

2016 Discharge

Follow-up questions to the European Data Protection Supervisor

Deadline: 18 December 2017

Staff

1. How many interim agents were employed by your institution in 2016? How many of these interim agents replaced an official? How many were they in 2015 and 2014?
In 2016, 5 interim agents for a total of 4 months were hired (1 of which was hired to replace an official on sick leave).
In 2015, 1 interim agent was hired for 2 weeks.
In 2014 there was no interim agent hired.
2. Which are the differences in the working conditions of interim agents and temporary staff?
The working time is different as temporary staff (statutory staff) are expected to work 40hr/week. Interim agents are external staff and they are expected to work 38hr/week. The leaves and working patterns of the temporary staff members are based on the internal decisions adopted by EDPS and according to the Staff Regulations, while the interim agents must refer to the interim agency's rules and guidelines.
3. How many trainees were employed in 2016? How many of the offered traineeships were non-remunerated?
A total of 13 trainees were recruited, split in two sessions, and they all were remunerated.

Harrasment

4. Do you have an organ that is comparable to the network of confidential counsellors in the EESC whose purpose is to offer advice and guidance on harassment issues? If not, would you consider introducing such a structure in your institution?
The EDPS has 2 confidential counsellors which are available to advice and guide staff members should they perceive to be harassed. One out of the 2 counsellors has followed the confidential counsellor training provided by the EC.
Given the small size of the institution, it is not envisaged to introduce such a structure. We have received reassurances from the EC's network that if necessary, we could always rely on their network informally although so far it has never been necessary to consider that option.

Follow-up questions on the 2016 discharge questionnaire

5. Could you please specify the meaning of 'non applicable' for questions 16 and 21 of the questionnaire?
Question 16 on overtime: At the EDPS, all staff members use the flexitime regime, so extra hours are recuperated following the related internal decision. If there was any extra hour

performed but not recovered, we do not have any reporting system to collect such information.

Question 21 on improvements done to the organization of workspaces: No structural changes were done during 2016.

6. Could you please give a more elaborated answer to questions 29 and 31? What were the internal whistleblowing rules introduced by the EDPS?

As the EDPS did not have a whistleblowing decision until the end of 2016, it is not possible to refer to any specific improvement as compared to the previous situation but it is clear that adopting a formal decision is clearly an improvement. As to the content of the decision, it is based both on similar decisions adopted by the bigger EU institutions and our particular experience as supervisory authority on the issue of data protection and confidentiality.