

## *Declaration of VP Georgieva*

### **Commission Decision on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b of the said Conditions**

Following the 2004 revision of the Staff Regulations introducing new Conditions of Employment of Other Servants (CEOS), the Commission adopted on 7 April 2004 the first general provisions for implementing Article 79(2) of the CEOS on conditions of employment of contract staff (GIPs).

The Commission adopted a second version of these GIPS on 02 March 2011, aiming in particular to clarify the selection and reclassification procedures for contract staff.

Five years later, the Commission will adopt a new version of these GIPs. With more than 7,000 Contract Agents (CAs) in place, about half of them of type 3a, these GIPs recognize the value of the work done by these CAs and focus notably on:

1. Modernising and simplifying the procedures for selecting and recruiting CAs and
2. Providing new opportunities for the professional development of the most deserving CAs, via new structured mechanisms for mobility and change of Function Group for CAs3a, new Internal Competitions, and the possibility of accessing operational functions with added responsibility for CAs in delegations.

During the consultations with the trade unions and staff associations, VP Georgieva has agreed to accompany the new GIPs with the following declaration:

1. All CAs (3a and 3b) shall be part of the new Talent Management Strategy. They will be recruited and renewed on the basis of the budget available. DG HR shall guarantee the highest standard in implementing the new selection procedures.
2. As part of the annual reclassification for CAs 3a, and where budgetary possible, faster reclassification rates shall be applied dynamically for lower grades and a stronger link with merit for reclassifications at higher grades.

3. A new "job vacancy" portal open to Commission services and Executive Agencies will facilitate mobility of CA 3a. The vacancies will also be open to CA 3b, if required by the concerned service.
4. The new general selection mechanism for changing Function Group for CA3a will be based notably on the function actually performed by the CA in the Commission's Administrative Offices.
5. Internal competitions open also to CAs (3a and 3b) shall be organised periodically. Its specifications, including timing and function groups, will be decided taking into consideration the absorption rate of the list of laureates of the first internal competition.

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