



EUROPEAN COMMISSION  
DIRECTORATE-GENERAL FOR ENERGY

The Director-General

Brussels,  
ENER.D.4/SL/cc(2020)s-4481023

**Subject: Your letter on staffing levels and external resources for the Joint Undertaking for ITER and the development of Fusion Energy (F4E).**

Dear Colleagues,

Thank you very much for your letter of 20 July referring to the human resources of The Joint Undertaking for ITER and the Development of Fusion Energy (F4E). The Director General for Human Resources and Security and I fully share your assessment that one of the main factors of success of the European fusion programme is the quality of the staff dedicated to the programme and their motivation.

The issue of insourcing of the external staff in F4E has been repeatedly raised by the Euratom delegation in various F4E governance meetings linking the use of external personnel to the necessity for a long-term strategy on staffing needs and staff evolution plans. Consequently, F4E's management presented during the Administration and Management Committee meeting of November 2019 the first draft Long Term Human Resources Plan. A revised version of the document was discussed during the recent Governing Board (GB) meeting and F4E was invited to further enhance the information provided including also a mapping of statutory staff to project activities for the duration of the forecasting period. Also in the same GB meeting, the Members discussed the risks flagged by you that are associated with the external insourced staff. The management of F4E presented to the GB Members the actions that have been already undertaken to mitigate those risks as well as future actions. The related discussion will continue in next year's governance meetings.

As you might know, the European Council is pursuing the cost reduction policy of the EU institutions. The invitation to reduce administrative expenditure has been repeated in the Council conclusions in the framework of the MFF 2021-2027 discussions. There is low likelihood that the statutory staff allocations for F4E would increase in the upcoming years. The Director General for Human Resources and Security and I therefore believe that it is very important for the F4E management to work together with our services to reduce the risks mentioned in your letter and to address the issue of the F4E staff expertise retention.

Yours faithfully,

(e-signed)

Ditte Juul Jørgensen

Commission européenne/Europese Commissie, 1049 Bruxelles/Brussel, BELGIQUE/BELGIË - Tel. +32 22991111  
Office: DM24 08/084 - Tel. direct line +32 229-62496

Ditte.JUUL-JOERGENSEN@ec.europa.eu



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