



## Questionnaire « Faire plus... »

### Questions posées :

<b>Proposition</b>	
1.	<p>En cas de restructuration des services et des missions :</p> <ul style="list-style-type: none"> <li>• Expliquer dès le début les objectifs et les intentions ;</li> <li>• Consulter systématiquement le personnel avant la restructuration.</li> </ul> <p>Pendant la mise en œuvre :</p> <ul style="list-style-type: none"> <li>• rendre public le plan d'actions et son calendrier;</li> <li>• pour déterminer les nouvelles affectations : tenir compte des compétences et des profils de carrière individuels grâce à des « chambres d'écoute ».</li> </ul>
2.	Favoriser l'accès au télétravail. En cas d'heures supplémentaires prestées, permettre leur récupération.
3.	Pour les AC figurant sur une liste de réserve d'un groupe de fonction supérieur, ou lauréats de concours généraux: les reclasser dans le groupe de fonction supérieur ou les titulariser de suite.
4.	Temps partiel: octroi automatique et assurer l'organisation des remplacements par DG. Favoriser au maximum l'accès au temps partiel. Compenser au niveau de chaque DG les FTE (full time equivalent) perdus, en fonction des besoins locaux.
5.	Allocation voyages annuels: la verser chaque janvier au lieu de juillet.

### Réponses au 22/12/2015

En %

Vote	Q1	Q2	Q3	Q4	Q5
OK+	68,21	63,71	34,89	47,66	27,74
OK	25,51	22,98	26,79	33,98	24,17
NOK	1,28	6,27	12,23	5,73	10,57
NOK+	0,00	0,00	0,00	0,00	0,00
?	5,00	7,05	26,10	12,63	37,52
	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## Commentaires reçus

Managers have to announce a forced change of unit/directorate in person and should actively invite staff for a meeting on such a difficult issue.

Soigner/protéger la fonction publique européenne ne doit pas inclure actions qui surmontent la réussite d'un concours. Jusqu'à présent, il n'existe pas un autre moyen pour assurer dans l'avenir la bonne santé de la fonction publique européenne. Tout raccourci pour la nomination de fonctionnaires ira à l'encontre de notre avenir. Il faudrait ne pas engager de contractuels car cela termine toujours pour se convertir en une 'back door'.

'More with less' is the mantra from last century... when do we enter the 21st century and the modern code of conduct between employers and employees? When do we believe it when specialists say work-private balance is out of balance?

Si un AC a travaillé pour la Commission et a été classé dans un GF (ex: II 6-1) ensuite engagé par une Agence Exécutive (il sera au maximum II 5-1). Ceci semble une 'discrimination' qui n'a pas de sens; et n'en parlons pas du salaire ou la différence que représente cel.. seul possibilité l'assurance d'un CDI - Il faut trouver un 'équilibre' pour ce type de cas

Learn from efficiency measures already in place in Agencies - the are facing even bigger challenges to do more with less staff and budget. Some agencies implemented very practical rules which work well.

L'allocation de voyages annuels est versée en juin et pas en juillet.

Pour moi, le plus important est le temps partiel. Je veux être là pour mes enfants, aussi après 12 ans.

To make the EC more efficient it needs to make sure the staff works efficiently and those who do not contribute sufficiently should be replaced. This requires more strict performance assessment framework.

en ce qui concerne le teleworking, comme toute autre façon de travailler, il est déjà maintenant pas possible de récupérer les heures supplémentaires dans bcp de services, comment gérer ceci en plus ? Pourquoi la question 3? Il y a aussi des fonctionnaires qui ont passé un concours et qui ne parviennent pas à trouver ?

diminuer les 8h du travail au 7h30 comme auparavant

Permettre aussi aux agences européennes de recruter des agents temporaires (personnel plus stable) et pas uniquement du personnel intermittent (opération qui se fait de plus en plus abusivement)

More trust in colleagues (JSIS etc) will lower administrative burden.

Make it possible for Contract Agents FGIV in the Reps to be Heads of Unit or Heads of Sector

The Commission should take the number of illnesses and burn-outs more serious and do something about the overload of work and the constant tight deadlines we work with. I see more and more people around me suffering but nothing is done and finally people fall out but everything just continues. The human aspect should become more important again. This should not be done by fake measures such as well being activities. It is great if these are organised but does it contribute to the work burden we face everyday. I also wonder who has time for these well being activities. I commute to work everyday and have a family. Now we have the 40hour week regime, I don't have time for these things, I even hardly have time for a lunch break with colleagues.

Pour le temps partiel, attention, il est encore plus difficile à gérer que le télétravail et aboutit souvent à des tâches équivalentes pleins temps effectuées sous pression. Et il est difficile de 'boucher les trous' de nombreux profils, une heure ici une heure là. Faut-il vraiment aller plus loin que ce qui existe déjà? Ou alors pour un genre de pré-retraite peut-être. Pour l'allocation voyage, pourquoi janvier? Et pourquoi pas d'ailleurs...

- Diminution du nombre de Commissaires ce qui induira une diminution significative du nombre de briefings ; un audit de performance des briefings par l'IAS serait le bienvenu. - Fin de l'organisation matricielle des compétences des Commissaires,

Quid de ceux qui ont perdu l'allocation de voyage? Est-ce qu'ils vont encore la récupérer? Que ce soit en janvier ou en juillet, au moins vous la recevez. Point 2 n'est pas très clair. Je comprends qu'il s'agit de récupérer les heures supplémentaires prestées pendant le télétravail. Cela générera beaucoup d'abus.

Privilégier la réalisation d'objectifs plutôt que la prestation d'un certain nombre d'heure à tout prix. 40h 'd'inactivité' (voir plus avec heures sup 'de présence' mais sans valeur ajoutée) n'auront jamais plus de valeur que 35h d'investissement total.

An additional form of flexible working arrangements, as done in United Nations: Compressed schedules allowing for '10 working days in 9': longer working hours per day with a free day every other week (At UN is Friday, but here could be any other day. An additional way of doing it would be within the current flexitime arrangements, but allowing for systematic recuperation of Wednesday afternoon or Friday afternoon, for example, with an adaptation of the core time for the rest of the days. To be noted that at United Nations, a choice has to be made within the different flexibility arrangements possible: either flexitime, teleworking, compressed schedules or specific arrangements for training.

