



Committee of the Regions

Brussels, 18 September 2006

<p style="text-align: center;">Request to amend the 2006 staff chart under the terms of Article 47(1) of the Financial Regulation</p>

Proposed amendments:

The amendment consists of 11 upgradings and 14 downgradings:

- Upgradings:
 - Permanent posts: 3 for grade AD 9 and 3 for grade AD 7;
 - Temporary posts: 1 for grade AD 9, 3 for grade AD 6 and 1 for grade AST2;
- Downgradings (permanent posts): 11 AD 6 posts converted to AD 5 and 3 AST2 posts converted to AST1;

Case for the request

- 1) As regards the 6 permanent posts, the aim is to be able to recruit successful competition candidates whose names have just been published on EPSO lists. EPSO has been slow to draw up reserve lists, the lists are frequently shorter than expected and the current inter-institutional system of using the lists makes it difficult for the smaller institutions to meet their needs. We must, therefore, take advantage of the new lists before they are used up. In budgetary terms, this exercise will be cost-neutral.
 - EPSO AD 7: 3 officials should be recruited (2 for the CoR's own services and 1 for the joint services shared with the European Economic and Social Committee, in order to ensure that the Committee has new officials who are more experienced than the usual successful candidates from AD 5 competitions, for posts currently occupied by temporary agents. The CoR does have the right to take candidates from the recent EPSO AD 7 reserve list, but does not currently have AD7 posts to fill.
 - EPSO AD9: 3 revisers should be recruited with higher-level duties and responsibilities than translators. These individuals currently work at the CoR and have just taken part in an AD 9-grade competition. The services concerned cannot afford to lose them, given in particular the problems experienced in recruiting linguists for the new enlargement languages.

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2) The 5 temporary posts:

- The AD 9 post: this is an administrator's post for the President's private office. The experience acquired when the current private office was formed has shown that grade AD 8 is a little low to obtain staff whose qualifications and experience match the level of responsibility and workload that the post involves. Grade AD 9 is necessary. The need to offer a post at a grade high enough to attract experienced administrators is furthermore heightened by the relatively short duration of the President of the Committee of the Regions' term of office (two years).
- The 3 AD 6 posts: the CoR staff chart provides for 3 temporary AD 5 posts, (1 in each of the three pivot translation divisions), to help revisers in these divisions. Nevertheless, in order to ensure high translation quality, it is crucial to have experienced revisers who are able to work with the enlargement languages, which is not the case at the moment. New officials are automatically recruited at grade AD 5, which is the grade set for most EPSO competitions. Since it is impossible to recruit at AD 7 and AD 8 grades (posts not provided for our language divisions under the enlargement process), either in the new divisions or in the 3 old pivot divisions), it would be highly advantageous if experienced temporary agents could be used. Furthermore, difficulties in recruiting staff justify upgrading these posts to AD 6. The recruitment difficulties facing the smaller institutions in relation to the larger ones must be reiterated. Having these three posts available at AD 6 grade could potentially give the CoR a competitive advantage in the limited market for temporary agents for the new languages, without imposing additional costs on the Community budget.
- The AST2 temporary post: this is to correct an omission made when drawing up the 2006 PDB. In order to ensure a fair career structure within the political group secretariats, a further AST1 T post must be upgraded to AST2 T in 2006.

The cost of the various upgradings set out above would be met by downgrading 11 permanent posts from AD 6 to AD 5 and 3 permanent posts from AST2 to AST1. Most of the administrators recruited as officials are successful competition candidates, usually at AD 5 grade, and AD 6 posts are thus left under-occupied. As regards assistants, most of the basic-grade posts, which were occupied by staff at C5 level on 1 May 2004, have been converted to AST2, and there is thus under-use when it comes to replacing staff. Part of the budget is thus being under-used and would benefit from being used under the terms of the current Article 47.

Compliance with the criteria laid down in Article 47(1) of the Financial Regulation:

- a. The number of amendments to the staff chart (25 in total) is below the limit of 10% of the total number of posts in the staff chart, not counting grades AD 16, AD 15 and AD 14. The staff chart contains 459 posts, 15 of which are grades AD 16, AD 15 and AD 14. Thus, $459 - 15 = 444$.

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10% of 444 is 44 posts. The request concerns only 11 upgradings and 14 downgradings, i.e. 25 posts.

- b. In budget terms, the operation will be cost-neutral or even lead to a small saving, as shown in the table below based on the difference between the monthly cost of the initial grade and that of the final grade.

Upgr./Downgr.	Number	Difference in monthly cost	Result
AD 8 => AD 9	3	802.63	2 407.90
AD 6 => AD 7	3	626.99	1 880.97
AD 8 T => AD 9 T	1	802.63	802.63
AD 5 T => AD 6 T	3	554.15	1 662.44
AST1 T => AST2 T	1	338.15	338.15
Total upgr.	11		7 092.09
AD 6 => AD 5	11	-554.15	-6 095.65
AST2 => AST1	3	-338.15	-1 014.44
Total downgr.	14		-7 110.07
Difference			-17.98

- c. The total number of authorised posts will remain unchanged.

Implementation schedule

Barring any duly justified objections being raised by either arm of the budgetary authority within a period of three weeks from the date of the letter accompanying this request, the CoR will carry out the amendments to its staff chart.

Authorisation of the authorising officer,

Date:

Gerhard Stahl
Secretary-General
