



USHU Flash

Flexi time in EU Delegations

USHU FLASH Date

19 JUNE 2018

In This Issue

Flexi time in Delegations

How to JOIN USHU:

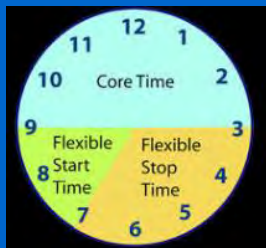
- *New Partnership*



Author ; Eyal INBAR
EUD ISRAEL

Advantages of Flexi-Time

1. Better productivity and morale
2. Reduced tardiness and absenteeism
3. Employees decide their duty timings, their morale could be improved
4. Reduced employee turnover
5. Increase in work-consciousness rather than time-consciousness
6. No late-coming
7. Better equipment and facilities utilization
8. Less over-time pay



Greater flexibility but no/little/restricted recuperation - is this the ideal situation?

FLEXITIME was introduced to EU institutions over a decade ago, in order to modernize the workplace and provide staff with a tool for an enhanced work/life balance. This is increasingly appreciated by all in times when workload and worktime has dramatically increased, whilst the EU institutions have been subject to staff reductions.

This HR policy allows employees more freedom in determining their specific work hours whilst maintaining respect for core hours. As and when justified, the possibility for recuperating half-days/full days is foreseen - when colleagues go that extra mile and accept to work beyond normal working hours in the interest of the service. Despite the fact that recuperation is neither a right nor an entitlement, it is clear that it can and should be provided when justified.

While the tool itself is considered adequate, for some unknown reasons, flexi time implementation at HQ appears to have gone much more smoothly than in Delegations. Sadly, Delegations still lag behind! USHU has learned of HOD, HOA and HOS who claim repeatedly that flexi time is forbidden in Delegations, who infer that without the agreement of the hierarchy, a staff member cannot individually opt for flexi time, who have not allowed staff to recuperate for long hours in the office, missions on weekends etc., or invented strange internal rules that, in fact, prevent staff from recuperation.! The reality is that many colleagues do not benefit fully from the flexi time system.

USHU receives multiple complaints from colleagues and actively raises flexi time problems the matter at HQ at the highest levels.

FLEXITIME IS A RIGHT
for ALL COLLEAGUES

With your support we are
“STRONGER TOGETHER”



Contact US-HU

ADDRESS:
Rue Joseph II, 70 Bureau / Office
01/140
B-1049 Brussels, Belgium
PHONE: + 32 (02) 298-79-65
E-MAIL:
REP-PERS-OSP-
USHU@ec.europa.eu

We-re on the Web !

www.us-hu.eu

Watch us on YouTube



Follow us on FB



“Staff in Delegations feel discriminated”

Despite the detailed EEAS note of September 2017, problems concerning Working time including the application of flexi time and recuperation in many Delegations have not been solved. Time and time again USHU receives complaints about refusals to allow staff to benefit from the flexi time system and to recuperate. In sharp contrast, statistics at HQ indicate recuperation works very well indeed! With an average recuperation ranging from 1.2-2 days PER MONTH!

There is no justification for the differentiated implementation. USHU believes much more can be done to ensure that DEL staff may use flexi time and recuperation well just as at HQ.

Staff rights cannot be at the mercy of local interpretations by DEL management. An HOD cannot simply ignore or distort HQ instructions and applies her/his own interpretation of the rules!

USHU advises staff in Delegations to limit as much as possible additional working hours unless there is a clear understanding locally that this time may be recuperated. Given the persistent problems, we advise colleagues to obtain a written agreement from the hierarchy when such hours are requested in order to avoid subsequent problems with recuperation. Dedicated staff are willing to go the extra mile so Management should recognize this and ensure all HR policies are implemented correctly in DEL and fully monitored.

USHU requests colleagues in Delegations to contact us on any deviation from the standard flexi time policy in their Delegations. USHU calls on the EEAS/ COMM to take action against Delegations that fail to apply flexi time fairly and correctly - the Work/life balance cannot merely be a slogan!

Update regarding the USHU initiative:

NEW PARTNERSHIP

USHU invites you to RENEW your membership or to become a NEW member. After 10 years at your service we have accumulated much experience but we want to interact more and better with you to ensure we have your issues high on the agenda.

In our **NEW PARTNERSHIP** initiative USHU INVITES you to become a Member and to take a more active role in staff issues. We will provide you with more opportunities to work with us and to strengthen USHU even more. COMPLETE our NEW MEMBERSHIP form or our NEW ONLINE form :

[“USHU NEW BEGINNING” & “NEW PARTNERSHIP” FORM 2018](#)