2. Promote access to teleworking. In case of overtime worked, allowing their recovery. I agree with the promotion of teleworking. But I think that claiming of overtime worked will have a very negative effect in the general demand. In my view the principle of trust and professional responsibility should prevail. (The work is done!!) In fact we all know that teleworking helps to balance professional-family life, this may represent interruptions/breaks,... We do not have to be naïf and over ambitious.

Concerning the first point: what is the sense of making an action plan public only during its implementation and what does it exactly mean? It should be made public rather before the implementation is started. There should be a consultation of the staff based on the draft action plan, which should be concrete with a timeline and not just on some kind of vague objectives. The Commission should learn how organisational changes are managed in private sector - there are whole management frameworks that deal just with that. Some kind of vague staff consultation is not going to make the change viable. As to the chambre d'écoute there are rumours among the staff that the Commission wants to use this to make officials redundant (the statute allows that) and that way reduce the staff even further than the reduction rate due to retirement. Whether this is the case or not, probably only the Commissioner knows. Yet if such rumours already go around I do not think that anyone will seriously take part in any such exercise if he or she may even remotely face the possibility of job loss. As to annual travel allowance: I do not get anything so it does not concern me. I would however suggest that before we talk about dates of payment the Commission should remove the discrimination of couples where both spouses work for the Commission. We are both officials, my husband is entitled but I am not entitled because my husband has higher income. If we were not married we would get the allowance both. This is discrimination of married couples. In addition, why is only one among a couple of officials entitled if both work for the Commission and both would annually travel home, in addition each to a different country?! This is also hidden gender discrimination because it is mostly men that have higher income and hence get the allowance.

Internal competitions for CAs. If we have devoted 6yrs of the service we should at least have the opportunity to become a permanent member of staff.

In many DGs/services the newcomers' induction is below standards or in-existent. Minimum induction should be a right of the newly hired/transferred staff member.

On point 4 : it's high time that this point is REALLY tackled in the Commission's organisation : it is totally unacceptable that colleagues hesitate to ask for part-time work by fear of putting an extra work burden on their colleagues, as in the current system they know their 'time-off' will not be compensated by another FTE in proportion. Moreover, it's also high time that allowance for part-time work is linked to having children at home : also people without children have a life outside the Commission and are entitled to take the decision to work less, earn less and have a better work-life balance!

I can't understand why our management doesn't allow anymore recovery in case of overtime. I'm completely demotivated. This rule is against of my work-life balance needs.

Pour le point 3 - Il y a un nombre important des fonctionnaires attestables et/ou avec la certification que depuis des années n'ont pas été attestés/certif. ni reclassés, avec aucune ou très peu de chances de trouver un poste d'un niveau supérieur. au contraire ( par exemple la description des postes a été fait à la baisse de AST a AST/SC)

- même salaire pour un même travail au sein de toutes les institutions et agences. - reconnaissance de syndicats représentatifs des agents contractuels en agence au sein des Institutions. - reconnaître l'expérience au sein et à l'extérieur des ins

L'accès au télétravail devrait jouir des mêmes facilités et de l'octroi automatique en sus d'être accordé de la même manière à la Commission que dans les Agences Executives or, dans le cas de ces dernières, ce n'est pas du tout le cas et le management traîne des (deux) pieds pour favoriser ledit accès... Peut-on faire quelque chose?

Et si vous arrêtiez de penser aux AC (qui ont fait un choix personnel en acceptant ce type de contrat et qui peuvent très bien tenter de passer un concours) et que vous pensiez plus aux fonctionnaires engagés après 2004 pour réduire/supprimer les injustices criantes existantes. Après avoir réglé ce problème concernant des statutaires qui ont du passer un vrai concours et pas un panel de 'rigolos' (j'ai assisté à plusieurs panels AC pour le compte de mon ancienne DG !), il sera alors temps de vous intéresser aux AC.

Bravo

as a newcomer, I do not understand all the proposals in full. E.g. I have never received annual travel allowance, and do not know any rules on this, so how can I select an option? At such consultations, always have in mind the full spectrum of the addressee. There are certainly ways to provide the info needed for those who need it, without making it too lengthy.

Point 2. Accès au télétravail le Service médical risque de rendre obligatoire le télétravail d'un collègue à mobilité réduite temporairement, peut-être même encore sous certificat médical. Alors, svp ne demandez pas d'heures supp pour le télétravail...

Point 4. Temps partiel il serait utile selon moi que au sein d'une même unité ou même direction, les collègues connaissent le travail, aient les accès IT et sachent être backup d'un collègue absent.

1. In case of services and missions restructuration - additional proposals: - Before starting any restructuring make careful analysis of functions and reporting lines in order to avoid clashes and chaos after the restructuring; - Careful analysis should also be made when restructuring concerns management posts - make sure that you don't duplicate two 'strategic management' levels at the expense of the 'operational' ones. This is especially valid in times of crisis and cost reduction; - In restructuring never forget that management is all about 'justice being done', thus don't opt for restructuring solutions where one does 'twice as much' and another 'twice as little'.

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Please make sure that CAs in the Executive Agencies are allowed to sit in internal competitions. It is a shame that we are not allowed to sit in internal competitions!!

Le temps partiel ne doit pas être un droit, sinon on va finir avec encore plus d'agents contractuels et les fonctionnaires auront une très mauvaise réputation. Mais je suis d'accord avec une compensation en FTE de tous les emplois perdus par temps partiel ou la retraite. J'ai aussi de craintes face au télétravail, car l'esprit d'équipe et la communication en souffre.

DG HR's proposals don't go far enough: instead of doing more with less, we should propose to do everything with nothing :-)

Je trouve qu'on devrait supprimer les allocations de voyages, 16 % sont suffisants.

Je ne vois pas que ces propositions soient vraiment liées avec le titre de votre page : 'Faire mieux avec la même chose.....'

Thanks for the initiative. For the first two points I have a clear view and support the unions position. For item 3 I do not know about today's situation. For item 4, granting part time automatically seems a bit too radical for me. In the end we have a shared responsibility to ensure continuation of service. While part time is a staff regulation subject, staff headcount is a higher level / political issue. Merging the two would of course be nice but unfortunately unrealistic in the current commercial environment. For item 5 I do not really see the point. While it may be a huge financial burden for the PMO, I see a relatively low improvement for the individual. Best regards

I only support Point 3 if it also applies to Temporary agents who are as discriminated as the CA and have no mobility at all, reduced promotion rate, etc.

