

COMMISSION OF THE EUROPEAN COMMUNITIES

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COMMUNICATION FROM THE COMMISSION TO THE COUNCIL
AND THE EUROPEAN PARLIAMENT

Rebalancing of the Research personnel structure

I. Introduction

On the basis of an agreement of 1973, the Commission made a political commitment before the Council to recruit only temporary staff for jobs concerning the research budget, although these jobs are really of a permanent nature from a budgetary standpoint.

This commitment was the result of a process which had started at the beginning of the 1970's, and which had allowed *inter alia* the integration of personnel in the local statute in the capacity of temporary Research staff.

The number of officials financed from the Research budget, recruited before 1973 or transferred since from other sectors of the Commission or of other Institutions, has decreased continuously, since there has been no new recruitment of officials on the Research budget for about twenty years.

This situation puts Research activities at a disadvantage with respect to the other policies of the Commission whereas, from its treatment in the Single Act, strengthened further by the Maastricht treaty, Research acquired the permanence of a basic policy of the Community.

The development of the successive Framework programmes, as well as the implementation of the specific programmes envisaged in the 4th RTD Framework programme, require an adjustment of the policy as regards Research personnel, and in particular:

- the introduction of a principle of flexibility in the management of staff connected with the Research budget, in view of the new policies and tasks entrusted to the research sector, and competitiveness to the JRC.
- the introduction of a policy of partial establishment of temporary agents connected with the Research budget so as, on the one hand, to maintain the excellence and competence of personnel in the research sector and, on the other hand, to preserve a technical and scientific *memory*;

II. The implementation of flexibility

Flexibility will be ensured by personnel whose number is limited to 25% of the manpower authorised for the research budget.

Increased recourse will be made, in accordance with the applicable rules, to external personnel such as visiting scientists, holders of grants, national experts on secondment, trainees, as well as to auxiliary staff, and temporary staff within the meaning of article 2d of the RAA, working under limited-duration contracts, whose cumulative duration will not be able to exceed 3 years. These temporary staff will be recruited on the basis of a shortened procedure of specific selections mainly for scientific or technical tasks. This type of selection excludes any possibility of extension or renewal of contracts beyond the maximum 3-year duration. The criteria of classification will be applicable to them.

III. Rebalancing of the structure of Research personnel

1. *Proposed structure*

The constant reduction in the number of officials financed from the Research budget, as well as systematic recourse since 1973 to temporary contracts to fill the permanent posts of the Research budget, has contributed to a gradual compromising of the balance between the various Research personnel.

The Commission considers that at the present time, a suitable Research personnel structure could be as follows:

- a) 25% personnel ensuring flexibility
- b) 35% temporary staff within the meaning of the 2d article of the RAA;
- c) 40% officials;

These percentages have to apply separately both to the scientific or technical staff as well as to the administrative staff, as set out in the lists of the posts paid for from Research appropriations appearing in the budget, with the exception of grades A1 and A2.

2. *Implementation of the rebalancing of the structure of Research personnel*

Establishment will be carried out according to existing availability and in view of the plans for increasing staff numbers.

While taking care, during a transition period, to guarantee an equitable treatment to all temporary agents concerned, coming from the various personnel lists, and categories of the research budget, the objective is gradually to reach a suitable rebalancing of the structure of Research personnel, which should in the long term be composed, up to the total of the lists of the posts concerning the Research budget, and divided proportionally according to the table of manpower, by framework (administrative or scientific/technical) and by category, of 25%

personnel ensuring flexibility, 35% temporary staff within the meaning of the art.2d. of the RAA, and 40% of officials.

3. *Establishment*

On the basis of the objectives defined above, and in view of the forecast population development, the Commission will decide annually on the number of establishments planned during the year, broken down by posts, framework (administrative or scientific/technical) and category.

The internal establishment competitions will be organized annually based on qualifications and tests, after consulting the Joint Committee (COPAR).

They will be open to agents having in principle a minimum of ten years' seniority; the practicalities of which can however be adapted by the COPAR for each specific category of personnel according to the establishments planned.

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