

## STAFF POLICY FOR THE JOINT RESEARCH CENTRE

### *Joint Declaration*

*by Vice President Siim Kallas and Commissioner Janez Potocnik  
on Staff policy for the Joint Research Centre*

#### **1. "Grant-holders"**

- It is the intention of the Commission to introduce a new type of contract agent, known as the "grant-holder contract agent" (based on the 3b contract agent system) covered by the Staff Regulations. This follows the Commission's approach to move away from national law contracts wherever possible.
- Without pre-empting the possibility to recruit TAs, researchers such as PhD candidates, post-doctoral students and visiting professors currently employed by JRC on national private law contracts ("grant-holders") will be recruited only according to the CEOS (as contract agents<sup>1</sup>).
- This type of contract could be linked to simplified grading rules applied to make a distinction between grant-holders, scientific and technical contract agents, and "administrative" contract agents.
- No further national law contracts will be concluded, once EPSO has put in place a sufficiently swift and flexible testing system for this type of scientists providing guarantees in terms of transparency and equal treatment of candidates.
- EPSO will be asked to give priority to the development of this testing system.
- The above-mentioned testing system proposed by EPSO will have to be approved by both JRC and DG ADMIN.
- Once a test selection tool has been developed by EPSO, representatives of trade unions and staff associations of the Commission will be consulted.
- In the meantime, the JRC will continue with the current grant-holder scheme with the rules and terms established by the JRC Director General.

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<sup>1</sup> Unless explicitly otherwise foreseen, the new GIPs will be applicable to the JRC

## 2. Temporary Agents (TAs)

- The mainstay of JRC staff is and will remain permanent officials recruited via competitions.
- Measures which have been suggested to improve the organisation of research competitions for recruiting officials (such as organising technical selection before EU knowledge) should continue to be implemented. The Technical Group on coordination of research competitions should be associated with this process.
- Nevertheless, there is a need for some specialist scientific staff to be brought in to the JRC on a temporary basis for periods that exceed three years. Such staff may be hired as temporary agents on permanent posts following a formal selection procedure. Such temporary agents will have specialised profiles, which means that there will be no requests for "*titularisation*" of these staff in the future.
- In order to provide a framework for future selection and recruitment of temporary agents, the JRC will produce an annual staffing plan for recruitments, detailing the scientific profiles it intends to recruit and the levels required. This staffing plan will be presented to DG ADMIN before the end of the year for the following 12 months. The profiles will also be presented to COPAR before recruitments can proceed.
- Temporary agents should not need to be recruited in significant numbers all at once; rather recruitment dates should be spread over time.
- The recruitment of highly qualified and specialised senior researchers as TA's is not in competition with the recruitment of civil servant scientists.
- DG ADMIN and JRC commit to make a joint and dedicated effort in implementing a rolling multi-annual competition plan for specialist reserve lists for officials.
- Publication of temporary agent posts that have not been identified in the annual planning (for reasons of urgent unforeseen competitive projects for which no other permanent or temporary solutions are possible) will take place via COPAR, allowing staff representatives to raise any concerns they may have.
- A competition for the recruitment of civil servant scientists will be organised in the near future.
- When specialist AST laureates become available, AST temporary agents with the same specialist profile whose contracts come to an end will be systematically replaced by AST civil servants.
- The normal length of a temporary agent contract in the JRC should be 4 years, with a possible extension of up to 6 years justified by scientific needs.
- The situation as regards temporary agents in the JRC will be strictly monitored by DG ADMIN.

- The maximum number of authorised temporary agents at the JRC is capped at 10% of the JRC's AD staff table plus 3% of the JRC's AST staff table. On the basis of the current JRC establishment plan this would provide for a maximum number of around 120 temporary agents in total (AD + AST) for the JRC.
- While the 10% for AD staff is an absolute maximum, JRC can transfer part of their AD quota in order to go beyond the 3% threshold for ASTs as long as it remains within the overall maximum number.

### **3. Appointing and Contracting Authority powers (AIPN/AHCC)**

- DG ADMIN and JRC will continue to be the joint AIPN for Officials working in the JRC.
- DG ADMIN and JRC will become joint AHCC (ADMIN-JRC) for temporary agents following the opinion of the JRC Board of Governors and a Commission decision. JRC will seek to obtain this opinion as laid down in the Commission Decision of 10 April 1996 on the reorganization of the Joint Research Centre (96/282/Euratom) as soon as possible.
- For contract agents the issue of AHCC will be re-examined once the swift and flexible testing system to be developed by EPSO and approved by JRC and DG ADMIN is operational.

### **4. Evaluation of the above solutions**

- The representative trade unions and staff associations are invited to meet again for a concertation on political level in September 2011 in order to evaluate the solutions foreseen.
- Any other aspect concerning the implementation of the above will be addressed, where necessary, in concertation meetings on a technical level.
- The above does not affect the respect of all existing agreements pertaining to social dialogue.