On point 4, I am concern about the high number of elderly people as Officers and the low number of young Officers working today in the Commission. Very soon in 5-10 years, (probably also today, the Unions may have the figures) the Commission will loose highly competent and skilled people without the appropriate hand-over and knowledge transfer to the younger generation of officials. The Unions need to investigate new ways to modernise and make the Commission more attractive and innovative. Part-time could be a good formula to 'Do better with the same' in terms of FTE (50% old + 50% young). The continuity of the services would be assured by this formula, old people normally get sick more frequently than younger ones, they would keep the business running with the knowledge and appropriate competences by working hand to hand old and young ones. Young staff salaries and allowances are less costly than for elderly ones which can be balanced with the 50% of the end of career ones. Let's take the energy and enthusiasm of the new generations coming together with the competence and expertise of the elderly ones, bringing a new wave of motivation to all of us. We need young people in the Commission to work closer to the elderly ones, using a win-win situation for the generational change.

Surveiller le recrutement des intérimaires, qui restent pendant des années dans le poste- un abus de l'argent publique. Le concours CA ou autre doit être obligatoire pour travailler dans les institutions.

Revoir tous les contrats des AC qui ont plus de 3 ans d'expérience, faire un bilan de leurs activités, prendre en compte le feedback hiérarchique et leur proposer le cas échéant un contrat indéterminé (au lieu d'engager à chaque fois des nouveaux AC qui doivent être formés et qui ne connaissent ni les procédures, ni les programmes spécifiques – car former des nouveaux agents ça coûte très cher).

CDR: tenir compte des points restant pour ceux qui en ont encore avant de passer au système sans points.

- Organiser des job sharing pour 2 mi-temps. - Publier (et créer) des postes à temps partiel - Ne pas utiliser le télétravail pour faire travailler le personnel qui serait normalement en 'congé maladie' par exemple en cas d'intervention chir

L'octroi automatique du télétravail et des temps partiels ne pourra fonctionner que si les agents démontrent de leur côté un engagement sans faille et une flexibilité pour tenir compte de l'intérêt du service. Ces aménagements sont des droits très importants mais devraient s'accompagner d'un sens des devoirs et des responsabilités qui vont avec (notamment au niveau des AD). Merci de cette consultation.

As a financial assistant (and END external auditor before that) it is my experience since 6 years that working methods and organization of work is always decided by people who have never actually done the work. It is very frustrating to know that the people who do have the technical knowledge are never listened to. It is as if AST = stupid (no matter how many university degrees you have). In addition: knowledge is never shared with 'technical level people'. It is still very much so that 'knowledge = power' so 'technical level people' should not gather too much information and knowledge...

je travaille dans une agence de régulation ERA (rail) et malgré un CDR 2015 et 2014 'tres bon' on ne m'a pas renouvelé: motif (plan établissement) continuité poste pas garantie mais dans le même temps plusieurs AD sont recrutées dans mon grade à mon poste+plusieurs postes vacants= priorité d'un externe ou d'un poste vacant sur un staff méritant! nouvelles compétences nécessaires pour l'agence nécessitant une 'expérience pratique'. aucun critère donné sur ce qui est une expérience pratique. pour ce qui est des autres propositions: pourquoi pas permettre le rapprochement de conjoint? si vous êtes dans une agence et que l'autre est à Bruxelles, aucun moyen de transfert alors que dans l'administration française c'est possible. je connais un couple dont un est à Helsinki et l'autre en Espagne alors même qu'ils travaillent dans des fonctions supports tout à fait transposables.

No forced (i.e. without the clear prior consent of the person concerned) mobility for ALL non-sensitive posts. Allow ALL staff to work above their personal pension-age upon THEIR SIMPLE DEMAND until the maximum pension-age actually foreseen in the Statute (67 minimum) - this is an important measure in most MS to bring their budgets in order ('do more with less'). Cut down considerably the unnecessary, artificially inflated and overly expensive hierarchies - particularly the uppermost (in almost all cases a negative consequence of cronyism, nepotism, influence and blackmailing of MS and the like) to the benefit of 'normal' officials - thereby

considerably flatten all hierarchies ('more Indians - less chiefs', so totally in the vein of 'do more with less'). Make a total U-turn as regards wild, uncontrolled and totally not thought through outsourcing of all 'ancillary activities', like restaurants, schools, kindergartens, ushers, security services, etc., etc. to be done exclusively by statutory officials (the overall service-quality has considerably deteriorated and now also the security-risk has increased enormously, which cannot be estimated and/or controlled any longer - e.g.: how many 'Molenbeekois' work in our private security-services???). Reverse back to the excellent promotion-method with clear promotion-points, clear thresholds and clear 'hit-lists' of those to be promoted automatically, strictly according to the promotion-rates of the Statute - thereby rectifying also the damage suffered by all those not promoted (mainly the 'end-career') due to permanent and illegal disrespect of the statutory promotion-rates (make good the damage caused by life-long stealing money from many staff through illegal, long-time non-promotion as clearly established by the Anagnostu-judgement).

Detach access to internal competitions from the actual grade. Assess people on their competencies not on their grade. Recognise competencies also for non management functions to reclassify people in line with the responsibilities they exercise to a correct level (e.g. project managers should be awarded a grade in line with their experience AD/AST 7).

Et les allocations de voyage annuels qu'on nous a enlevé à cause de la double nationalité (PT-BE)? Et la reduction de salaire de AC a AT (J'ai changé pour avoir un contrat de 3 ans. Un grade AT. J'ai été AC RTD de 2009-2012 et après chômage que j'ai arrêté pour aire des Interims. Bcp de mes collègues sur les listes CAST luttent pour avoir une place et il y en a qui n'ont aucun Cast et pas difficile de trouver un post.J'ai aussi travaillé a la REA/EACEA tant interim j'ai tt l'expérience et pourquoi on ne m'accepte jamais dans les panels? Si on m'appelle pour des interviews c'est rien. j'ai eu des interiews dans tt les agences à BXL et Lisbonne. Comment faire pour trouver un boulot stable après tant d'années dans les institutions (PE et CE)depuis 1987. Merci

The rationale for your proposal regarding CAs on reserve list is not clear. Isn't this going to generate an unfair treatment to other CAs (or even to other officials)?

