



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

Subject: Follow-up on current rules for carry-over of annual leave in cases of long-term sick leave and request for clarification

Dear Ms Ingestad,

Thank you for the note Ares(2021)7946034 you sent on 22 December 2021 where you state that DG HR and DG DIGIT will discuss the implementation of our requested automation of the carry-over of annual leave in cases of long-term sick leave¹. The Central Staff Committee (CSC) thanks you for working on removing this responsibility from the individual who has been (or continues to be) on long-term sick leave and reducing the administrative burden for all concerned.

We have one additional related request on the practical matter of the implementation itself: could our DG DIGIT colleagues please make every effort to explicitly mark the expiry date of the days carried over in this way, so that colleagues concerned are made aware of this time limit?² The CSC appreciates your ongoing work to provide user-friendly IT tools to all staff and looks forward to seeing these improvements implemented for the carry-over exercise in 2023.

The CSC also welcomes your plans to make the reason for the carry-over transparent within Sysper since current statistics make no distinction between carry-over based on service needs and those based on sickness. This data would facilitate monitoring to ensure that potentially eligible colleagues are not excluded.

¹ 'absent due to illness or accident for 20 consecutive working days or more', 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>

² 'NB: The days carried over for sickness reasons have a validity of 15 months and have to be used before 31 March N+2, unless you were prevented from using them in year N+1 due to service reasons.', Guidelines for the carry-over of annual leave above 12 days

<https://myintracomm.ec.europa.eu/staff/Documents/working-conditions/leave-absences/Guidelines%20for%20the%20carry-over%20of%20annual%20leave.pdf>

The CSC kindly requests clarification of the figures provided in your note (generated 15.12.2021):

'8,814 colleagues were eligible for a carry-over of more than 12 annual days from 2020 to 2021. 4,991 colleagues requested a carry-over of more than 12 days of annual leave days from 2020 to 2021, while 3,123 colleagues did not.'

There are 700 colleagues unaccounted for here (3,123 + 4,991 = 8,114) can you please provide an explanation?

We thank you for your assistance in this matter and continue to work with you to make the Commission 'an organisation that cares for its staff and supports it to deliver.'³

(signed)

Athanasios KATSOGIANNIS
President

Cc: C. Roques, E. Sakkers, L. Duluc, J. Codron, R. van Straalen (DG HR)

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