

Ispra, 8<sup>th</sup> September 2015

NOTE TO THE ATTENTION OF MR V. SUCHA  
DIRECTOR GENERAL DG JRC

Subject: Hearsay regarding transfer of activities

Dear Mr Šucha,

Social dialogue involving real staff consultation is a very good management practice and should be a core principle in the Commission. In this spirit R&D Ispra has appreciated your recent efforts to improve communication and transparency with staff. However, announcements in a chatroom cannot substitute real dialogue in the light of major changes dramatically affecting many of our colleagues. In particular R&D is concerned about the poor management of the proposed reorganisation of some laboratories, e.g. in IHCP, IES and IRMM. R&D always insists on the consultation of staff regarding important life and career changing decisions through face-to-face meetings.

All parties must be involved in major decisions taken on transfer of activities in order that they are evidence based and fully understood in all their complexity. It is unrealistic to expect that the Directors concerned possibly fully evaluate by themselves all the implications of their decisions considering the scientific, technical and logistical impact. We really wonder if the decisions taken are the best in terms of the allocation of the already limited human and financial resources. We regret that on one hand you create an image of valuing staff, reducing work-related stress and maximising productivity, while on the other hand the non-consultation demotivates, increases stress and jeopardises efficiency.

The lack of a staff consultation and information combined with a proper *ex-ante* assessment, will certainly lead to demotivation of JRC staff and the weakening of the organisation as a whole. The failure of top-down diktats regarding transfer of activities has unfortunately already been proven in the past.

In the absence of a proper staff consultation R&D Ispra can only consider these announcements made piecemeal to sections of the groups involved as little more than hearsay. For these reasons we request that all decisions taken at Director level regarding the reorganisation of Institutes and the transfer of activities, either physical or virtual, are suspended and a real staff consultation is initiated immediately.

Gianfranco Selvagio

President

(signed)

Robert Kenny

Political Secretary

(signed)

Cc: J.P. Michel