



MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

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FCH JU MULTI-ANNUAL STAFF POLICY PLAN 2014-2016

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1. The agency's activities

No significant modifications in the FCH JU's activities in 2012/2013. Please see a comprehensive description in the annex.

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2. Staff population and its evolution

2.1. Overview of all categories of staff

Staff population		Staff population actually filled in 31.12.2011 ¹	Staff population in EU Budget 2012 ²	Staff population actually filled at 31.12.2012 ³	Staff population in voted EU Budget 2013 ⁴ *	Staff population in Draft EU Budget 2014	Staff population envisaged in 2015 ⁵	Staff population envisaged in 2016 ⁶
Officials	AD							
	AST							
TA	AD	11	11	10	11	11	11	11
	AST	7	7	7	7	7	7	7
Total ⁷		18	18	17	18	18	18	18
CA GFIV		1	1	1	1	1	1	1
CA GF III		1	1	1	1	1	1	1
CA GF II								
CA GFI								
Total CA ⁸		2	2	2	2	2	2	2
SNE ⁹								
<i>Structural service providers¹⁰</i>								
TOTAL								
<i>External staff¹¹ for occasional replacement¹²</i>								

¹ Offer letters sent should be counted as posts filled in with a clear reference in a footnote **with a number how many posts/positions it concerns**.

² As authorised for officials and temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).

³ Offer letters sent should be counted as posts filled in with a clear reference in a footnote **with a number how many posts/positions it concerns**.

⁴ As authorised for officials and temporary agents (TA) and as estimated for contract agents (CA) and seconded national experts (SNE).

⁵ Figures should not exceed those indicated in the Legislative Financial Statement attached to the founding act (or the revised founding act) minus staff cuts in the context of 5% staff cuts over the period 2013-2017.

⁶ *Ibid.*

⁷ Headcounts

⁸ FTE

⁹ FTE

¹⁰ **Service providers** are contracted by a private company and carry out specialised outsourced tasks of horizontal/support nature, for instance in the area of information technology. At the Commission the following general criteria should be fulfilled: 1) no individual contract with the Commission; 2) on the Commission premises, usually with a PC and desk; 3) administratively followed by the Commission (badge, etc.) and 4) contributing to the value added of the Commission. FTE

¹¹ FTE

¹² For instance replacement due to maternity leave or long sick leave.

*For a limited period up to December 2013 a TA AD8 post is filled by a CA.

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2.2. Establishment plan evolution 2012-2016

This is based on an unchanged FCH JU mandate and does not take into consideration the current negotiations on Horizon 2020, the possible extension of the FCH JU lifetime and the related workload increase.

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Category and grade	Establishment plan in EU Budget 2012		Modifications in 2012 in application of flexibility rule ¹³		Establishment plan in voted EU Budget 2013		Modifications envisaged in establishment plan 2013 in application of flexibility rule ¹⁴		Establishment plan in Draft EU Budget 2014		Establishment plan 2015		Establishment plan 2016	
	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA	officials	TA
AD 16														
AD 15														
AD 14		1				1				1		1		1
AD 13														
AD 12														
AD 11		3				3				3		3		3
AD 10														
AD 9		1				1				1		1		1
AD 8		4				4				4		4		4
AD 7		2				2				2		2		2
AD 6														
AD 5														
Total AD		11				11				11		11		11
AST 11														
AST 10														
AST 9														
AST 8		1				1				1		1		1
AST 7		3				3				3		3		3
AST 6														
AST 5														
AST 4		1				1				1		1		1
AST 3		2				2				2		2		2
AST 2														
AST 1														
Total AST		7				7				7		7		7
TOTAL		18				18				18		18		18

¹³ In line with Article 32 (1) of the framework Financial Regulation, the management board may modify, under certain conditions, the establishment plan by in principle up to 10% of posts authorised, unless the financial rules of the body concerned allows for a different % rate.

