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Cc: REP-PERS-OSP-USE-LUXEMBOURG
Subject: Luxembourg Attractiveness plan 2.0?
Date: mardi 16 avril 2024 15:03:00



Luxembourg Attractiveness plan 2.0?

Luxembourg, 16/04/2024

On Friday the 12th, the Luxembourg Trade Unions and Local Staff Committee were invited by DG HR to a high-level meeting including Luxembourg DGs and Heads of Service. The agenda was about the Luxembourg site attractiveness including the overcharging for Hospital costs. This in reply to your Staff Representatives insistence on the attractiveness issue (housing and medical costs playing a major part). As a reference, please note that Luxembourg Staff Unions (except one) jointly work on this issue to ensure the best possible outcome in the given context of budget constraints ([link](#)).

DG HR logically concentrated its information exchange along three lines: housing, health, and recruitment. The DG HR acting Director General, Christian Roques, explained that the Commission has been asked by the CALUX (Chefs d'Administration des Institutions au Luxembourg) to seek solutions to increase the attractiveness of Luxembourg. This further to the previous 12-point action plan ([link](#)) and the ongoing medical overcharging despite all efforts to reduce the gap between SIS reimbursement and actual costs for EU staff.

The meeting was in fact an open discussion on what is both needed and feasible. DG HR shared its main focus on what it deems possible and what not, assuming all sides do not want to risk opening the Staff Regulations¹.

We believe important at this stage to inform you of the main general shared elements:

- **Correction coefficient:** DG HR explained clearly and in detail why introducing a correction coefficient for Luxembourg is a 'no go' as it involves an opening of the Staff Regulations (meaning a reform) that cannot be done without high risk of negative consequences for all EU staff members¹. The dream of 'only a surgical opening' of our Staff Regulations is clearly dead and buried unless one is happy to risk it all.
- **Health:** Further to meetings between Commissioner Hahn and the Luxembourgish authorities, the Commission intends to issue a legal positioning by September this year regarding a possible integration into / closer link to the National Scheme (CNS). It could allow similar access and similar prices as applicable for National Scheme beneficiaries. The further possible implementation would however take some years to become reality. From our side we especially underlined that under all circumstances one of the great assets of our Staff Regulations should remain guaranteed: our SIS with the freedom to consult within the UE any doctor of our choice.
- **The housing Allowance** though is back on track. It would support the lowest paid colleagues as a priority and be accompanied by further social measures such as temporary housing for newcomers. A housing allowance would be budgetarily feasible for our colleagues who most need it. As a reminder: in the present context of tremendous pressure on the budget, the Council has been clear that there will be zero increase for Heading 7.

Your Staff representatives as well as your top managers insisted for DG HR to communicate to Staff providing them with concrete further information including detailed actions and a clear timeline. We therefore purposely leave it to the Administration to communicate to you on further specifics.

Union Syndicale Fédérale Luxembourg remains vigilant and keep you informed.

Union Syndicale Fédérale Luxembourg requests a quick implementation of a housing allowance (as it always did) as the situation is getting worse every day.

¹ As a reminder, the Staff Regulations can be opened on the initiative of the Commission. However, once the initiative lands on the table of the Council, the Council is free to change the proposal as it pleases. At which stage the Commission has zero power to intervene. Let us recall as well that all previous SR reforms have led to a worsening of our working conditions.

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