OHIM

5. Si janvier n'est pas possible, alors mars, peut-être ? Je pense que c'est une période moins tendue pour les collègues du PMO qui doivent faire le travail. 4. L'accès au temps partiel si non compensé localement, oblige les collègues à assurer le travail des travailleurs à temps partiel. La compensation au niveau de la DG n'assurera pas dans des FTE complets dans les unités. Les unités qui sont jugées non prioritaires, déjà très ponctionnées ne reverront jamais les morceaux de FTE qui devraient leur revenir...

Des plages horaire élargies du flexitime seraient les bienvenues (par exemple arrivée possible au bureau jusqu'à 10 h)

Augmenter la somme de l'allocation du voyage sans nécessairement la lier au kilomètre.

In EASA - Cologne no part-time requests are granted anymore and teleworking has never been allowed although it would significantly increase efficiency and reduce travel costs. In June 2016 EASA will move into a new building with open space offices that is absolutely inappropriate for specialists that need to concentrate on reviewing documentation from applicants. Teleworking would allow to review such material at home and to make cheaper and more efficient travel arrangements. However, we have an ED that imposes working methods of the 1950's and that does not care at all about balancing private life with work. Restrictions on use of flexi-time are being issued and staff committee inputs are being ignored. Almost all part-time requests are being refused without proper substantiation. Structural understaffing is affecting the Agency since the start in 2003.

Merci de consulter les gens. PC

Nobody is talking about the new GIPs on CA and especially for CA 3b. New GIPs foresee mobility and reclassification only for CA 3a, equal requirements for grading of 3a and 3b contract agents, while to CA 3b a contract for indefinite time duration cannot be granted even if they had been taken from a valid EPSO reserve list for 3a. Therefore, I think that more attention has to be paid to the conditions of employment of CA and only to those for contract agents appointed by the agencies and offices under Art.3a of the CEOS but also to the those ones appointed by the Commission under Art.3b of the CEOS.

- Real internal competitions for officials hired after 2004; - Recognition of competences acquired before working for the EC, even retrospectively; - Quicker pension proposal for the 'opt-in' (3 years is ridiculous); - Facilitate the recognition a

4. I don't think the part time should be granted automatically and to everybody who wishes to do it. There must be clear rules and conditions on the % of the part time and reasons behind. Otherwise, back ups may end up working 20% on many positions to cover part-timers who only wish to work for instance 80%. 5. I don't see much difference in paying the travel allowance in Jan or July as long as it paid at all.

Point 5 is of a different order of magnitude (marginal issue) and is not strengthening to overall statements. Therefore I suggest to delete this point

Qu'on arrête de laisser certains collègues très experts en la matière cumuler les profits : temps partiel, congé parental, et puis quoi encore, récupérer les heures en télétravail que certains ne font même pas au bureau ? Qu'on remplace les fonctionnaires par des fonctionnaires et qu'on arrête d'employer des collègues de statut différent, qui sont de toute façon frustrés et qui se la jouent. Qu'on nous permette de travailler, sans tout le temps accorder des faveurs à ceux qui en feront encore moins. Qu'on mette en place un VRAI contrôle de présence, et pas un flexi-time pour lequel la moitié des gens mettent 20 min' et disparaissent 1h30. La Commission d'il y a 20 ans ne présentait pas tous ces problèmes.

bon travail ! pensez à utiliser aussi Eusurvey, assez simple. Ceci dit, pour les propositions, il aurait fallu rappeler le contexte (ex allocations voyage)

To organise the contractual agent internal competition ASAP with sufficient rate of places of successful candidates, multiplied by the years this competition was postponed. Preference to the CAs who are closer to the expiration of the 6 year period.

Je suis d'accord avec vos propositions. Il faut aussi mettre la pression sur le PMO. Cela devient difficile d'avoir un contact humain, comme vous l'indiqué dans votre document sur les AST, avec ce service, qui ne devrait pas faire du chiffre. Le personnel est prêt à se mobiliser massivement sur les questions relatives à la CGAM, aux pensions et toutes autres domaines liées au réel bien être du personnel. Le véritable FIT@WORK commence par la bonne gestion de ces services. Vous devriez mettre ce point dans vos prochaines propositions. Merci Un adhérent

Allow reclassification to a higher function group (CA + AST->AD) also at externalised Agencies and allow the same internal competitions and career development possibilities also there. Currently, Agency staff can only develop professionally if applying externally and normally by changing Agency i.e. country.

Excellentes propositions. Seule la cinquième me semble 'démagogique'.

Stop complaining so much.

1. Restructuring: a transition period should be considered. No restructuring happens overnight. 5. Annual travel allowances have been removed arbitrarily for staff serving in the country of their nationality regardless from the country and the distance of the point of recruitment: this has been a very incorrect measure. Payment in January or July seem to be a minor issue. \*. It may be useful to make (JRC) work planning leaner: currently, reality has to be adapted to a table, for instance when it comes to identifying one single customer DG, which is contradictory with the aim of exploiting synergies and minimising duplications of activities across DGs.

Concernant le dernier élément de la proposition 1: est-ce que la 'chambre d'écoute' ne rentrerait pas plutôt dans une stratégie de 'career guidance' ? Commentaire général : Pour faire mieux avec ce que nous avons il faut le valoriser en définissant une stratégie de bien-être structurel qui favoriserait l'épanouissement des talents, du potentiel et de la performance sur base d'un climat de travail agréable au quotidien, avec respect, support mutuel, ouverture, écoute et dialogues constructifs, un esprit d'équipe entre le management et le personnel, des sentiments d'appréciation, d'appartenance, d'engagement et de contribution à des objectifs SMART communs, et le partage des fruits du succès. Tout en offrant des réelles opportunités de mobilité (ce qui n'est pas favorisé en

coupant des postes) et en respectant le fait que l'équilibre entre vie professionnelle et vie privée ne se situe pas au même niveau pour tout le monde.

