[In our previous letter](#), we underlined some dysfunctional aspects to the functioning of the regulatory agencies:

- the irregularities and practices reported in the press which have been brought to our attention, for instance in the case of Frontex;
- the mismanagement which not only affects Frontex, but also other agencies;
- the lack of control within the agencies, which is *not* a new issue;
- the weakness of the social dialogue;
- the absence of regulatory instruments such as investigative or mediation bodies.

Since then, we have organized a general meeting with the personnel of the agencies at which more than 350 members of staff participated.

Given the difficulties faced by colleagues from several agencies, but also of the adoption of the new 7 year European budget, the personnel insist on obtaining improvements in a number of areas, including the following at the very least:

- 1** Social dialogue in the agencies, collective bargaining between agencies management and their staff:

The personnel wish to see a rapid and significant improvement in this area.

- 2** The issue of Commission supervision of Agencies and the presence of its representatives on the agencies' management boards.

This supervision needs to be improved both at the management board level and also in the supervision of the application of the statutory regulations.

- 3** Human resources issues: recruitment, careers, mobility within the institutions, the European schools, and other social aspects etc...

The personnel wish to see improvements in all these areas. There is already evidence of good practice such as that taking place in the EUIPO agency.

- 4** Issues relating to investigative bodies (IDOC, OLAF) and mediation bodies :

The personnel wish to see either agreements with the Commission regulatory bodies (OLAF, IDOC, Mediator) or specific common services for all the agencies.

- 5** The improvement of human resources management rules, e.g. on professional incompetence or evaluation:

The personnel wish to see established a rule on these matters as we are attempting to do in the F4E agency.

- 6** Last but certainly not least, we need to assess the consequences of the 2.5 billion euro cuts in the human resources budget which are having a detrimental effect on some regulatory agencies: for instance, in these

agencies, promotions have been cancelled for two years and school allowances have also been reduced.

The personnel demand that these financial benefits be maintained; they also demand an improved social dialogue on this subject.

We wish to underline the importance of addressing this issue as a matter of urgency. First, this is essential to the proper and improved functioning of the regulatory agencies. Second, it is essential that the current negative public image of these agencies should not reflect badly on the European public service as a whole nor on the European Commission in its regulatory and control functions.

Moreover, it should be noted that this problem of image is not just something fabricated by the press or some MEPs; it also accurately reflects current views held by many members of staff within the agencies themselves.

We hope that these concerns and demands as expressed by the personnel at our general assembly on March 5th will be helpful in clarifying the various problems and in reaching suitable solutions.

Yours faithfully,

Georges Vlandas
Président



Gregor Schneider
Vice Président