

Constitutive Plenary – January 2016

CLP HU – Local Section "Outside the EU"

CLP HU – Elected Members

VARRIALE Stefano (South Africa)		GARGIULO Oriana (Afghanistan)		LIAMINE Alessandro (Kenya)		OMOPINTEMI Modupe Oluwakemi Joan (Nigeria)	
CAMPO Alessandro (Montenegro)		TSE HASANCEBI Stephanie Yan Ki (Turkey)		TORCOLI Francesco (Albania)		TAYLOR Nicholas (Zimbabwe)	
NGUYEN Thi Thu Hang (Vietnam)		KASSONGO KINGOMBE Alphonse (DR Congo)		ZAMPETTI Laura (Turkey)		LOUBERE Jean-François (Bosnia and Herzegovina)	
CONFREY Helen (Ecuador)		ABAITUA ZARZA Carlos (Kosovo)		MORGADO Jose (DG Devco)		DOLYA Natalija (South Africa)	
JACOBY Julia (Kosovo)		BARKER John (Armenia)		KUMAR G.N. Sunil (India)		SOOS Karoly (Ukraine)	
JANOHA Andrea (Barbados)		TOME DE FREITAS MARIQUESA LORENTZEN Ana Margarida (Mozambique)		ROYO OLID Jaime (Sri Lanka)		RAITZ VON FRENTZ Christian (Uganda)	
STANKOVIC Dimitrije (Serbia)		SHRESTHA Ranjan (Nepal)		INBAR Eyal (Israel)		CARRASCO-MUNOZ PRATS Jordi (Myanmar)	

Election of the new CLP HU Bureau:

President : Stefano VARRIALE

1st Vice-President : Dimitrije STANKOVIC

2nd Vice-President : Hang NGUYEN

3rd Vice-President : Laura ZAMPETTI



Bureau Members :

H. Conefrey, D. Stankovic, A. Liamine, S. Kumar

S. Varriale, L. Zampetti, H. Nguyen, A. Campo, S. Tse Hasancebi



**Minutes of the meeting with DG DEVCO / DG NEAR
(DG Frutuoso de Melo – DG Danielsson):
Staff Survey follow-up & harmonization between DEVCO and NEAR**



Minutes of the meeting with DG DEVCO / DG NEAR (DG Frutuoso de Melo – DG Danielsson):

2014 Staff Survey results and follow up

- ALL Staff was invited to participate in 5 working groups however uptake from LAs was very low (7% of respondents)
- LAs were not included as a drop-down category in the 2014 Staff Survey -this "mistake" was acknowledged and will be rectified for the future.
- In general the staff satisfaction e.g. EC as a workplace, Current job, Professional Future, Middle management, Senior management has decreased compared to previous year's assessment
- More staff responded from Delegation and their satisfaction levels often scored less
- Surprisingly low % of staff considers that Commission cares about their well-being, the commission is a modern and attractive workplace
- Low % say that their line manager helps them identify training and development needs, very few say that their line manager supports them in implementing learning in the workplace
- Very low % consider the relation between their performance and career progression is satisfying



Main Points of the meeting with DG DEVCO / DG NEAR (DG Frutuoso de Melo – DG Danielsson):

- Small % considers that managers regularly review progress and provide feedback
- Managers need to motivate staff to be more effective in their job & also deal with poor performance in the team
- Two mandatory indicators linked to the staff survey will be included in the DG strategic Plan for the period of 2016 - 2020

Actions taken :

- Special Task Force has been created to follow up on poorer results of the survey & propose concrete tangible action in the near future
- Mitigate and correct the negative global trend in the satisfaction especially for the topics of EC as a workplace, Current job and Professional future, unsatisfactory line management support
- Increasing workload & reduced resources - a matter of concern
- Acknowledgment that there are improvements needed in communication, motivation, feedback in dealing with poor performance and problems, encouragement of collaboration, innovation and challenges.
- Awareness that certain staff in Del. may find the working atmosphere less pleasant, feel less respected as individuals and be less satisfied with being employed by the Commission.