5. Si janvier n'est pas possible, alors mars, peut-être ? Je pense que c'est une période moins tendue pour les collègues du PMO qui doivent faire le travail. 4. L'accès au temps partiel si non compensé localement, oblige leurs collègues à assurer le travail des travailleurs à temps partiel. La compensation au niveau de la DG n'assurera pas forcément des FTE complets dans les unités. qui ne jugées non prioritaires, celles-là déjà très ponctionnées ne reverront jamais les morceaux de FTE qui devraient leur revenir...

Proposal 2: I am of course in favour of teleworking. I have problems with overtime worked while teleworking. This should not happen.

Je trouve que pour ce qui concerne les AC la proposition est acceptable, mais elle est tout à fait marginale par rapport aux problèmes réels des AC, avant de penser aux listes de réserve il faudrait penser aux concours internes, aux problèmes de carrières et aussi à la titularisations suite à des performances de haut niveau pendant plusieurs années (3 p. ex.)

Je suis entrée à la CE en 2012 et je fais partie du pool de la DG CNECT depuis mon arrivée, je suis à ma 11ème unité. Je suis secrétaire. Je n'ai pas droit au télétravail car je fais des remplacements. Je travaille à 75% mais le responsable du pool m'a convoquée et m'a dit que cela ne l'arrangeait pas du tout. Il souhaite que je change mais j'ai des enfants en 1ère et 2ème primaire dont 1 avec problèmes de langage et d'audition. En tant que Belge, nous n'avons pas droit aux allocations de vacances annuels. Je ne comprends pas pourquoi, on n'a pas le droit de partir en vacances? En Belgique, chaque salarié reçoit un pécule de vacances, parfois double pécule de vacances et 13ème mois. Nous n'y avons pas droit. Ma belle mère vit aux Etats-Unis et je n'ai pas les moyens de payer un voyage pour 4 personnes. Mes enfants n'ont jamais vu où vit leur grand-mère! Je comprends la prime d'expatriation mais je trouve injuste et non équitable l'allocation de voyage annuel.

Have proper and meaningful job titles! After 20 years in the Commission, I am now a Secretary instead of Administrative Assistant which is very demeaning. After complaining to my HoU, DG HR offered me the alternative title of Administrative Agent which I accepted but I believe that it sounds like a temp. Why can't we have job titles that really describe what we do and remove such degrading titles like Secretary? And if I have to be an Administrative Agent then surely they could add the word 'Senior' in front of it to differentiate between newcomers and colleagues that are here a long time? Thanks for everything and keep up the good work!

Part-time is the future in our society. Think of a system where everyone would be offered a 30h/week contract (on 4 days). Add an option to make it + or - 10h, on request (like now how part-time request are working). The starting point would be a smaller schedule with option to get less \_or\_ more\_. Result would be a more balanced distribution of work patterns between 20h and 40h. Less pressure on people to work like dogs. More efficiency during actual worktime (savings for the employers!!!). Emphasis on life quality rather than on earnings. Believe me, this is the future, whether they like it or not, it will happen and it will improve both productivity and happiness. Jac.

You are not addressing many problems of contractual agents. Although positive, many of these points are details in the current framework. The career of contract agents should be better addressed. To what extent an institution can rely on people who feel mistreated?

The most important issue is part-time work, which should be granted unconditionally to anyone who wishes to.

- Démocratiser l'organisation, en particulier la fonction de Chef d'unité. - Utilisation généralisée de software open source. - Optimiser le service de navettes. - Gestion des places de garages des bâtiments, en particulier les places réservées

Quid de tous les AST9 et AD12 à qui il reste 10 ans à faire sans aucune perspective ?

Pourquoi reclasser automatiquement les agents contractuels et non le staff statutaire AST qui a réussi un concours AD? Si on fait un concours inférieur à ses diplômes il faut en accepter la conséquence. Les voyages annuels ne devraient être versés qu'à ceux qui vont effectivement dans leur lieu d'origine, avec un maximum correspondant à ce qui a été payé, donc pour moi ni forfait ni



paiement en avance. Comment pouvez vous compenser un temps partiel 80% dans une unité? Les 20% perdus tombent automatiquement sur les collègues.

1. The annual travel allowance is paid now in June, not July. 2. In December we get the indexation (if there is any), I prefer to have the travel allowance later in the year for the holidays.

Bien que je sois CA, je ne pense pas qu'un CA sur une liste de concours d'un groupe supérieur ou pour fonctionnaire, devrait être reclassifié immédiatement. À mon avis, la personne se doit de trouver un poste dont les responsabilités sont en ligne avec la nouvelle classification ou le fait d'être fonctionnaire. Donc un FG III doit trouver un emploi classé GF IV, un CA doit trouver un poste réservé pour fonctionnaire. Et donc changer de poste avant d'être reclassifié. Par contre, les candidats internes sur les listes de concours d'un groupe supérieure ou fonctionnaires, devrait avoir priorités sur les candidats externes à compétences et expériences égales. Allocation voyage annuels : ce n'est franchement pas important pour moi.

Wonderful to see that the view exists that only contract agents matter when it comes to do the same with less people. What about the SNEs and cost-free SNEs. They add a valuable contribution to DG ECFIN's work but are the real slaves of the Commission

Please put pressure to abolish maximum 7/12 years rule for CA in Commission, Regarding internal examinations for CA, please put pressure for - more positions - less years within EC required, - examinations every year - preselection on CV base

Concernant les allocation voyages annuels-revoir le droit d'octroi qui a été supprimé avec l'entrée en vigueur du nouveau statut pour beaucoup d'entre nous, car recrutés en Belgique.

Permettre les concours internes pour tous ceux qui ont passé un cast.

Give the 18 days of leave back to the staff in Delegations. It is a shame the these days were stolen from the staff without any compensation. Where was U4U when it happend?

I am quite concerned about the warm embracement of the CAs. What do you do at the same time for AST and lower ADs. The CAs are usually locals and they have not passed strict competitions. I see them on the fast track for internal competitions and nothing for the ASTs. We are a bunch of after 2004 recruited international people, enjoying a slow career and a very low start. Plus we enjoyed the cut from all benefits (extra travel days) letting us keep minimum contact with our family. Be a little bit fair and cut the populism with the CAs.

Increase telework to 60%.

