



CENTRAL STAFF COMMITTEE

CCP-II/MAD

Waterloo, 15 October 2020

**Note for the Attention of Mr Johanness HAHN, Commissioner Budget and Administration
and
Ms Gertrud INGESTAD, General Director of Administration and Security**

Subject: Creation of an accompanying committee for CHAFEA Staff

We write to you regarding the current situation in the Consumers, Health, Agriculture and Food Executive Agency (CHAFEA).

- On 16/04/2020, the Director of CHAFEA communicated to Staff the closure of CHAFEA and the transfer of implementation tasks of its programmes to Brussels based Executive Agencies.
- On 29/04/2020, the Corporate Management Board communicated the closure of CHAFEA in the transfer of its programmes to Brussels.
- In a letter to Luxembourg's Minister Jean Asselborn, Commissioner Hahn commits the Commission that if a CHAFEA colleague wants to stay in Luxembourg, the Commission will help and prioritise the recruitment of this colleague in services in Luxembourg.
- On 08/05/2020 all staff representations in a common resolution requested to suspend the closure of CHAFEA and to engage in a full social dialogue, before any decision on the closure of CHAFEA is taken.
- Two information meeting took place in May and June between DG HR, DG BUDG, SG, and Staff Representations, in which Staff Representations have requested concrete follow-up of the CHAFEA staff that intends to remain in Luxembourg.
- In its letter of 30/06/2020 to all staff, Commissioner Hahn announced for colleagues who want to stay in Luxembourg, that the Commission will identify recruitment opportunities in Commission services in Luxembourg, taking into account staffs individual needs and profiles.

- Staff representations are requesting since more than 4 months concrete actions to support colleagues who prefer to remain in Luxembourg.
- We have a large proportion of current CHAFEA staff hesitating to follow the programmes to Brussels.

On 29/09/2020, CHAFEA sent out an early communication letter to staff on the closure of CHAFEA and the transfer of employment contracts to Brussels-based executive agencies. Together with this letter, staff received from HR and CHAFEA management an “action plan”, consisting of a 1-slide presentation and offering only support on the condition of termination of CHAFEA contracts.

In the perception of many colleagues, this is a clear sign of disrespect for the Staff of CHAFEA: after more than 4 months, the Administration sent a few bullet points and calls it an “action plan”.

In view of the current feeble support given to CHAFEA colleagues, we are asking the establishment of an Accompanying Committee. The Staff Representation asks also for a meeting to give a mandate to this Accompanying Committee.

Through our experience of other similar situations, we are looking for the support of the Commission Administration in the possible reallocation of staff, as for example relocation according to a profile analysis to any of the diverse institutions seated in Luxembourg.

The Commission has a wide range of vacant positions in Luxembourg. Further, several organisations such as the European Public Prosecutor's Office (EPPO), the European High Performance Computing Joint Undertaking (EuroHPC) and the European Investment Bank (EIB) are actively recruiting in Luxembourg (the Staff Committee of the Commission is involved in the recruitment phase). We count on your support for engaging with the other EU institutions and bodies in Luxembourg to help CHAFEA colleagues find a new position.

It is our impression that the current CHAFEA management has a mandate and the capability only for closing the agency by the end of 2020, but not for actively helping colleagues in finding new employment in Luxembourg.

We propose that the Accompanying Committee be composed of four members of the Administration and four members of the Staff Committees (Central Staff Committee of the Commission, Luxembourg Local Staff Committee of the Commission, Staff Committee of CHAFEA, and Common Staff Committee of the executive agencies).

Already today, we propose a screening of the relevant CVs in order to look for possible reallocation in line with the needs of the institutions in Luxembourg. The tasks of the Accompanying Committee should be:

- Screening of CVs of colleagues wanting to remain in Luxembourg;
- Analysing the vacant posts in the institutions in Luxembourg and proposing a priority recruitment of these staff;
- Matching the recruitment needs of the EU services in Luxembourg and the wishes of CHAFEA colleagues;
- Helping CHAFEA colleagues in any other possible way with all of the options available to them.

The Accompanying Committee should have the full support of the Commission Administration (DG HRS) to negotiate with the other administrations for the relocation of staff.

We would appreciate to have the meeting on the subject as soon as possible in order to organise the accompanying committee for the end of October.

The Staff Representations also reinforce their request to you as of 08 May 2020 to **suspend the relocation of CHAFEA** and to reinforce its tasks according to the Georgieva-Asselborn Agreement of 2015.

In case the final Decision of the College of the Commission after Opinion of the Committee of the Executive Agencies of the Council remains the closure of CHAFEA, the above Accompanying Committee and Social Plan constitutes is an inevitable dimension.



Ignazio IACONO
President

Co-Signed :

A.KYRAMARIOS - President

Luxembourg Local Staff Committee of the Commission

CHAFEA Staff Committee and CHAFEA Staff

P.VAN BOCKLAND - President

B. WERT - Vice-President

Common Staff Committee of the Executive Agencies

Staff Committee of EACEA

Staff Committee of EASME

Staff Committee of ERCEA

Staff Committee of INEA

Staff Committee of REA

C. SEBASTIANI

L'Alliance

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US Fédérale

G. VLANDAS

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Cc :

Cabinet : *D. MULLER, S. BIKAR*

DG HR : *M.U. MORICCA Marco, E. SAKKERS, HR Dialogue Social*