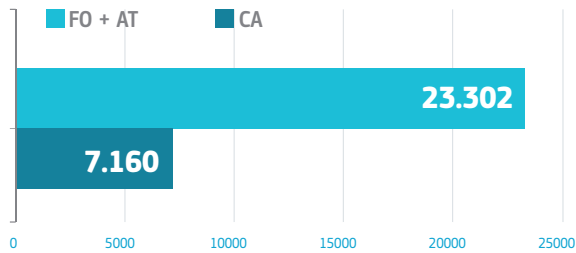
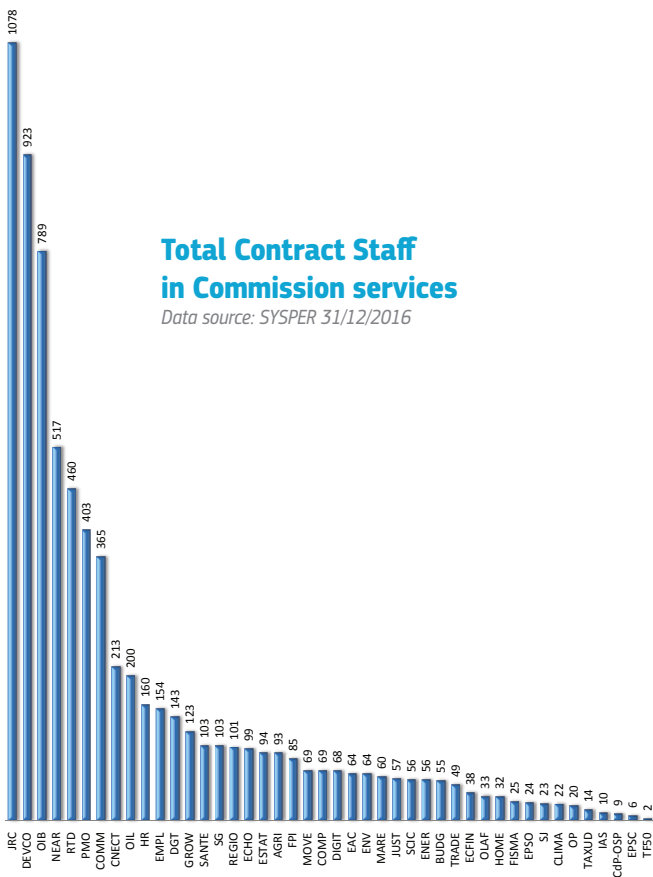


WHO IS CONCERNED?

7.160 contract agents 23% of active staff (FO+TA+CA = 30.462)



Data source: SYSPER, November 2017



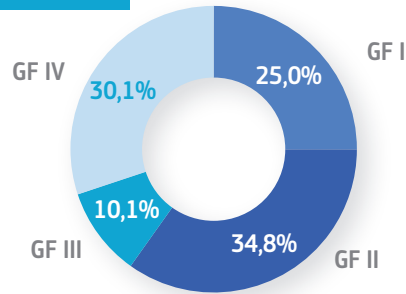
Total Contract Staff in Commission services

Data source: SYSPER 31/12/2016

Contract agents 3a are employed

- in function group I by all Commission services to carry out exclusively manual or administrative support tasks
- in function groups I, II, III and IV by administrative offices of the Commission, EPSC, EC Representations and EU Delegations

CA 3a Total: 3.212



Gender distribution: 1.345 ♂ 1.858 ♀

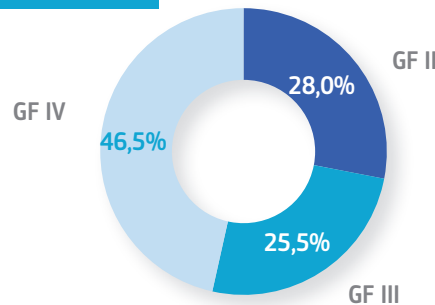
Average age: 45 years

Presence by site: 1.516 Brussels
289 Luxembourg (mainly in EU Delegations and EC Representations)
1.407 Other sites

Contract agents 3b

Are employed in function groups II, III and IV by Commission services to perform tasks relevant to their function group or to replace an official or temporary staff member.