¹⁴ *Ibid.*

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- 3. Annual staff-related expenditure in 2012, in absolute terms and as a percentage of the overall administrative expenditure**

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	Executed budget 2012 ¹⁵ per source of revenue			Executed budget 2012 ¹⁶ broken down by titles			
	EU Budget (1)	Other sources ¹⁷ (2)	Total (3=1+2)	Title 1 ¹⁸ (4)	Title 2 (5)	Title 3 (6)	Total (7=4+5+6) (7=3)
Salaries & allowances (1)	899,878.57	1,259,830.00	2,159,708.57	2,159,708.57			2,159,708.57
of which establishment plan posts (officials, TA)	775,709.40	1,085,993.17	1,861,702.57	1,861,702.57			1,861,702.57
of which external personnel (CA, SNE and External staff for occasional replacement)	73,169.92	102,437.88	175,607.80	175,607.80			175,607.80
of which structural service providers	0	0	0	0			0
Other support/administrative expenditure (2)	748,357.13	1,047,699.99	1,796,057.12	117,837.78	1,678,219.34		1,796,057.12
Expenditure related to staff recruitment	4,619.82	6,467.75	11,087.57	11,087.57			11,087.57
Socio-medical infrastructure	3,452.71	4,833.79	8,286.50	8,286.50			8,286.50
Training costs	4,839.63	6,775.47	11,615.10	11,615.10			11,615.10
Mission costs	35,208.75	49,292.25	84,501.00	84,501.00			84,501.00
Information and publishing	0	0	0	0			0
Studies / Surveys / Consultations	20,183.33	28,256.67	48,440.00		48,440.00		48,440.00
IT costs	55,385.18	77,539.26	132,924.44		132,924.44		132,924.44
Experts costs, evaluation platform and eFP7 services	227,936.74	319,111.44	547,048.18		547,048.18		547,048.18
Postage / telecommunications	6,264.88	8,770.84	15,035.72		15,035.72		15,035.72
Translation and interpretation costs	5,537.50	7,752.50	13,290.00		13,290.00		13,290.00
Meetings / Conferences / Receptions / Events	15,448.90	21,628.45	37,077.35	2,347.61	34,729.74		37,077.35
Auditing and evaluation	86,943.98	121,721.58	208,665.56		208,665.56		208,665.56
Running costs (including communication)	152,589.78	213,625.70	366,215.48		366,215.48		366,215.48
Rental of buildings and associated costs	128,035.28	179,249.38	307,284.66		307,284.66		307,284.66
Research and Development / Innovation	-	-	-				-
Movable property and associated costs	1,910.65	2,674.91	4,585.56		4,585.56		4,585.56
Other (please specify)	-	-	-				-
% share of salaries, allowances expenditure (1)/(2)	1.20	1.20	1.20				
Other operational costs (3)	88,870,496.00	-	88,870,496.00	-		88,870,496.00	88,870,496.00

¹⁵ Final executed budget (in commitment appropriations) including carry-overs to 2013, EFTA and third and candidate countries contributions