Main Points of the meeting with DG DEVCO R4 / DG NEAR E1 (Emmanoul Papaioannou and Wojciech Kowalski)

On-going restructuring:

- Under OPTIMUS, DEVCO & NEAR confirmed their goal to reduce/avoid dismissals of LA
- 360 degree assessment of management skills and competence (HoA, HoS, HoC) will be introduced

Security:

- Security concern for all and especially for LAs is growing given volatility and reprisals in many regions – reply that the "duty of care" only concerns "expatriates" from their place of recruitment
- "Heat-training" for ALL staff to deal with emergency situations
- CLP HU pressed management for creative solutions including evacuation to nearest safe neighbouring country (by private security companies etc)



Main points of the meeting with DG HR E1: (Christian Roques, Laurent Duluc)



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Request for Fair Representation for DEL staff:

- CLP HU Local Section is severely under-represented in the CCP since more than a decade!
- Based on the CCP Decision of 2015, the new CLP HU of 2016 has designated 5 FULL and 5 ALT members to the CCP
- CLP HU represents 3.500 staff but only has 3 FULL members on the CCP according to the 1997 Decision while other Local Sections ie ISPRA having approx 1.700 voters and have 7 FULL CCP members
- Revision of the 1997 Decision - absolute necessity to redress imbalances and allow for new staff categories (CAs)



**Main points of the meeting with EEAS BA. HR3
(Alison Weston, Francesco Caleprico, Emile Poulain)**
Rights and obligations (Living Condition Allowance decision / Rest
Leave / Education Allowance / Travel Allowance)
Careers of Staff in Delegations



Main points of the meeting with EEAS BA. HR3

(Alison Weston, Francesco Caleprico, Emile Poulain)

Rights and obligations (Living Condition Allowance decision / Rest Leave / Education Allowance / Travel Allowance)

Education allowance:

- Almost all top-up requests approved – up to 10,000€ in 2015
- Top-up requests reached approx 2 M EUR in 2015
- Top –up is exceptional & subject to budget availability

Living Conditions Allowance (LCA) :

- LCA is % of basic salary & affects maybe lower paid more.
- Rest leave needs to be revised regularly in view of changing situations
- LCA exercise: launch dialogue with staff committee and involve staff more at DEL level where possible

Annual Leave :

- New Annual leave of 24 days remains a serious concern, especially for CAs who are permanently outside the EU
- Need for a more flexible system - suggestion to accumulate public holidays & recoverable with Annual Leave

Security:

- Security concerns of all staff and the situation for LAs



Minutes of the meeting with EEAS BA HR5. (Luc Veron, Julio Pastor) Local Agents issues



Minutes of the meeting with EEAS BA HR5. (Luc Veron, Julio Pastor)

Regionalisation: Relieve DEL Admin by having assistance from experts at HQ

- Aim to create jobs in 5 regional centres & minimise dismissals
- The EU aims to go beyond what local law prescribes:
 - Top-up pension
 - Up to 12 Months basic salary (if worked > 3 yrs) – as a severance payment
 - 1 year's extension of medical cover
 - Up to 1.000 EUR training expenses
 - Up to 3 Months salary if close to retirement
 - 1 Month of salary if worked more than 15 yrs + 1 M salary for each child under age of 18
 - Consultation with staff rep and take into account personal situation
 - So far only 5-6 dismissals under regionalisation project
 - Under Optimus exercise (1 phase) foreseen 20 dismissal actual only 3



Minutes of the meeting with EEAS BA HR5. (Luc Veron, Julio Pastor)

Medical scheme :

- Update on the financial situation of the scheme: 21 MEUR surplus
- Improvement of the current policies in respect of dental treatment, coverage during the holiday and outside the place of employment, medical coverage after retirement
- Working on a better IT tool; CSISLA Acronym to be changed
- Thinking about a new private insurance scheme
- Agrees that current system is sub-optimal
- Only 3 staff to take care of 10,000 persons(staff & their dependents)

Salary Revision:

- EEAS claims LA salaries are an ave. 7 % higher than the local market

General:

- In 1990 around 600 LAs, now 3200. Aims to review the Framework Rules
- Security focus on expatriate staff; LAs' concerns are largely ignored



Your **USHU** members elected to the new CLP HU !!

1	Conefrey	Helen	Contract Agent	ECUADOR	Abaitua	Carlos	Contract Agent	KOSOVO
2	Stankovic	Dimitrije	Local Agent	SERBIA	Shrestha	Ranjan	Local Agent	NEPAL
3	Liamine	Alessandro	Contract Agent	KENYA	Omopintemi	Modupe	Local Agent	NIGERIA
4	Kumar	Sunil	Local Agent	INDIA	Soos	Karoly	Contract Agent	UKRAINE
5	Royo	Jaime	Contract Agent	SRI LANKA	Raitz von Frenz	Christian	Contract Agent	UGANDA
6	Inbar	Eyal	Local Agent	ISRAEL	Carrasco-Munoz	Jordi	Contract Agent	MYANMAR



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WE ARE STRONGER TOGETHER !**