



CS 18-123 JH/acg

Brussels, 26 November 2018

**Open letter to the Secretary-General
Mr Jeppe TRANHOLM-MIKKELSEN**

NO

**to the transfer of powers from the Appointing Authority to the PMO
and to the inappropriate alignment of our internal rules and practices
with those of the Commission**

Dear Sir,

At the general meeting held by the Staff Committee on 8 November 2018, GSC staff were briefed on the negotiations between the GSC and the Commission aiming to combine the adoption of Commission administrative management systems with a transfer of powers from the Appointing Authority to the PMO. The resolution adopted unanimously at that meeting was sent to you on 9 November.

Subsequently, the Administration specified that the only individual rights concerned by those negotiations were entitlements under the Staff Regulations that in its opinion did not give rise to diverging interpretations¹ between the institutions. Furthermore, at our request, it asked the Commission to keep the management of complaints at the GSC for a period of two to three years, and for guarantees regarding the consultation of GSC staff representatives in the event of any subsequent change to the implementing rules. Discussion on those points is still ongoing.

¹ The individual rights concerned are those set out in Articles 1 to 10 of Annex VII, which are in fact not always applied in the same way from one institution to another, and which include Articles 3 (education allowance), 7(3) and 8 (travel expenses) and 9 (removal expenses) that were the subject of consultations at the GSC in 2013.

Given the importance of any decision to transfer powers, the three representative trade unions and the Staff Committee, speaking jointly on behalf of the staff, ask to be duly consulted, in good time and on the basis of full documentation, including draft SLAs, before any decision is taken. In addition, we would urge you not to sign any agreement which jeopardises social dialogue at the GSC and which does not explicitly guarantee that the specificities of our institution will be taken into account when implementing individual rights and that complaints management will be kept permanently at the GSC².

Moreover, with regard to individual rights for which the Appointing Authority acknowledges it has room for manoeuvre (time and leave management, evaluation/promotion, etc.) and does not plan to transfer its powers to the PMO, the three representative trade unions and the Staff Committee would stress that many of the implementing rules for those rights are the result of consultations between the Appointing Authority of the GSC and its staff representatives. In any case, the adoption of Commission administrative management systems cannot be used to justify the alignment of the GSC's internal rules and practices with those of the Commission on the grounds of technical constraints linked to the different systems. Such a situation would undermine our Appointing Authority's powers and make social dialogue pointless. We therefore demand firm guarantees that the systems adopted will be fully tailored to our current and future internal policies, rules and practices, and not the other way round.

The three trade unions and the Staff Committee would like to meet with you as soon as possible, and in any case before a final decision is taken, to hold fully informed discussions on the measures to be taken.

For the
Staff Committee

For the
FFPE

For
R&D

For
Union Syndicale

[OR. signed]

[OR. signed]

[OR. signed]

[OR. signed]

Jesper HÅKANSSON
Chair

Jaana POHJANMÄKI
Chair

Beatrice POSTIGLIONE
Chair

Félix GERADON
Deputy Secretary
General

Copy to: Mr W. SHAPCOTT

² As is the handling of JSIS complaints.