



**Note for the attention of Mr Ewoud SAKKERS
Head of HR.E.1, European Civil Service Law & Social Dialogue**

Subject: Standby duties – request for information and consultation

Following reports from staff, the Staff Committee has debated on the current standby duty arrangements several times and has created an ad hoc group to monitor the implementation of Staff Regulations on this aspect. As a result, the Staff Committee is deeply concerned about irregularities and inconsistencies in the application of the Staff Regulations and other regulations regarding definitions and compensation arrangements for staff carrying out standby duties.

The Staff Committee has identified several instances where the Staff Regulations and related rules on standby duty have either not been followed or have been followed only partially. It also notes wide variation in the compensation provided for standby duty (annex).

The examples include failure to consult the Staff Committee regarding the rules for standby duties as required by the Staff Regulation article 55 and failure to provide agreed compensation as required by the Staff Regulations article 56b. As a result of the widely different arrangements that are in place for standby duty compensation, the Staff Committee is concerned that the principle of equal pay for equal work is not respected. As the example in the annex have been collected in the normal course of the Committee's work rather than through systematic enquiry, the Committee expects that there are other instances of irregularities in standby duties which it is not aware of.

The Central Staff Committee therefore requests the following

1. To provide the Staff Committee with the detailed rules that govern standby duties as set out in article 55 and with information on how the Staff Committee was consulted.

2. To provide the Staff Committee with additional information relating to all Commission services regarding:

- what procedures are currently in operation regarding staff who are available at short notice to work outside of normal working hours (standby duty), including the procedures used to determine who is volunteer and/or obliged to serve;
- what financial, time credit or other compensation is provided to staff undertaking the standby duties;
- how many staff are involved.

3. Provide an analysis of which of the current arrangements are in line with the agreed rules on standby duties and details for each arrangement identified about when, whether and how the Staff Committee was consulted.

4. To consult the Staff Committee with the aim of identifying what action is needed to ensure consistency across all DGs and services regarding standby arrangements in line with the Staff Regulations.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ignazio Iacono', written over a horizontal line.

Ignazio IACONO
President

Annex : 1

Cc: Ms I. Souka (DG HR)
Mr P.-Ph. Bacri, Ms B. Pellistrandi, Ms. L. Cattaruzza (CDP-OSP)