

## Declaration of Commissioner Oettinger

**Commission Decision on the general provisions for implementing Article 79(2) of the Conditions of Employment of Other Servants of the European Union, governing the conditions of employment of contract staff employed by the Commission under the terms of Articles 3a and 3b of the said Conditions**

The new general implementing provisions (GIPs) represent a major step forward in the conditions of employment of the Contract Agents (CAs) in the Commission, notably by:

1. Modernising and simplifying the procedures for selecting and recruiting CAs and
2. Providing new opportunities for the professional development of the most deserving CAs, via new structured mechanisms for mobility and change of Function Group for CAs3a, new Internal Competitions, and the possibility of accessing operational functions with added responsibility for CAs in delegations.

The Commission recognises the important work done by Contract Agents and is committed to offering them attractive working conditions. On behalf of the College, I have agreed to accompany the new GIPs with the following declaration:

1. Contract Agents are fully part of the new Talent Management Strategy and their conditions of employment will be closely followed in the coming years. In this context, a first technical meeting on the new GIPs will take place between the trade unions and DG HR after the adoption of the GIPs. A second technical meeting will be organised one year after.
2. Contract Agents will be recruited and their contracts will be renewed on the basis of the available budget. The highest standards in implementing the new selection procedures shall be guaranteed.

3. The annual reclassification procedures for Contract Agents 3a shall be adapted dynamically. Where budgetary possible, faster promotion rates will be applied for lower grades and a stronger link with merits will be applied for reclassifications at higher grades.
4. Mobility of Contract Agents will be facilitated by a new “job vacancy” portal open to Commission services and Executive Agencies. This tool will be open to Contract Agents 3b, when requested by the recruiting service. Moreover, and in order to foster the recognition of the experience gained as Contract Agents 3b, DG HR will regularly remind the recruiting services of the list of the Contract Agents 3b reaching the end of the statutory maximum period of 6 years of engagement in the Commission. A report on the implementation of these measures will be produced within one year (and regularly afterwards) to evaluate their effectiveness.
5. The new general selection mechanism for changing Function Group for Contract Agents 3a will be based notably on the function actually performed by the Contract Agents in the Commission's Administrative Offices. A first pilot exercise will be launched before the end of the mandate of the current Commission.
6. In parallel to the forthcoming organisation of external competitions, a second internal competition open also to Contract Agents (3a and 3b) shall be organised before the end of the mandate of the current Commission.
7. I will propose to the College that the Commission decision on the 7-year rule is amended, notably with respect to the calculation within the 7-year rule of the period spent as Seconded National Expert.
8. The new Account Management Centre Directorate in DG HR will contribute actively to the harmonisation of practices and to the

consistent application of the new GIPs across all DGs of the Commission.

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