



**Union Syndicale Fédérale
Luxembourg**



Leaving on mission? This is what will change

Luxembourg, 1st June 2016

DG HR and the PMO have produced a new Missions Guide with new payment scales. It has been submitted to the unions for consultation.

The stated objective is to simplify and to make staff more accountable in order to reduce costs in these budget sensitive times. The ultimate intention is to reduce the number of missions.

The nostalgic amongst you will say that this is another operational activity of the Commission which disappears, but that's a debate best left for politicians and those whose job it is to analyse the Union and the functioning of the institutions.

Let's look at what will change in practice:

1. Not all travel will be considered to be a mission, even if you're travelling for service reasons. This means that you won't necessarily be covered by a mission order and get your costs refunded. Your line management will decide whether you are "on mission" or simply travelling for professional reasons.
2. The minimum distance for considering travel to be a mission will be determined by DG HR. **Union Syndicale Fédérale Luxembourg** sought clarification on this point.
3. The travel allowance will be calculated on an hourly basis and not per day or half-day.
4. For travel from Luxembourg to Brussels, a flat rate system will replace the refund of actual expenses. **Union Syndicale Fédérale Luxembourg** requested more information about this system. We think in particular of the colleagues working in "transardennais" services ...
5. If you use your private car, you will be refunded on a kilometre basis.

All these measures were presented as simplifications. We believe that they are designed to save costs and transfer work onto the persons travelling. It will be left to them to find the best solutions for their travel and justify them. But also their superiors will have to deal with much more details under the new procedure which would itself merit some decent simplification.

The role of Missions managers is still unclear. Because of the centralisation of HR they do not know whether they will stay in the DGs or be moved to the AMCs, the new centralised Human Resources Units.

Union Syndicale Fédérale Luxembourg will follow up and keep you informed.

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