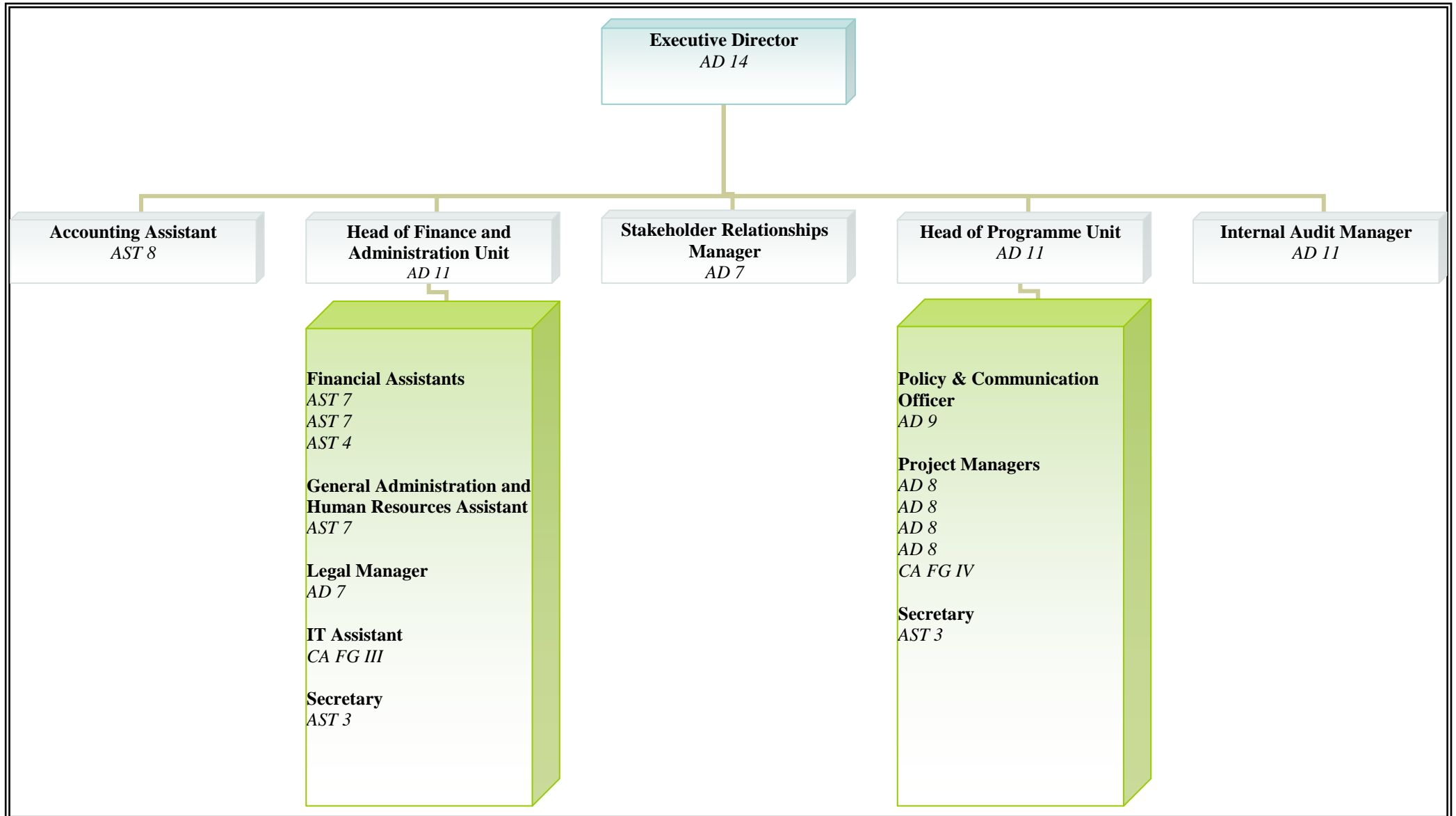
¹⁶ *Ibid.*

¹⁷ Including i.e. fees, charges, industry associations and Member State contributions; if applicable please also specify below the table the sources of contribution

¹⁸ The total of figures presented under columns "Title 1", "Title 2" and "Title 3" should add up and equal the execution on each title of the budget

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4. FCH JU Organizational chart at 31.12.2012



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5. Overview of the situation over the years 2014-2016

5.1. New tasks

New tasks are currently under discussion:

Financial Engineering: fully exploit the existing opportunities to closer work together (operational planning and financial) with other community or national bodies in order to generate an operational and financial leverage effect. This competence would be a clear added value for the FCH community and the individual beneficiaries.

Knowledge management: as gradually more projects come to an end and bringing valuable results to the forefront, the FCH JU needs to elaborate a robust and transparent system to compile, analyse and synthesize all this information to allow all stakeholders to understand easily the state of play of both the FCH JU operational activities next to the world wide state of the art in a comprehensive and easy accessible way. So far, this has not been foreseen explicitly in the FCH JU scope of work.

5.2. Growth of existing tasks

The nature of the tasks to be undertaken by the FCH Joint Undertaking is unlikely to vary over time under the current mandate.

However, the workload for the personnel of the FCH Joint Undertaking is increasing significantly, as a result of the increasing number of projects to manage, including notably negotiation of new proposals (call 2013 negotiations for about 30 projects to run through 2014), technical and financial follow-up of an increasing number of projects up to 2014 (97 on-going under calls 2008-2011 and 28 under negotiation for call 2012), handling of amendments to grant agreements (average of 16 per year with fast increasing trend from 5 in 2010 to 28 in 2012), handling of info letters (about 5 per year), mid-term reviews (about 30 per year), coordination and monitoring of ex-post audits.

In this context it should be highlighted that the heavy workload and insufficient staff resources was identified as a major cause of risk of non-compliance, error, non-achievement of objectives and burn out in the risk management exercises of 2011 and 2012. Furthermore, the evaluators who carried out the first interim evaluation of the FCH JU during 2012 also concluded on the need to increase staff resources for project management. In addition the workload involved by the monitoring of ex-post audits of beneficiaries has a serious impact on staff resources with a process involving contracts with 3 ex-post audit firms (required to avoid conflicts of interest), handling of “clashes” with the Commission or other Joint Undertakings. Actions implemented to avoid errors in cost claims, in particular the communication campaign sessions also puts constraints on the staff resources.

In the absence of new calls, from 2015 the decrease in the workload linked to negotiations is expected to be offset by the increased workload linked to project management and monitoring and to audits of beneficiaries.

