

## 2016 Discharge

### Follow-up questions to the European Court of Auditors

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?

1. The number of interim agents for 2014, 2015 and 2016 is shown below:

	2014		2015		2016	
	number agents	number hours	number agents	number hours	number agents	number hours
Security	4	814	6	680	0	0
Removals	11	456	10	608	21	1 460
Library	4	32	0	0	0	0
Technical assistance buildings	0	0	0	0	1	1 856
AMS project audit	1	320	0	0	0	0
Legal Service	1	672	0	0	0	0
Secretariat Medical Service	1	768	0	0	0	0
<b>Total</b>	<b>22</b>	<b>3 062</b>	<b>16</b>	<b>1 288</b>	<b>22</b>	<b>3 316</b>

2. There were no officials replaced by interim agents, as the later are hired for short-term, specific tasks.

2. Which are the differences in the working conditions of interim agents and temporary staff?

3. Interim agents are employed via a recruitment agency, and placed at the disposal of the Court as per the conditions set in the framework contract signed with the agency. Interim agents are hired to accomplish specific and short-term tasks and are subject to Luxembourgish law in terms of labour law, social security, and tax rules.
4. Temporary agents are employed directly by the Court, in accordance with the Conditions of Employment of Other Servants of the European Union.

**3. How many trainees were employed in 2016? How many of the offered traineeships were non-remunerated?**

5. Remunerated trainees are hired in three sessions: February, May and September. The number of those hired in 2016 is presented in the table below – shown by nationality.

Nationality	Trainees	Nationality	Trainees	Nationality	Trainees
Belgium	1	France	9	Poland	2
Bulgaria	3	Croatia	1	Portugal	1
Czech Republic	1	Ireland	1	Romania	3
Germany	3	Italy	3	Slovenia	1
Greece	8	Lithuania	1	Slovakia	2
Spain	3	Luxembourg	2	UK	2
Finland	2	Netherlands	4	<b>Total</b>	<b>53</b>

6. Four non-remunerated trainees were hired in 2016, from the Czech Republic, Germany, Belgium and the Netherlands. In general, the Court strives to limit the non-remunerated traineeships to trainees who receive a scholarship from another source.
7. In addition, the ECA offers each year traineeship programmes to auditors from State Audit Institutions in candidate countries. Nine trainees from candidate countries SAs were hired in 2016 under this scheme.

**Harassment**

**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 harassment issues? If not, would you consider introducing such a structure in your institution?**

8. Yes, the Court has a comparable network.
9. Indeed, the Court has established a network of contact persons that provide those who seek help with options of informal procedures as well as formal complaints, in accordance with Decision No 26-2017 on the policy for maintaining a satisfactory working environment and combating psychological and sexual harassment. These contact persons are staff members of the Court (coming from different parts of the organization, and with a variety of backgrounds), that have received relevant training. Any staff member feeling been subjected to harassment has the possibility to seek counselling and support from the designated contact persons (“personnes d’écoute”). The list of contact persons is communicated and available to all staff.

**Written reply to the question addressed at the Hearing on 4 December**

**5. Quelles est le montant des dépenses en événements sociaux avec le personnel en 2016 ?**

10. Les dépenses en relations sociales entre les membres du personnel en 2016 sont les suivantes:

**Dépenses "relations sociales" pour 2016, détail par activité:**

<b>Ligne 163201: Relations sociales entre les membres du personnel :</b>	<b>Dépenses 2016:</b>
Contribution annuelle aux Comité d'Activités Sociales (CAS) des Institutions européennes au Luxembourg:	51 593,85 €
Contribution annuelle au Comité du personnel de la Cour de comptes:	10 000,00 €
Contribution annuelle à l'Association Internationale des Anciens de l'UE - AIACE:	2 000,00 €
Sub-total "Responsabilité sociale":	63 593,85 €
Événements sociaux pour le personnel de la Cour de comptes:	6 987,48 €
<b>Montant total dépensé:</b>	<b>70 581,33 €</b>

11. Donc un total de 70 581,33 € a été dépensé en 2016 en relation sociales entre les membres du personnel.

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