



**EUROPEAN COMMISSION**  
 DIRECTORATE-GENERAL  
 JOINT RESEARCH CENTRE  
 JRC  
 Director-General

Brussels, 16. 09. 2015

**NOTE TO THE ATTENTION OF G. SELVAGIO AND R. KENNY,  
 RENEWAL & DEMOCRACY ISPRA**


**Subject: Your note of 8 September 2015, regarding the transfer of activities from  
 IHCP to IRMM**

I took note of your concerns about the transfer of activities between Institutes and I fully agree on the importance of consulting staff members properly in this process. As I already explained at the last meeting of the COCORE, during the Work Programme assessment we performed with all Directors last July, a number of areas where synergies and efficiency gains are possible have been identified. The decisions addressing these issues will be gradually implemented in the course of the coming year.

One of the conclusions was indeed concerning the transfer of certain activities and projects from IHCP to IRMM. In addition to increased efficiency such transfer will also provide the opportunity for IHCP to develop some new activities which are highly demanded by our institutional clients. A feasibility study for this transfer as well as a detailed roadmap will be developed before the transfer goes ahead.

It is my intention to have an open and transparent process and I rely on a continuous dialogue with all concerned staff, staff representatives and trade unions. The first discussions on the need to strengthen synergies and gain efficiency in the utilisation of our labs started already more than a year ago, on the occasion of my meetings with the concerned management and staff members. I would like to assure you that all staff members concerned will be properly consulted to ensure their career expectations can be addressed in the most optimal manner and that no one will be put under pressure for a transfer from Ispra to Geel.

I have already invited all IHCP staff for a staff meeting during my visit to Ispra this week and I am ready to answer the questions colleagues may have.

  
 Vladimir SUCHA