5.3. Efficiency gains

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It is the ambition of the FCH JU to cope with the increasing workload as efficiently as possible. Further efficiency gains are expected from 1) the development of new and improvement of existing IT tools (automatic generation of templates and letters, various monitoring tools to facilitate controls, improved data management system, ...), 2) simplification of internal processes as much as possible, 3) fully consolidate and exploit the internally build up know how by staff, 4) developing synergies with the other JUs (common Calls for tenders, common recruitment procedures, 5) task reallocations between staff members to better match needs while using the staff competencies and 6) always trying to allocate resources based on evaluation of business needs.

6. Staff policy followed by the agency

6.1. Recruitment policy

Please see a description of the recruitment policy **in the annex**.

6.2. Benchmarking of the key functions in the agencies

<i>Key functions (examples)</i>	<i>Type of contract (official, TA or CA)</i>	<i>Function group, grade of recruitment (or bottom of the brackets if published in brackets)</i>	<i>Indication whether the function is dedicated to administration support or policy (operational)</i>
CORE FUNCTIONS			
<i>Head of Department (please identify which level in the structure it corresponds to taking the Director as level 1)</i>	TA	Executive Director AD14	Policy (operational) Authorising Officer
<i>Head of Unit (please identify which level in the structure it corresponds to taking the Director as level 1)</i>	TA	AD11 Head of Programme Unit	Policy (operational) Level 2
<i>Head of Sector (please identify which level in the structure it corresponds to taking the Director as level 1)</i>	n/a		
<i>Senior Officer</i>	n/a		
<i>Officer</i>	TA CA	AD 8 Project Managers FG IV Project Manager	Policy (operational)

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	TA	AD7 Stakeholder and Relationship Manager	
<i>Junior Officer</i>	n/a		
<i>Junior Assistant</i>	TA	AST3 Secretary to Programme Unit	Administration + Policy (operational)
SUPPORT FUNCTIONS			
<i>Head of Administration</i>	TA	AD11 Head of Finance and Administration Unit This function covers: Finance and Budget Legal HR and General Administration IT Internal Control EPA (ex-post audits) Coordination CoA	Administration + Policy (operational) Level 2
<i>Head of Human Resources</i>	TA	AST 7 HR & GA Manager	Administration
<i>Head of Finance</i>	n/a		
<i>Head of Communication</i>	TA	AD9 Policy and Communication Officer	Policy (operational)
<i>Head of IT</i>	CA	FG III- IT Assistant	Administration + Policy (operational)
<i>Officer</i>	TA	AD7 Legal Manager / AST7 Finance Assistants / AST4 Finance Assistant	Administration + Policy (operational)
<i>Secretary</i>	TA	AST3 Secretary	Administration
SPECIAL FUNCTIONS			

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<i>Data Protection Officer</i>	Assigned to Legal Manager AD7		Administration
<i>Accounting Officer</i>	TA	AST8 Accounting Assistant	Administration
<i>Internal Auditor</i>	TA	AD11 Internal Audit Manager	Policy (operational) & Administration

6.3. Appraisal of performance and promotion/reclassification.

The FCH JU has put in place a system for performance appraisal with all staff having career development plans and reports in line with the related Implementing Rules adopted by the FCH JU Governing Board on 07 March 2012. An assessment of the staff performance takes place first at the end of the probationary period and on an annual basis during the first quarter each year. The process includes self-assessment, dialogue, report and possibility for an appeal in case there is no agreement on the appraisal report.

In 2013 the FCH JU intends to carry out a reclassification exercise for CAs considering the responsibilities, the tasks carried out, the performance and the conduct of the concerned agents. This will imply a change in grade, not in the function group.

The FCH JU will also carry out a reclassification for TAs taking into account seniority, responsibilities and performance and conduct in service. This will be done on the basis of the existing authorized posts and will not imply any change in the establishment plan.

