



Brussels, 15/05/2014
CLPHU - (14) – HC-17

Note for the attention of Mr. Rogues

DG HR D.1

Subject: Opinion of the Central Staff Committee (CCP) on the Draft Proposal of a Mobility Procedure for Contract Agents in EU Delegations

Ref: Your note – Ares (2014)1079956 – 07/04/2014

i) Whereas this first-ever and long-awaited institutional mobility procedure for Contract Agents is fully enshrined in the new Staff Regulations with effect as of 01/01/2014

ii) Whereas there is need to ensure an approach to mobility in the interest of the service which ensures transparency and equal access for Contract Agents serving in Delegations

iii) Whereas there is a necessity to ensure adequate rotation among Contract Agents and between Delegations/HQ in order to promote career development, variety of workplaces and equality of treatment

The Central Staff Committee provides a **positive opinion** on the draft proposal for a Mobility Procedure for Contract Agents in EU Delegations.

It should be noted however that the CCP continues to have concerns with regard to the following aspects:

1. 30% ICV : the proposed period of five (5) years given that CA colleagues indicate that under certain circumstances this could be untenable – four years is preferable in order to ensure coherence within the same country category (3)
2. Exceptional mobility to HQ: all avenues should be investigated to ensure that mitigating measures are applied so that this represents a feasible professional option for all CAs
3. Contract termination: the CCP strongly believes it is not in the interest of the service to terminate the contract of a highly qualified staff member as a result of a mobility policy; we understand that this will be exceptional, limited in nature and a last recourse having exhausted all possible channels to find a solution should such a case arise.

The CCP notes the revision clause to be enacted in 2015 at the request of staff representatives/Administration and strongly believes it will be essential to accompany this process closely in 2014/2015 and address any imbalances/needs which are raised by Contract Agents during the transitional phase.

Signed : 1st Vice President CCP

Copies : Mme Souka, MM Jansen, Levasseur (DG HR)

M. Frutuoso de Melo, Bagur, Papaioannou (DG DEVCO)

M. Child, Huber, Larsson (EEAS)

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