



Frank Brenner
Director General
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Copy: Eamonn Brennan
Deputy Director General

Brussels, 24/11/17

Subject: DR/ HR services and activities

Dear Sir,

We would like to once more draw your attention to the lack of adequate resources in DR and more specifically in the Human Resources area - which is an essential service of the Agency - as previously addressed in our letter of 8.05.2017. Despite our requests to address these issues, we submit that our concerns have not been taken seriously by PDR, as he continues to postpone the recruitment of staff to fill essential functions without proper justification.

While PDR eventually opened a number of competitions and despite the fact that all interviews to fill these posts have been concluded, actual appointments for these competitions remain blocked. PDR continues to postpone decisions that would help to adequately resource his Directorate, claiming that budgetary problems require a delay to these recruitments. Given the imminent approval of the Agency's budget, as supported by SCF and by the ANSB, at the next PC/CN, we can only conclude that there are ulterior motives for PDR not to appoint people to these vital positions.

Allow us to remind you of the current situation:

- ❖ More than 7 staff left the Human Resources area over the past few years (among them more than 4 high level experts AD) and were not replaced;
- ❖ 9 Human Resources area positions were approved and the contract staff ones even published: 4 officials and 5 contract staff;
- ❖ 3 positions for Contract Staff had been opened in the Finance and Procurement area (FPR) to stabilise the number of FTEs for core tasks which are now covered by interim contract or secondments, which are coming to an end;
- ❖ 1 Contract Staff has also been published for Facilities where there is also an important lack of resources;
- ❖ Finally, 5 positions for upgrading officials who carry out activities of higher level have also been approved in HR, Staff planning, accounting.

We also note with great concern that the social dialogue is clearly suffering from the lack of adequate resources in Rules and Regulations where trainees and contract staff have replaced high level experts.

We must insist that you take urgent action on this matter in the interest of all staff, Member States and stakeholders in order to ensure continuity and effectiveness in the delivery of essential Human Resources services.

Specifically, we request that you unblock the above mentioned competitions as a matter of urgency before the end of the year to ensure that the Agency will be able to fulfil its tasks in 2018.

Yours sincerely,



Benoît BAMS
President FFPE



Volker DICK
President TUEM



Georges TSOLOS
Vice-President US



María AGUILERA
President USEF