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Reclassification of temporary staff/promotion of officials

Category and grade	Staff in activity at 01.01.2011		How many staff members were promoted / reclassified in 2012		Average number of years in grade of reclassified/promoted staff members
	officials	TA	officials	TA	
AD 16					
AD 15					
AD 14		1			
AD 13					
AD 12					
AD 11		1			
AD 10					
AD 9		1			
AD 8		4			
AD 7		1			
AD 6					
AD 5					
Total AD		8			
AST 11					
AST 10					
AST 9					
AST 8		1			
AST 7		3			
AST 6					
AST 5					
AST 4		1			
AST 3		1			
AST 2					
AST 1					
Total AST		6			
Total		14			

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Reclassification of contract staff

Function Group	Grade	Staff in activity at 01.01.2011	How many staff members were reclassified in 2012	Average number of years in grade of reclassified staff members
CA IV	18			
	17			
	16			
	15			
	14			
	13			
CA III	12			
	11			
	10	1		
	9			
	8			
CA II	7			
	6			
	5			
	4			
CA I	3			
	2			
	1			
Total		1		

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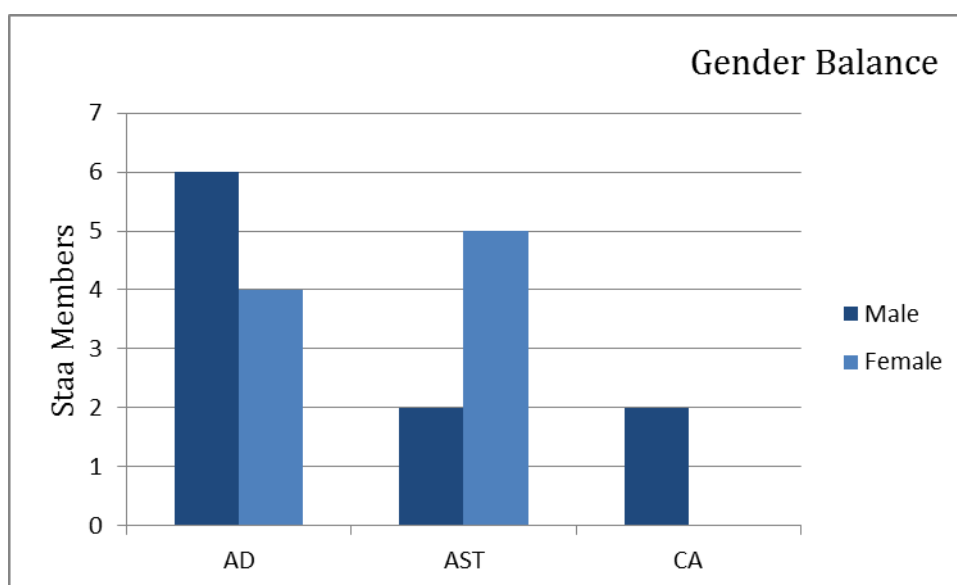
6.4. Gender balance

The FCH JU adheres to the Staff Regulations, Art. 1d, par. 2 and 3.

FCH JU applies a policy of equal opportunity for men and women and accepts applications without distinction on grounds of sex, race, colour, ethnic or social origin, genetic characteristics, and language, religious, political or other convictions or opinions, financial situation, disability, age, sexual orientation, marital status or family situation

The FCH JU wants to ensure good employment conditions and equal treatment of staff, as well as to attract specialised scientific and technical staff of the highest calibre. The FCH JU applies the Staff Regulations for all staff engaged under its responsibility and has adopted the implementing rules of the Staff Regulations in agreement with the Commission (article 110 of the SR).

State of play on 31.12.2012: out of the 17 TA posts filled are 10 AD posts (6 male and 4 female) and 7 AST posts (2 male and 5 female). Besides that there are 2 CA posts (2 male).



6.5. Geographical balance

Geographical balance has been sought as much as possible in accordance with Articles 27 of the Staff Regulation and 12 and 82(1) of the Conditions of Employment of Other Servants, bearing in mind the small size of the FCH JU and the fact that search for the best qualified staff is the first priority.