CA 3b Total: 3.948



Gender distribution: 1.479 ♂ 2.469 ♀

Average age: 38 years

Most represented nationalities: 5 member States add up to 60% of all CA 3b



European Commission

WHAT MANAGERS NEED TO KNOW ABOUT THE NEW RULES ON CONTRACT AGENTS

General Implementing Provisions for Contract Agents entered into force on 1st November



Human Resources and Security

“Contract agents do a great job and they deserve attractive working conditions. This is why I have pushed for this reform.”

Günther H. Oettinger, European Commissioner for Budget and Human Resources

SELECTION

BEFORE	WITH THE NEW GIPs
<p> Multiple calls and fixed deadlines for application.</p> <p> Difficult search among a very large pool of successful candidates including many obsolete applications.</p> <p> As a transitional measure, calls for interest (so called 'AMI light'), allowing for candidates to be recruited as CA 3b without passing a selection test (CAST).</p>	<p> Permanent CAST with open deadline</p> <p> Services search for candidates and preselect dynamically, according to their needs. Only candidates who regularly confirm their interest will be visible in the database.</p> <p> In principle, all CA should be tested before joining the Commission.</p> <p>Entry ticket for successful candidates: tests results are valid for future openings as well as for lower function groups. Testing windows are available on a regular basis for about 20 different profiles. CA 3b already recruited but not tested will all have to undergo test before renewal beyond 4 years of engagement.</p>

APPRAISAL

BEFORE	WITH THE NEW GIPs
<p>CA 3a Evaluated on a yearly basis as part of the reclassification exercise.</p> <p>CA 3b No evaluation was foreseen.</p>	<p>= Unchanged</p> <p> Appraisal from the 3rd year of engagement. Simplified SYSPER module will be available soon.</p>

MOBILITY

BEFORE	WITH THE NEW GIPs
<p> No structured mobility mechanism in place.</p>	<p> One single job market for CA within Commission, including Offices and Executive Agencies.</p> <p> New single portal available for CA 3a job vacancies in the Commission and Executive Agencies on MyIntracomm. The tool is primarily designed to facilitate mobility and career opportunities of CA 3a. Recruiting services can decide to exceptionally open some position to CA 3b, when in the interest of the service.</p> <p> New 'Team leader' positions in Delegations, to supervise teams of CA and local agents. DGs concerned are mapping needs and working with DG HR to implement the new mechanism in the coming months.</p>

CHANGE OF FUNCTION GROUP (FG)

BEFORE	WITH THE NEW GIPs
<p> There was no structured way for changing FG, other than applying for a vacant position at higher FG.</p>	<p> CA3a A new structured mechanism for changing FG for CA 3a will be implemented on the basis of the interest of the service and of budget available.</p> <p> EP50 CAST CA3b For CA 3b, the standard EP50 CAST selection mechanism still applies.</p>

DURATION OF CONTRACT

BEFORE	WITH THE NEW GIPs
<p>CA3a Access to undetermined duration contracts after one contract and one renewal for a total of at least 3 years cumulated*</p> <p>CA3b Contracts may in no case exceed 6 years in total as foreseen in the Staff Regulations.</p>	<p>CA3a Access to undetermined duration contracts after one contract and one renewal for a total of 2 years cumulated*.</p> <p>CA3b Unchanged</p>

*exceptions in Delegations and Representations

OTHER NOVELTIES

BEFORE	WITH THE NEW GIPs
<p>CA3b 7 years max as non-permanent staff</p> <p>First internal competition open to CA</p>	<p>Political commitment to start negotiations for withdrawing the period spent as SNE from the calculation of the 7 years rule.</p> <p>Political commitment to organise a second internal competition open also to CA before the end of the mandate of the current Commission.</p>
<p>CA3a Annual reclassification exercise</p>	<p>The annual reclassification procedure for CA 3a shall be adapted dynamically. Where budgetary possible, faster promotion rates will be applied for lower grades and a stronger link with merit for higher grades</p>

For additional information please consult My IntraComm