

From: REP-PERS-OSP-USF-LUXEMBOURG
Cc: REP-PERS-OSP-USF-LUXEMBOURG
Subject: Large-scale review of the Commission: the stakes are high ! | Refonte à grande échelle de la Commission: l'enjeu est de taille !
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**Union
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Large-scale review of the Commission: the stakes are high !

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As you may have read, a **large-scale review of the Commission's organisation and functioning** is ongoing. It will bear on our organisation of work, existing structures, recruitment and talent management and thus on the attractiveness of the Commission as an employer.

Therefore, its **scope** reaches **well beyond a simple reorganisation of workflows**. This touches directly on working conditions and should warrant full information and consultation of staff, upfront. **USF-L** welcomes the recognition by our Administration that **staff input is crucial**.

This input can be obtained **both by direct consultation** of individual staff members for the valuable generation of ideas, **as well as through the established social dialogue** between the Administration and your elected staff representatives. **Yet, one cannot replace the other**: only the **representative mechanisms** foreseen in the Staff Regulations **provide the necessary guarantees** in this regard.

Shortly, a designated High-Level Group will come up with a list of priorities. Given the high stakes for all staff, **USF-L insists that it is high time for upfront consultation and full involvement of all instances of staff representation throughout the decision and implementation phase**.

As a reminder, regular formal social dialogues with the Administration have already taken place on several points mentioned in Commissioner Serafin's mission letter. Examples are the new decisions on temporary agents, geographical balance and anti-harassment.

USF-L remains vigilant that the specific Luxembourg priorities are part of the agenda. Consequently, to attract and retain Luxembourg staff, the Commission should:

- **recruit at higher entry-levels**
- **make full use of further screening and certification possibilities**
- **organise more internal and specialist competitions**
- **extend the housing allowance beyond 4 years and compensate cross border workers**

We offer you what we really are, not more not less





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LUXEMBOURG**

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Refonte à grande échelle de la Commission: l'enjeu est de taille !

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- tirer pleinement parti de possibilités supplémentaires de screenings et de certification
- organiser davantage de concours internes et spécialisés
- prolonger l'allocation logement au-delà de 4 ans et l'étendre aux travailleurs frontaliers

NOUS VOUS OFFRONS CE QUE NOUS SOMMES RÉELLEMENT, NI PLUS NI MOINS



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