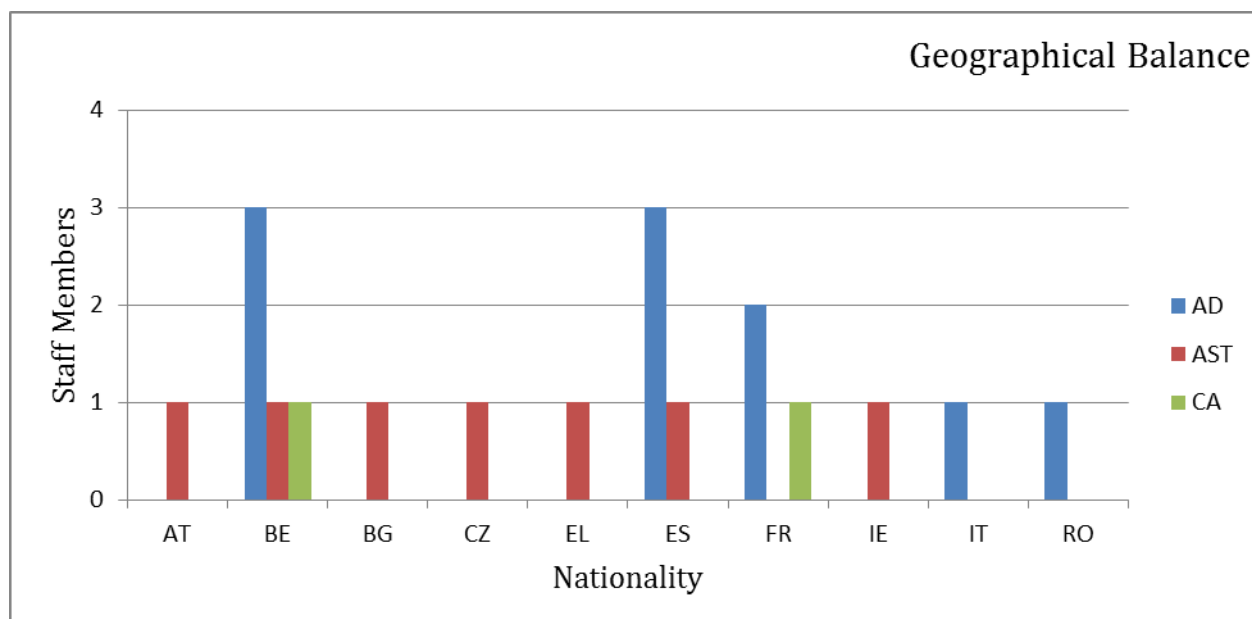
State of play on 31.12.2012:

10 AD posts filled: 3 BE; 2 FR; 3 ES, 1 RO, 1 IT.

7 AST post filled: 1 BE; 1 BG; 1 ES; 1 CZ; 1 AT; 1 EL; 1 IE.

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2 CA post filled: 1 BE, 1 FR.



6.6. Mobility (internal mobility, between the agencies and between the agencies and the institutions)

Mobility within the agency: n/a

Mobility among agencies (Inter-agency Job Market): the FCH JU is not in the position to sign the agreement on the IAJM

Mobility between the agencies and the institutions: two officials from the Commission and one official from the Education, Audiovisual and Culture Executive Agency are currently employed by the FCH JU

Secondment:

There is no secondment foreseen for the FCH JU.

7. Schooling

European Schools are there to meet the educational needs of children of the FCH Joint Undertaking staff members.

8. State of play of implementing rules adopted by the agencies consistent with its staff policy

The following implementing rules have been adopted after obtaining the European Commission's agreement in accordance with Article 110 of Staff Regulations by the FCH JU Governing Board on 17 November 2009.

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- The general implementing provisions on the procedure governing the engagement and the use of temporary agents;
- The general implementing provisions on the procedures governing the engagement and the use of contract staff;
- General implementing provisions on the procedure governing the middle management staff;

The FCH JU Governing Board also adopted after obtaining the European Commission's agreement a decision regarding a set of 23 implementing rules to be applied by analogy with those of the Commission on 17 November 2009 and 5 March 2010 (listed here after).

- Commission decision on general implementing provisions for Article 4 of Annex VIII to the Staff Regulations concerning the taking into account, for purposes of calculating pension rights, of periods of activity previously completed by staff before they resume active employment (C(2004) 1364 of 15.04.2004)
- Commission decision on general implementing provisions for Articles 11 and 12 of Annex VIII to the Staff Regulations on transferring pension rights (C(2004) 1588 of 28.04.2004)
- Commission decision on general implementing provisions for Article 26 of Annex XIII to the Staff Regulations on transferring pension rights – transitional provisions(C(2004) 1588 of 28.04.2004)
- Commission decision on general implementing provisions for Article 22 (4) of Annex XIII to the Staff Regulations (C(2004) 1588 of 28.04.2004)
- Commission decision on general implementing provisions on granting the household allowance by special decision (C(2004) 1364 of 15.04.2004)
- Commission decision on general implementing provisions concerning persons to be treated as dependent children (Article 2(4) of Annex VII to the Staff Regulations) (C(2004) 1364 of 15.04.2004)
- Commission decision on general implementing provisions for giving effect to Article 7(3) of Annex VII to the Staff Regulations on determining the place of origin (C(2004) 1364 of 15.04.2004)
- Commission decision on general implementing provisions for giving effect to Articles 67 and 68 of the Staff Regulations and Articles 1, 2 and 3 of Annex VII thereto (C(2004) 1364 of 15.04.2004)
- Commission decision on general implementing provisions on the conduct of administrative inquiries and disciplinary procedures (article 2(3) and 30 of Annex IX (C(2004)1588 of 28.04.2004)