Enable VAT free or offers in buying goods (cars, etc.)

le point 4 ne me semble pas trop clair....

Pourquoi pas de temps partiel pour les non-parents?!

part time is mostly reserved for people with a family- and means any autorised extra activity is in practice forbidden. While the need to maintain integrity is essential, I think specific activities such as teaching or involvement in charity work, should continue to be allowed to staff in part time. For instance, if I take wednesdays off, it means my ten hours of teaching about the EU in a university get cancelled- not making much sense to me.

I support especially point 4 - part time work. I work part-time and would like to change work. However, this is almost impossible as no HoU would take me knowing that he loses 50% of workforce. This is a serious problem for me and causes me huge motivation problems. It is important that one does not have to choose between family (children) and work but can do both. I chose to spend also time with my children but pay it with a de facto binding to my current unit

Someone should take note that "doing more with less" is an oxymoron, a contradiction in terms, something by definition impossible...

A-propos Concours internes ouverts aux AC: L'éligibilité, comme le prévoit le Statut, doit concerner les AC avec une ancienneté de trois ans et non pas 4 ans comme proposé .

Remettre l'"humain" à l'ordre du jour : - Utiliser les capacités des personnes et ne pas forcer les gens à faire une nouvelle activité juste parce qu'on ne regarde pas plus loin que le titre de leur fonction - Chaque fonctionnaire/agent devrait être utilisé au mieux de ses capacités, ce qui réduirait de beaucoup le nombre de burn out ! - De même les chefs d'unité/directeurs (généraux) devraient avoir suivi une formation complète en ressources humaines afin de veiller à ne pas démotiver leurs troupes

Missions are often more expensive than they need to be. It is sometimes possible to book 2nd class train tickets. The per diem is not always justified (used). Here the COM could make savings on the mission budget by foreseeing cheaper but more missions. Teleworking is meant to allow us to reconcile work with private life, it is not logical to foresee extra hours to be recuperated. What would be good is to be able to register hours worked after 8pm from home (which can be often the case for people who go back early to look after children and then catch up once the kids are in bed, ie. after 8 pm).

In case of restructuring, make management extremely accountable towards their employees as regards motivation: appropriate training courses attended and points learnt clearly discussed with employees; employees' evaluation of their manager taken into account (as part of the annual appraisal or otherwise) and a clear designation of a "person d'écoute" if employees end up in a constant situation of management ignoring any suggestions, comments.

1, Simplify processes - do an audit of unnecessary internal bureaucracy. ADs / FGIV are gradually being asked to do work that was previously done by a secretary - meaning additional workload that is generally not done as well or efficiently. Yet at the same time additional procedures are put in place to make these processes more burdensome / complex. - Paper signataires still exist in agencies ... despite ARES supposedly replacing this. Why? - Security registration of visitors is also long and complex. We know that security is important, but simplify! - Any IT tool inevitably is outdated before it is introduced and doesn't work efficiently. Not to mention the additional bureaucracy around transport, JSIS, etc etc... How much time is wasted on this? 2, Make a serious investment in staff wellbeing. Benchmark the EC against other organisations and take the lead. Frankly, announcing "Fit@work" with great fanfare when you are faced with an 8 hour day and kids to collect and colleagues are committing suicide looks like a rather pathetic gesture.

Pour le télétravail je suis tout à fait d'accord à un accès plus large sous un bon encadrement du management : il faut que le travail soit fait et que le télétravailleur soit joignable. Je ne suis pas d'accord avec la récupération d'heures sup qui serait faite en télétravail car c'est quasi invérifiable et ça mènerait encore à plus d'abus (du faux télétravail utilisé comme temps partiel pendant que des gens en temps partiel acceptent, eux, une diminution de salaire).

- tenir compte des talents et compétences réelles des fonctionnaires pour leur donner des postes à traiter. Ce qui implique que l'on ne doit pas se tenir à la distinction artificielle de grade AST vs AD. Des fonctionnaires AST, qui sont policy office

On question 2 - the vacancies should be filled in fairly, with equal treatment, meaning if there is a post for a certain grade, it should be filled in after a proper selection of candidates with selection panels. And not by preferential treatment of people. I saw some comments that CAs should be given "at least" the opportunity to become officials after 6 years of service - how much more impertinent can one become? You become an official if you pass the competition for an official - if that is the case for the majority and we are talking about equal treatment in the institutions and beyond, how come there should be preferential treatment - especially if there are so many people on the reserve lists already! CAs have already been treated preferentially by giving them the opportunity to still work here, even without having passed the difficult official competitions. The recruitment of CAs should become very limited and save so much of the unnecessary hustle of constantly complaining CAs. As if they are the most important in the institutions. And the trade unions are too much involved with CA issues instead of focusing on the officials - for example, focus on getting back our working time to 7.5 hours per day instead of 8h - this is so much more important for so much more people. On question 5 - I do not think that such a minor issue should be raised having in mind how many more problems there are that concern ALL staff. Like for example, something that was not included here is the problem of increased working time and decrease of personnel in all DGs - it will soon become impossible to give any flexibility to staff, neither the work-life balance will be assured if the DG needs people to work full time only as there is the need for someone to do the job, clearly. If you are a manager and you need to

ensure the work being done efficiently and with a good quality and you have only one person to do it but this person wants to work part time for better work-life balance and for simply being able to take care of the children, what would you do? The issue of decrease of personnel and increase of work time, while trying to ensure work-life balance is going to become a big problem in the future once they really decrease the personnel to the targets - lots of work needs to be done in this direction. At the same time as colleagues "have no time to do it", they increasingly engage external consultants - well, I am wondering how much cheaper that is to the Commission and how much we are "saving" by doing this. That being said, the EC needs to make sure the staff works efficiently and those who do not contribute sufficiently should be replaced and those who do not perform, to be dismissed. This requires more strict performance assessment framework. If this Commission is so much for promoting women into managerial positions, it should make sure that the "work-life balance" is really ensured in practice. that is utmost importance for working mothers who want to take care of their children personally and not distantly with a baby sitter - therefore telework and part time work are two very essential elements that should in certain cases be granted automatically.

I hope this applies to all institutions and Agencies! In EASA - Cologne we have a management that has 1950's ideas about teleworking and part-time work and there is no way to get permission for these new ways of working. Basically, our management is not interested at all in a good balance between private life and work.

