

Breakdown of powers and responsibilities between the Staff Committee and the trade unions and professional associations (OSP)

The **breakdown of powers and responsibilities** between staff committee(s) and the trade unions and professional associations is governed by the **framework agreement** between The Commission and the trade unions and professional associations.

Trade unions and professional associations

- √ Assume direct responsibility for files concerning the general modification of the **conditions of employment** in any case where there is a Council decision on a proposal from the Commission concerning the personnel of all the institutions (amendments to the Staff Regulations, changes in pay, various benefits - allowances, secretarial allowance, mission expenses, etc., - pensions schemes).
- √ Make **demands** relating to **all areas** of personnel policy.
- √ Propose, if appropriate, **amendments** to the procedures or mandate of the consultative and participation bodies (statutory and/or joint committees and bodies).
- √ To this end, the trade unions and professional associations **negotiate** with the administration (administrative and technical concertations) and the Commission (political concertation). These concertations are prepared and/or monitored in contact and monitoring groups.
- √ **In the event of stalemate** in the technical concertation, the matter at issue is referred to political concertation with the Commissioner in charge of personnel matters. If this fails, the trade unions and professional associations, after conciliation with the College, usually adopt an arrangement for action that can go as far as initiating industrial action or stoppages. Likewise in the event of stalemate in the concertation procedure with the Council.

THE STAFF COMMITTEES

- √ Participate in the application and implementation of the rules of the personnel policy negotiated by the trade unions and professional associations.
- √ Play a consultative role or participate in the management (consultation procedure) in the fields of personal management, particularly the social policy, and work within the institution and sometimes in cooperation with the staff committees of other Community institutions and bodies via a series of statutory and administrative consultation and participation bodies (statutory committees and joint bodies)
- √ For this purpose, the staff committee(s) **designate the staff representatives** ("authorised representatives") on these committees and bodies, based on a breakdown proportional to the election results.
- √ In the event of stalemate in the consultation, particularly after an attempt at conciliation within the contact committees, the matter is referred to the trade unions and professional associations, who initiate the "concertation" procedure.

Despite the number and complexity of the issues, overlapping responsibilities and duplication between the trade unions and professional associations and the staff committees have become exceptional.