



**Note for the Attention of Ms Gertrud INGESTAD,  
Director-General Human Resources and Security**

**Subject: Current rules for carry-over of annual leave in cases of long-term sick leave risk excluding eligible colleagues**

The Central Staff Committee (CSC) requests that the entitlement to carry over more than 12 days of annual leave<sup>1</sup> for those who have been absent due to illness or accident for 20 consecutive working days or more ('long-term sick leave') be automated in order to: reduce the administrative burden for all concerned, streamline the whole process and align with the move towards working simpler and smarter. Since this transfer of days is a right, it would be more transparent, fair and efficient to remove the necessity for action from the colleagues concerned.

Currently, in order to use this entitlement a colleague on long-term sick leave must:

- be aware of this right;
- exercise this right via a specific **temporary** button "*request carry-over annual leave*" in Sysper2;
- comply with the availability window of 1 to 31 January.<sup>2</sup>

The current system puts all of the responsibility on the individual who has been (or continues to be) on long-term sick leave and entails significant costs for that individual: learning costs, compliance costs and psychological costs, when Sysper2 *already has* all of the necessary evidence.

This risks excluding eligible colleagues, who might already have significant health problems, adds an unnecessary burden in terms of time and effort, and increases stress, frustration and anxiety for all.

For example, someone returning from four months of sick leave in February, with all of the catching up and administrative effort that entails, will likely not see the temporary button in Sysper2 (probably it is no longer there) and, unless that person is aware of this entitlement, will not know how to ask about it: those days are lost.

Could you please provide figures on how many colleagues are eligible for this carry-over of days and exercise this right and how many do not exercise it? How many annual leave days are carried over under these circumstances and how many are lost? Can you also explain the reasoning behind this current need to request this entitlement?

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<sup>1</sup> Guidelines for the carry-over of annual leave above 12 days in case of long-term sick leave in order to comply closely with the principles set out in the Strack judgment, 06/06/2017

<https://myintracomm.ec.europa.eu/staff/Documents/working-conditions/leave-absences/carryover.pdf>

<sup>2</sup> <https://myintracomm.ec.europa.eu/staff/EN/working-conditions/leave-absences/Pages/annual-leave.aspx>

The Central Staff Committee works with you to make the Commission 'an organisation that cares for its staff and supports it to deliver.'<sup>3</sup> We push for the removal of opaque, cumbersome and often unnecessary bureaucratic processes and administrative tasks, which divert time and focus from the drive to be 'a modern, flexible and values-driven organisation which empowers staff to deliver outstanding results for European citizens.'<sup>4</sup>

*(signed)*

Athanasios KATSOGIANNIS  
President

Cc: Mr Christian ROQUES, Mr Ewoud SAKKERS, Mr Laurent DULUC (HR)

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<sup>3</sup> HR Strategy workplace and wellbeing pillar: Summary of Workshop Feedback until 21 October 2020

<sup>4</sup> A new human resources strategy for the Commission draft short text, Ares(2021)5413749-02/09/2021