



The common sense trade union

Ispra, 08 September 2014

Ref: 20140908/01

NOTE TO THE ATTENTION OF MR LEMAITRE
DIRECTOR OF PMO

Subject: Assessment of individual rights at Ispra

Dear Mr Lemaître,

From the very fruitful cooperation between R&D Ispra and PMO.6 in place since last year, we have had the opportunity to fully appreciate the added-value of a PMO presence at the Ispra site: such a local presence facilitates smart solutions to what are often site-specific issues.

Thanks to this collaboration, R&D has been acting as a filter and as a sort of preliminary helpdesk for medical reimbursements issues, always fully respecting data protection rules. This collaboration has contributed to a reduction of the workload on PMO.6, and has proved to be beneficial for Ispra staff whose problems have frequently been solved quickly and easily.

This generally positive situation with PMO.6 has highlighted a major issue that is negatively affecting staff working at the Ispra site: the absence of Ispra-based PMO staff dealing with the assessment of their individual rights.

Unfortunately, due to the absence of a PMO local interface dealing with individual rights settlements, problems with assessment of rights can become a source of frustration, long administrative delays, and even the lodgment of Art. 90 complaints. In fact, many colleagues working in Ispra, especially newcomers, are ever more frequently asking us for help with such issues that we try to solve with the minimum of administrative burden. The *status quo* is hindering our efforts and therefore it is detrimental to all parties involved: staff, PMO and HR are all investing more energies than necessary into time-consuming procedures, when a local presence could solve many problems well before recourse in the formal steps offered by our staff regulations becomes necessary.

We are convinced that the 3rd largest site of the Commission has the necessary critical mass to justify the presence of a local "assessment of individual rights" service available to its staff – such as is already available in Luxembourg.

We also believe that our experience sets an example of how synergies between Commission Services and Trade Unions may be exploited in a positive and proactive way, by combining good will, openness and reciprocal respect to the benefit of our working environment.

For the reasons above, we kindly ask for the opportunity to meet with you to explore together possible ways to restore an "individual rights" sector at Ispra, or to find other solutions that help fill the existing gap between the situation in Ispra as compared with that in Brussels and Luxembourg.

Yours sincerely,

Robert Kenny
Political Secretary

Cc: H. Barata – PMO.1
A. Silvano – PMO.6