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- Commission decision on general implementing provisions for the grant of education allowance (article 3 of annex VII to the Staff Regulations) (C(2004) 1313 of 07.04.2004)
- Commission decision general provisions giving effect to Article 8 of Annex VII to the Staff Regulations (C(2004) 1588 of 28.04.2004)
- Commission decision on general implementing provisions for Article 42a of the Staff Regulations concerning parental leave (C(2004) 1364 of 15.04.2004)
- Commission decision on Article 42b of the Staff Regulations concerning family leave (C(2004) 1314 of 14.04.2004)
- Commission decision on transitional measures required by the revision of the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Communities (C(2004) 1613 of 28.04.2004)
- Commission Decision implementing Article 1d (4) of the Staff Regulations (C(2004) 1318 of 7.4.2004)
- Commission Decision introducing implementing provisions on absences as a result of sickness or accident (C(2004) 1597 of 28.04.2004)
- Commission decision on general implementing provisions adopting the Guide to missions for officials and other servants of the European Commission (C(2008) 6125 of 18.11.2008)
- Commission decision on introducing implementing provisions on leave (C(2004) 1597 of 28.04.2004)
- Commission decision on outside activities and assignments (C(2004) 1597 of 28.04.2004)
- Commission decision measures concerning leave on personal grounds for officials and unpaid leave for temporary and contract staff of the European Communities (C(2004) 1597 of 28.04.2004)
- Commission Decision on Article 55b of the Staff Regulations concerning job sharing (C(2004) 1314 of 14.04.2004)
- Commission Decision on Article 55a and Annex IV a of the Staff Regulations concerning part-time work (C(2004)1314 of 14.04.2004)
- Commission decision on general implementing provisions concerning the criteria applicable to classification in grade and step on appointment and engagement (C(2004) 1313 of 07.04.2004)

Furthermore, after agreement of the European Commission, the following implementing rules were adopted on 7 March 2012 by the FCH JU Governing Board:

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- Decision on the policy on protecting the dignity of the person and preventing psychological harassment and sexual harassment
- Decision for setting up the FCH JU Staff Committee
- Decision on staff appraisal

The remaining implementing rules to be adopted by the Joint Undertaking include the revised implementing rules on leave, part-time work and transfer of pension rights:

- Commission decision on introducing implementing provisions on leave (C(2010) 7495 of 05.11.2010)
- Commission decision on general implementing provisions for Article 42a of the Staff Regulations concerning parental leave (C(2010) 7572 of 05.11.2010)
- Commission decision on Article 42b of the Staff Regulations concerning family leave (C(2010) 7494 of 05.11.2010)
- Commission Decision on Article 55a and Annex IV a of the Staff Regulations concerning part-time work (C(2010) 7573 of 05.11.2010)
- Commission decision on general implementing provisions for Articles 11 and 12 of Annex VIII to the Staff Regulations on transferring pension rights (C(2011) 1278 of 03.03.2011)

These implementing rules “by analogy” were sent for consultation and approval by the Commission on 29 January 2013. The expected date for adoption by the FCH JU Governing Board is June 2013.

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ANNEXES

Section 1.

The FCH JU' activities

The Fuel Cells and Hydrogen Joint Undertaking (FCH JU) is a public-private partnership between the European Union and the European Fuel Cells and Hydrogen Joint Technology Initiative Industry and Research Groupings. The FCH JU is established in Brussels under European law¹⁹ for a period up to 31.12.2017.

The FCH JU implements a Joint Technology Initiative aiming at placing Europe (EU Member States and States Associated to the Seventh Framework Programme), at the forefront of the fuel cells and hydrogen technologies worldwide, as well as enabling market breakthrough of these technologies, allowing commercial market forces to drive the substantial potential public benefits.

The objective of the FCH JU is to implement a programme of research, technological development and demonstration activities in Europe in a coordinated manner, in the fields of fuel cells and hydrogen, by pooling resources from the public and private sectors. This should be carried out with the cooperation and involvement of stakeholders from industry including SMEs, research centres, universities, and regional authorities. The FCH JU organises competitive calls for proposals in order to support these research activities.