Si l'on favorise le temps partiel et le télétravail, ne pas freiner l'accès à de nouveaux postes pour ces personnes qui bénéficient du TP et du télétravail.

Point 1: non seulement les objectifs et les intentions, mais surtout définir des priorités en cas de réduction de personnel/ressources. Il ne s'agit pas seulement de rendre public le plan d'action, mais aussi et surtout de se tenir aux décisions prises. Une des grandes difficultés est justement le changement sans cesse des priorités et le non respect des décisions prises. Point 3: d'accord pour une titularisation dans le grade du concours, mais uniquement dans le cas où le poste le permet.

As an official working at the JRC in Ispra for nearly twenty years, I have enjoyed teleworking over the past eight years. This has allowed me to strike a better balance between being present in the office for colleagues for most of the working week, while teleworking for up to a day-and-a-half per week to concentrate better on scientific tasks such as writing and editing papers for journals when that is needed. (After all, I was recruited as a Scientific Officer at the JRC, since I hold an advanced degree from a world-famous university.) While still attached to the Institute for Environment and Sustainability for the first three of these eight past years, I had a middle management that replied in due time and always favourably to my annual applications for teleworking. But since my project was transferred to the Institute for Transuranium Elements five years ago, I have experienced twice that my application has been stalled by my hierarchy, mostly by my Head of Unit but also by my Director, for nearly three months in total. Last time this happened, I visited the Unit for Human Resources and explained this problem: within two hours of that meeting, my Head of Unit had blessed my application with his favourable opinion. I know that teleworking is hardly practiced at the ITU mother site in Karlsruhe. While that may be motivated by the observation that ITU is primarily focussed on laboratory activities, this is NOT the case for my project here in Ispra. I would like to point out three facts: - the disparate practice of approving or refusing teleworking between the JRC institutes (further evidence can be adduced); - the de-facto right claimed by ITU middle managers to defer treatment of teleworking applications without giving any excuse (evidence found in my case); - the continuing practice in ITU to defer such applications (a colleague has now been waiting for three months to receive the opinion of our Head of Unit). I challenge you to repeat, over and over again to our management, the importance of allowing qualified staff to enjoy teleworking when conditions are right. Otherwise, our managers risk losing whatever confidence they still may be enjoying from the staff.

1. In case of services and missions restructuration : - forward thinking on the role of the EC services in the future landscape ( citizens expectations, ethics, gender, challenges of 21 century ) and plan the staffing according to these ( do not understaff only because Council is putting pressure on Commission for administrative expenditure- see the example of Paris mayor -approx 30.000 employees - we are doing much more ) 3. For CAs on the reserve list of a higher function group or competitions laureates:- new CAST procedure of EPSO should be seen only as an exceptional( this not really a competition but only an evaluation of the minimum - it can lead to nepotism, network favours, etc) Post 2004 recruited staff should be reclassified according to the equivalent length of work experience of a similar fonctionnaire recruited before 2004 and on an average rate of promotions( eg: pre2004 with 15 years of work experience recruited as AD is now , lets suppose, at AD 8 - a post 2004 recruited with relevant 15 years exp in private sector at high-level /multinational entities should be at the same AD 8 and not at AD5 -in the EPSO framework for AD there is no

experience requested , so HR will get only fresh new graduates ,eventually with a sabbatic year , who had the time to prepare for EPSO open competitions - very few from top-level private sector will have the time and means to prepare EPSO competitions)

I don't see much of a relationship between 3 and 5 and an increase in our productivity. It looks to me like you are losing focus (and effectiveness of your arguments at a discussion) if you put these together with the first two. 4 is also far too much of a mix of things. Why should we be "automatically" entitled to working part time?

Quant à la proposition 3, je suis d'accord en ce que les AC lauréats de concours généraux du même grade devraient être titularisés de suite. Or, si la liste de réserve est pour un grade ou groupe de fonction supérieur, il faudrait qu'un poste de ce grade/groupe de fonctions soit disponible dans l'unité où ils travaillent ou qu'ils changent d'unité.

Train Management how to deal with teleworking of staff

"Doing more with less" is a prehistoric and is in general a complete non-sense, unless there is a related breakthrough. The revised regulation for travel allowance is absolutely not fair and discriminatory. It penalises significantly the short distances (e.g. 700km real travelling distance) that cost quite a lot, compared to long distance.

To allow staff in Delegations to have a number of days of special leave to cope with medical examinations and administrative issue. To give the possibility to staff in Delegation to work two weeks per year from home in Brussels or in their own country.

Overtime in telework may result in abuse. Moreover, there is already an advantage in telework (no travel time to office).

15 ans que l'on nous répète cela, toujours faire mieux (= plus) avec de moins en moins de moyens. A un moment donné, il faut être capable, au niveau des hiérarchies, de se rendre compte qu'à force de tirer sur le même ressort celui-ci va casser... (burn-out, maladies, ras-le-bol...).

Améliorer la lutte contre le harcèlement au travail a) en améliorant la procédure formelle de plainte Art 24, pour augmenter les chances des victimes de gagner cette procédure b) en impliquant et en responsabilisant le management. Souvent, la hiérarchie est une part du problème au lieu d'être une part de la solution. Le management doit intervenir avec vigueur et rapidité dans des situations qui peuvent être du harcèlement. Trop souvent, c'est le harceleur qui est protégé!

2. Je suis d'accord pour promouvoir le télé travail, mais pas pour faire des récupérations sur le télétravail.

No further comments!

I of course agree on overtime recuperation. However some rules need to be established in order to avoid a misuse of the system. Working by quantified objectives and indicators should be developed.

Address the loss of annual leave related to Annex X. Address the financial impact on those whose place of origin was arbitrarily modified (again in respect of Annex X) Seek solutions to the strong feelings of disenchantment of CAs in EUDs (e.g. in relation to recent EPSO AD7 competition)

Paying the allowance in January would mean no allowance for those starting February or later.

