



EUROPEAN COMMISSION
DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY

The Director-General

Brussels
HR/GI

Dear Mr Katsogiannis,

Thank you for the note Ares(2021)7365504 you sent me on 30 November 2021 concerning the current rules for carry-over of annual leave in cases of long-term sick leave risk excluding eligible colleagues.

As provided in the guidelines, to which you have referred in your note, staff who have been on long-term sick leave (for 20 consecutive days or more) are effectively entitled to carry-over all of the days of annual leave not used up at the end of the year. I acknowledge that the current system puts the responsibility on the individual to request the carry-over of annual leave in Sysper. Therefore, I agree that for the staff members who have been on sick leave for 20 consecutive days or more this process could be automated in Sysper.

I would like to stress that DG HR, together with DG DIGIT, is working continuously on providing user-friendly IT tools to all staff. We will discuss with DG DIGIT on how this can be implemented, taking into account that any change in Sysper regarding this matter can only be implemented for the carry-over exercise in 2023.

Concerning your request for figures on carry-over of days due to sick leave, we are unable to provide you with these figures as the differentiation between carry-over due to sick leave and the carry-over due to service needs are made in the comments of the request in Sysper. Therefore, in the overall statistics there is no differentiation between these types of requests. We have already planned to discuss with DG DIGIT whether such differentiation can be implemented as well for 2023.

As a general overview, based on the figures generated on 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. A total of 137,980.44 annual leave days were carried over from 2020 to 2021, of which 39,246.21 annual leave days were validated as annual leave days beyond the 12 days. 7,664.61 annual leave days were not carried-over to the next year.

Yours sincerely,

Electronically signed

Gertrud Ingestad

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