



CENTRAL STAFF COMMITTEE

CCP-AK/CD

Note for the attention of Mr Christos ELLINIDES, Director-General (acting) Translation and Ms Gertrud INGESTAD, Director-General Human Resources and Security

Subject: Consultation of the Staff Regulations Committee on DGT standby duty system

Dear Ms Ingestad,
Dear Mr Ellinides,

Thank you for your reply of 19 April 2022 (ref. Ares(2022)3073909) to our note of 3 February 2022 on “Abuses of DGT standby duty system and lack of overall compensation” (ref. [Ares\(2022\)793994](#)).

As stated in that note, the stand-by duty system does not set out a clear obligation for staff to participate (but no clear freedom to refuse either) and the system’s rules concerning responsibility, overtime and recuperation need to be defined more clearly¹, also with a view to addressing the important work-life balance issues that were already brought to your attention². More clarity is also needed with respect to the legal framework of the system.

In your reply you maintain that “As stated in DGT’s Duty Officer and standby duty guidelines, the legal basis lays in Articles 55 and 56 of the Staff Regulations.” However, we would like to draw your attention to the fact

¹ The issue regarding additional hours is also referenced in (2019)7798989-18/12/2019 [Standby duties – request for information and consultation](#) + [Annex](#) and in your response (2020)3790061-17/07/2020, where it is mentioned that “DG HR would propose to have a meeting with the “ad hoc group” created by the Central Staff Committee in September to go over the information gathered during this exercise and discuss any suggestions that the Central Staff Committee might have on further improvement of governance and compliance in the area of standby duty services.” (The CSC requested to set a date for this 06/05/2021 Ares [\(2021\)3029885](#).) Followed by 26/10/2021 (2021)6587711 [Recommendation of actions warranted by recent opinion survey](#) + [Annex SOS](#) + [Annex 1](#) + [Annex 2](#) + [Annex 3](#) + [Annex 4](#) and 19/11/2021 (2021)7133499 [Issues revealed by recent translators opinion survey and translation of the Resilience and Recovery package](#) + [Annex SOS](#) + [Annex 1](#) + [Annex 2](#) + [Annex 3](#) + [Annex 4](#).

² Important work-life balance issues were brought to your attention in the CSC note (2020)128388-09/01/2020 to the attention of Commissioner Johannes Hahn: [DPT petition against further staff cuts](#) + [Annex](#) and again in 26/10/2021 (2021)6587711 [Recommendation of actions warranted by recent opinion survey](#).

that, according to [Art. 56b of the Staff Regulations](#), the Staff Regulations Committee needs to be formally consulted on a decision establishing a regular standby system including allowances for officials performing these duties.

We would like to ask you whether the Staff Regulations Committee has been consulted on the establishment of the current standby duty system in DGT and to take appropriate action if needed.

Kind regards,

(signed)
Athanasios KATSOGIANNIS
President

Cc: Permanent Delegation of Translators – DPT