

ORAL QUESTION O-0048/01

pursuant to Rule 42 of the Rules of Procedure

by Ana Palacio Vallelersundi, on behalf of the Committee on Legal Affairs and the Internal Market to the Commission

Subject: Reform of the Commission

Is the Commission satisfied with the progress made with its human-resource reform programme in the light of the package of proposals adopted by the College on 20 February 2001? In particular, would it comment on the concerns expressed by Parliament in its resolution of 30 November 2000 on the human-resource element of the reforms (A5-0326/2000) to the effect that the reform programme needs to be accelerated if staff morale and public confidence are to be sustained? What steps has the Commission taken to implement the new career development policy ahead of formal agreement on the amendment of the Staff Regulations, for instance by adopting a shadow performance-appraisal system as advocated by Parliament? How soon will plans to decentralise responsibilities and empower middle managers take effect? What performance benchmarks will be used to judge the implementation of the reforms, particularly the response of Commission staff to merit-based career progression and increased job mobility?

Will the performance-appraisal proposals involve staff in developing their own personal goals, be operated with minimal bureaucracy and also involve staff in appraising their supervisors' performance (360 degrees feedback)?

Is the Commission satisfied that the initial proposals on whistleblowing procedures are sufficiently robust and transparent, particularly in the light of 'best practice' in Member States?

Will the Commission confirm that the provisions of the Code of Good Administrative Behaviour will be incorporated into the performance-appraisal process and into the roles defined by middle managers?

Tabled: 11.04.2001

Forwarded: 13.04.2001

Deadline for reply: 20.04.2001