1) Monthly evaluation of job/objectives achieved by CA's and all staff. And based on the performance, reevaluation of their future in the service, yes even for officials. 2) Stricter control of teleworking colleagues. 3) Open space working environment? Worst idea ever. If the service wants to save money from the buildings, it has no right to do it on the working conditions back. 4) Our job requires a PC. We need better ones. 5) Internal competition. CBT test totally worthless for us that already have passed the CAST competition. Proposal? Competency/Knowledge test. 6) Last but not least. Many CA's GF II, we deal with financial tasks. BUT this is for GF III. We continue being paid for GF II. Modern way of exploiting? We work more (CA's), we deserve more!

Gradually introduce 360 degrees evaluation of managers

For question 2: I agree that the Commission should promote access to teleworking. However, I do not agree that the system should allow to recover overtime. How do you check that someone is not claiming undue overtime? In my experience a majority of colleagues who request telework are not amongst the most efficient at work anyway. While I understand that telework should be allowed to help parents look after young children or sick relatives, or avoid time-consuming public transports, I also think that we should be careful that people do not take undue advantage of the system, which would penalise all users (good or bad) in the long-run.

Teleworking: too many teleworkers seems to me a disaster according to my experience in DGT. It is impossible to organise meetings. I agree with the overtime part though. For contract agents: I had to wait a very long time to be nominated as an official even though I was on the reserve list. But the department was full of temporary and contract agents. I think it would be unjust to make possible to get in with an easier EPSO then be nominated as for making it through a competition for officials. For restructuration: this happens everywhere else and noone is asked about it.

by three years from the date of appointment, to move to another Directorate of the same Directorate-General. by five years from the date of appointment, to move outside the Directorate-General.

For contract agents, apart from the internal concour to become fonctionnaires, there should be internal concours to go to a higher grade, every year.

La question 5 est erronée. L'allocation de voyage annuel est versée en juin depuis 2014, et pas en juillet.

Ad 5: Agree with your reasoning. However, holiday plans that much in advance are mostly not yet approved by hierarchy so not sure the reasoning holds water as it will still be 'risky' to book that early....

Favoriser l'accès au télétravail et la flexibilité d'encodage de présence dans ce cadre. Permettre donc le report d'heures supplémentaires mais aussi le report d'heures non prestées.

You forgot one possible reply, namely "indifferent". I would propose something which is not at all new: - no discrimination in salary between colleagues doing the same work: AST doing EXACTLY the same tasks of an high AD but with a salary - as you know - quite different; - no discrimination of colleagues recruited after 2004; - update of travel thresholds for hotels and update of daily allowance.

on 1.: • make public the action plan and its timetable; "public" means open to all staff, but not to the wider public (outside EC)!

Proposer une indemnisation pour les télétravailleurs afin de couvrir les frais tels que électricité, chauffage, etc....

for point 4: normally there shouldn't be the loss of a FTE for a part-time job if it is a half-time since the DG can work with 'half posts'. one should start calculating the Working time equivalent instead of counting heads! we are sooo out of date!

Assess the objectives and results of all staff, ensuring that they all do their fair share.

l'octroi du temps partiel devra rester soumis à des conditions transparentes négociées avec le personnel(enfants, soins d'un membre de famille, 55+...) afin d'éviter une gestion chaotique dans cette période de rarification des postes disponibles.

I disagree with point 3; there is no reason for such form of positive discrimination towards CA vs. other laureates of competitions. What should rather be explored is a more transparent process of recruiting CAs and more transparency into the overall 'dotation' for CAs etc.

Obtaining occasional teleworking should be made easier and be possible at locations different from the place of employment (e.g. when required by family or other commitments in the country of origin).

I do not think that point 3 is feasible, or maybe I do not understand the logic.

je ne travaille plus à la Commission, j'ai vécu ces problèmes, il faut que le personnel, surtout les recrutés après 2004, ouvrent les yeux et soient un peu moins créatifs c'est à dire soutenir ces positions et pas seulement penser d'être les meilleurs.

Pour ce qui concernent le point 3, Je ne pense pas que cette proposition soit justifiée tant que les inscriptions sur les listes AC sont "ouvertes" sans examen préalable. Si l'AC est sur une liste de lauréat de concours, je partage votre proposition.

Review the over qualifications of staff

I am against any dismissal. In my experience, to do more with less or the same jeopardizes the action, gives a wrong signals to our partners and results in the end in a waste of resources. In delegations, it is impossible to ensure quality of the projects because they are too many or is there a political will behind the quantity instead of quality. If we talk about do better with the same, as the slogan says, what do we exactly mean by better; This is too vague in order to understand.

Je tempère la récupération des heures prestées en plus pour le télétravail [2] car les collègues qui télétravaillent me disent s'en fiche. Que cela pourrait même s'avérer contre performant. Donc on ne va pas être plus exigeant qu'eux pour eux-mêmes. [5] je n'ai pas d'opinion, même avec un salaire moins que moyen (5.500€ la moyenne à la CE) je ne vois pas l'intérêt du point; mais j'admets que cela puisse concerner certains.

Concernant le télétravail, je suis d'accord sur le fait qu'il convienne d'en faciliter l'accès comme un outil pour faciliter la flexibilité face aux exigences de conciliation avec les contraintes de la vie privée, et ce aussi pour des personnes n'ayant pas d'enfants. Ceci fait du sens dans une organisation dont l'approche devrait être axée sur la réalisation des objectifs et non sur le lieu et la durée du travail presté. Tout ceci bien entendu doit toujours tenir compte des exigences du service dans certains cas (par ex. assurer la présence pour des réunions lorsque c'est nécessaire). Les études démontrent d'ailleurs les bienfaits sur la productivité qu'apporte cette flexibilité. La question de la récupération des heures supp. demande peut-être plus de réflexion. Elle pourrait se justifier si par ex. le télétravail est motivé par l'exigence de rédiger un rapport urgent. Concernant le temps partiel, je suis d'accord sur le fait qu'il convienne de le faciliter même s'il faut en même temps tenir compte des exigences du service. A mon sens le temps partiel devrait être facilité par rapport à certaines situations qui vont au-delà du cas classique des obligations parentales. Par exemple cela pourrait être un outil pour ceux qui souhaitent préparer une pré-retraite ou une reconversion etc.. Ceci semble d'autant plus pertinent dans un contexte d'allongement de l'âge de départ à la retraite et de blocage des carrières au-delà d'un certain grade pour les AD qui ne sont pas "managers".