



Some lessons from teleworking COVID

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When will this crisis end? The future will tell us, and other crisis are already announced.

It is therefore fundamental that our institution prepares in advance to avoid the panic we experienced in the first few weeks of COVID.

In the light of the requests we have received, there is an urgent need for action on certain behaviours of “managers”.

Indeed, what do we think about management? that good managers remain good, and that the bad ones become worse:

- organising unit meetings at 8.30
- sending urgent requests at 18.30 for the following day
- requiring last-minute changes
- to colleagues on official holidays

It is true that coaching was given to these managers, but the echoes do not indicate any improvement, quite the opposite.

The most worrying is also the lack of response from the top management, which is informed, but seems to not know what to do.

Teleworking should give more flexibility in these difficult times.

Unfortunately, sometimes this is not the case because of unreasonable demands from some managers and the psychological distress of colleagues who feel it is improper to say no.

The signing OSPs suggest a precise follow-up of these ‘managers’ with what the Staff Regulations allow, in particular to deprive them of all responsibility for the management of persons.

The human damage caused by psychosocial risks and, in the most serious cases by harassment, is significant and sustainable. If the institution wants a line of “modernisation of human resources”, it should be the first one!

If nothing is done for the cases we have reported, a more precise “naming and shaming” will be brought to the attention of staff in the DG concerned.

The trade unions and staff associations are at the disposal of staff for any reporting on the conduct of “human mismanagement”.»