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To: Member State representatives – Provisional Council

Copies: President and Vice-President of the Permanent Commission, Director General of EUROCONTROL, Director General of the European Commission – DG MOVE, ATCEUC, ETF and FFPE/TUEM/USB/USEF Executive Boards

Brussels, 26.2.21

Subject: Deloitte Report: Fundamental Review of EUROCONTROL Agency's Activities & Strategic Plan 2021-2030

Dear Sir or Madam,

On 28 January 2021, the Director General, Mr Eamonn Brennan, presented EUROCONTROL staff with a report providing a “fundamental” review of the EUROCONTROL Agency’s activities, compiled by Deloitte. It is clear from an examination of the report that it lacks independence and objectivity. The report has caused unprecedented unrest and anxiety amongst the Agency’s staff, adding to the social tension which already existed between the Director General, the staff and the trade unions within the Agency (see attachment for more information).

Back in 2013, a similar study was produced by Deloitte itself. The false claim that this study is the first of its kind also disregards the even more recent work carried out over several years by the Study Group of Alternates, which was completed in 2016. Other analyses and reforms have also been carried out, such as the revision of the Convention, several studies on MUAC, numerous internal structural reorganisations, two administrative reforms (2008 and 2016), the pension scheme reform in 2005, the HRS Policy in 2019 and many others.

It seems clear that the DG commissioned this report to attack the Staff Regulations and transform EUROCONTROL into something very far from a European/international organisation, under the disguise of a “modernisation” exercise, while wishing to undermine and dismantle the governing principles and bodies of the Organisation, as he attempted to do during the June 2020 PC meeting.

Our main criticisms can be easily summed-up as follows:

1. Deloitte operated outside the scope of the terms of reference of the study. A “rigid legal and institutional framework” is one of Deloitte’s key conclusions, even though government arrangements and legal frameworks were not to be examined.
2. There is only a small body of evidence, with little reference to literature, sources etc.
3. No substantiated cost-base analysis is provided.
4. The important question about risk remains open.
5. No impact assessment of the recommendations is provided. What will be the impact on European aviation of closing Luxembourg and Brétigny and separating off MUAC?
6. No safety assessment was done. On the contrary, the very publication of this study during a worldwide pandemic, combined with the rigid idea of implementing it is already causing tangible safety concerns.

The whole study, including its methodology, data and results, is not transparent and it completely fails to put forward an acceptable scientific framework.

The reference to “normal market conditions” completely ignores the fact that an international public service organisation is **not** regulated by the market. This reference is deliberately misleading. The creation of a workforce with only limited-term contracts, which are unattractive in terms of employment conditions, would not allow the Agency to acquire the best talents with specialised skills, and would therefore certainly have a serious impact on preserving the expertise and neutrality of the Agency, whose unique expertise is recognised by the worldwide aviation community.

The fundamental review which the DG commissioned Deloitte to produce does not objectively consider the role of the EUROCONTROL Organisation and Agency. EUROCONTROL is an **international public organisation** at the service of its Member States and stakeholders, and needs to maintain its **independence and neutrality** and its capacity to detect and avoid **conflicts of interest**. This requires both **transparency and control**, neither of which can be regulated by the market. It requires **sound Staff Regulations, Social Dialogue and governance**. Replacing the unanimity vote by a simple majority vote contradicts this important principle.

Taking advantage of the current crisis to impose measures which will **weaken the services** offered by the Agency is nonsensical and irresponsible.

To attack EUROCONTROL **staff rights and employment conditions** in times like these is disgraceful. To our knowledge, this is a completely different approach to that of other European institutions and government agencies, which have chosen to **support** their staff.

We consider the Deloitte consultants’ enthusiasm for their “implementable” recommendations to be completely inappropriate and unrealistic.

The industry will need the services of a stable EUROCONTROL Agency to survive this crisis. Maintaining **social peace** is therefore essential in the coming months and years.

If the DG proceeds with this course of action and decides to implement reforms which have a negative impact on the working conditions and rights of staff under the service regulations, or which jeopardise the future and integrity of the Agency, we reserve the right to take any necessary action.

We are EUROCONTROL and we are here to do our best to serve our Member States and our stakeholders for the benefit of the European aviation community.

Yours faithfully,



Georges Tsolos
Vice-President



Stefan Pille
President



Benoît Bams
President



Maria Aguilera
President