The FCH JU activities engage € 940 million for the period 2008 – 2017, including (i) a contribution from the European Union to the FCH JU not exceeding € 470 million (of which maximum € 20 million for running costs) from the Seventh Framework Programme of the European Union for research, technological development and demonstration activities (2007-2013), and (ii) a cash contribution for running costs and in-kind contributions for operations from the Industry and Research Groupings at least matching the contributions from the European Union.

Section 6.1.

Recruitment policy

The staff is engaged directly by the FCH JU and employed under the Staff Regulations of Officials of the European Communities and the Conditions of employment of others servants of the European Communities. The FCH JU has adopted the appropriate implementing rules ("General Implementing Provisions") for giving effect to these Staff Regulations, after approval by the Commission.

¹⁹ Council Regulation (EC) No 521/2008 of 30.05.2008 setting up the Fuel Cells and Hydrogen Joint Undertaking , OJ L 153 of 12.06.2008 and amended by the Council Regulations (EC) No 1183/2011 of 14.11.2011

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The general implementing provisions on the procedure governing the middle management, as well as the engagement and the use of temporary agents and the engagement and the use of contract staff at FCH JU adopted by the Governing Board provide the details of the recruitment procedure.

The FCH JU staff consists of temporary agents and contract agents engaged for a fixed period of 3 years renewable no more than once for a fixed period. The total period of engagement shall not exceed seven years and shall not in any case exceed the lifetime of the Joint Undertaking.

These temporary and contract posts are not financed from the administrative credits foreseen in the Framework Programme budget, but originate from the operational "research budget" lines as well as from cash provided by the other members of the Joint Undertaking. Thus no supplementary budget is requested for the Establishment Plan of the FCH JU.

In order to be attractive for potential candidates with the required experience and knowledge and considering the large amount to manage (493.33 M € excluding in-kind contributions), the FCH JU mainly offers temporary agent contracts for management/officer (AD grades) and assistant (AST grades) positions.

Selection of temporary and contract agents

Apart from the engagement of the Executive Director of the FCH JU which is subject to the procedure defined in Article 6 of the Annex to the Regulation setting up the FCH JU, the recruitment procedures (notably publication of the vacancy notices and dealing with the pre-selection and selection procedures) have been launched and finalised by the FCH JU. Recruitment follows the rules and practices of EU Institutions and bodies with rigorous and documented selection leading to decision by the Executive Director in his capacity as Appointing Authority and in accordance with the Implementing Rules as indicated above. However, some engagement procedures were launched by the Interim Executive Director before the FCH JU was fully operational, in compliance with Article 16 of the Regulation setting up the FCH JU.

a. Officials

The legal basis of the FCH JU does not provide for recruitment of officials.

b. Temporary agents

In principle, temporary agents are offered a contract with a duration of three years, renewable once for a maximum period of up to 4 years. The contract foresees a termination of contract in line with the Conditions of Employment of Other Servants of the European Communities, title II, chapter 9. In exceptional cases the appointing authority may decide on a different duration of a contract, while remaining within the limit of a maximum period of employment of 7 years (Article 7 of the FCH Regulation). The decision on contract renewal is taken by the Appointing Authority taking into account performance, conduct in service and the interest of the organisation.

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The high skills, competences and – often – advanced seniority of potential candidates for the specialised temporary posts require matching grades. Staff hired at the start of the FCH JU in 2009, 2010 and 2011 constitute a core of experienced temporary agents. The respective entry grades are shown in section 6.2.

c. Contract agents

In principle, contract agents are offered a contract with duration of three years, renewable once for a maximum period up to 4 years. In exceptional cases the appointing authority could decide on a different duration of a contract, while remaining within the limit of a maximum period of employment of 7 years (Article 7 of the FCH Regulation).

The Commission guidelines on Staff Policy in Regulatory Agencies describe, under 2.1.4, the flexibility an Agency has regarding its recruitment grades. This is particularly relevant in order to reflect the Public-Private Partnership aspect of the FCH JU.

For the FCH JU, the grading needs to be sufficiently high to offer appropriate contracts and interesting conditions to the very qualified temporary agents as, there is a very limited market in Europe with people with the appropriate profile for certain positions.

d. Seconded national experts²⁰

It is not foreseen to recruit Seconded national experts.

e. Structural service providers²¹

n/a

²⁰ NB SNEs are not employed by the FCH JU.

²¹ NB Structural service providers are not employed by the FCH JU.