

Brussels, 26.10.2017
COM(2017) 632 final

ANNEX 3

ANNEX

**to the Report from the Commission to the European Parliament and the Council on the
rules adopted by the appointing authority of each institution to give effect to the Staff
Regulations**

Consolidated Tables

Staff Regulations

(applicable by analogy to other servants whenever the CEOS expressly provide for it)

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

Title I - General Provisions

[illegible]

Title II - Rights and Obligations

11 - 21	Ethics and integrity		X	X					X		
12 a	Harassment	X	X	X			X	X	X		
12b -16 -17	Outside activities		X	X		X	X	X	X	X	X
22	Financial responsibility			X							
22 a - c	Whistleblowing	X	X	X	X	X	X	X	X	X	X
24 a	Training			X		X		X		X	

Title III - Career of officials

Chapter 1 - Recrutement

[illegible]

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

29	Middle management			X							
29(2)	Recruitment of Senior Officials	X		X		X					

Chapter 2 - Administrative Status

Section 2 - Secondment

37(1)(b)	List of bodies pursuing the interest of the European Union	X	X	X	X	X	X	X	X	X	X
37 - 39	Secondment	X				X			X		
38 (d)				X							

Section 3 -Leave on personal grounds

40	Leave on personal grounds	X	X	X			X	X	X		X
----	---------------------------	---	---	---	--	--	---	---	---	--	---

Section 6 -Parental or Family leave

42 a	Parental leave	X	X	X	X	X	X	X	X	X	X
42 b	Family leave	X		X		X	X	X	X		X

Chapter 3 - Reports, advancement to a higher step and promotion

43	Annual report	X	X	X	X	X	X	X	X	X	X
44(1)	Advancement in step			X		X	X				
44(2) - 46	Confirmation in management posts	X		X							
45	Promotion	X	X	X	X	X	X	X	X	X	X
45(2)	Ability of officials to work in a third language	X	X	X	X	X	X	X	X	X	X
45 (a)	Certification	X	X	X	X	X	X		X	X	X

Chapter 4 - Termination of Service

Section 4 -Procedures dealing with incompetence

51	Professional incompetence	X	X	X	X	X					
----	---------------------------	---	---	---	---	---	--	--	--	--	--

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

Section 5 - Retirement

52	Retirement							X	X		
----	------------	--	--	--	--	--	--	---	---	--	--

Section 6 -Honorary rank

54	Honorary Rank			X							
----	---------------	--	--	---	--	--	--	--	--	--	--

Title IV - Working conditions

Chapter 1 - Hours of work

55	Working time		X	X	X		X	X	X	X	X
55 a + Annex IV a	Part time work	X	X	X		X	X	X	X		X
	Telework		X	X		X	X	X	X	X	X
55 b	Job-Sharing			X							
56 + Annex VI	Overtime	X	X	X	X	X		X	X	X	X

Chapter 2 - Leave

57+Annex V	Annual leave and special leave	X	X	X	X	X	X	X	X		X
58	Maternity leave	X	X	X	X		X	X	X		X
59	Sick leave	X	X	X		X	X		X		
60	Absence	X		X			X		X		

Chapter 3 - Public Holidays

61	List of Public holidays	X	X	X	X	X	X	X	X	X	X
----	----------------------------	---	---	---	---	---	---	---	---	---	---

Title V + Annex VII - Emoluments and social security for
officials

Chapter 1 - Remuneration and expenses

Annex VII - Remuneration and reimbursement of expenses

Section 1 - Family allowances

67-68 + Annex VII (art 1-3)	Family allowances	X	X	X			X		X	X	
-----------------------------	-------------------	---	---	---	--	--	---	--	---	---	--

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

67-68 +Annex VII (art 1(2)(d))	Household allowance by special decision	X	X	X				X		X	X	X
67-68 + Annex VII (art 2(4))	Person treated as dependent child	X	X	X				X		X	X	X
67-68 + Annex VII (art 3)	Education allowance	X	X	X	X	X	X	X	X	X	X	X

Section 3 - Reimbursement of expenses

71+Annex VII (Art 7-8)	Travel expenses	X	X	X		X	X	X	X	X	X	X
71 + Annex VII (Art 8)	Place of origin	X	X	X	X	X	X	X	X	X	X	X
71+Annex VII (Art 9)	Removal expenses	X	X	X	X	X	X	X	X	X	X	X
71+Annex VII (Art 11-13a)	Mission and duty travel expenses	X	X	X	X	X	X		X			X

Section 4 - Payment of sums due

Annex VII (Art 17)	Transfer of emoluments	X	X	X	X	X	X	X	X	X	X	X
----------------------------	-------------------------------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------	----------

Chapter 2 - Social Security benefits

72	Sickness insurance	X	X	X	X	X	X	X	X	X	X	X
72	Reimbursement of medical expenses			X								
73	Insurance scheme against the risk of occupational disease or accidents	X	X	X	X	X	X	X	X	X	X	X
76	Loans and advances	X										
76 a	Financial aid increasing the pension of a surviving spouse with a serious or protracted illness or who is disabled	X	X	X	X	X	X	X	X	X	X	X

Chapter 3 + Annex VIII - Pensions and invalidity allowance

77+Annex VIII (Art 4)	Calculation of pension rights			X			X					
77+Annex VIII (Art 11 -12)	Transfer of pension rights	X	X	X	X		X	X	X			X

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

73 and 78 + Annex VIII (Art 13-15)	Invalidity allowance	X									
--	-----------------------------	----------	--	--	--	--	--	--	--	--	--

Title VI - Disciplinary measures

86 + Annex IX	Disciplinary proceedings and administrative investigations	X		X	X		X	X		X	
----------------------	---	----------	--	----------	----------	--	----------	----------	--	----------	--

Title VII - Appeals

90 - 91	Complaints and Appeals										X
----------------	-------------------------------	--	--	--	--	--	--	--	--	--	----------

Title VIIIb + Annex X - Special and exceptional provisions applicable to officials serving in a third country

96	Management of EU Delegations			X			X				
-----------	-------------------------------------	--	--	----------	--	--	----------	--	--	--	--

Title VIIIb + Annex X - Special and exceptional provisions applicable to officials serving in a third country

ANNEX X

Chapter 1 - General Provisions

101a - Annex X (Art 1)	General provisions			X			X				
-------------------------------	---------------------------	--	--	----------	--	--	----------	--	--	--	--

Chapter 2 - Obligations

101a + Annex X (Art 5, 23)	Housing			X			X				
-----------------------------------	----------------	--	--	----------	--	--	----------	--	--	--	--

Article	Subject Matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

Chapter 3 - Working Conditions

101a + Annex X (Art 8)	Rest leave			X				X			
-----------------------------------	-------------------	--	--	----------	--	--	--	----------	--	--	--

Chapter 4 - Emoluments and social security benefits

Section 1 - Emoluments and Family allowances

101a + Annex X (Art 10)	Allowance for living conditions			X				X			
101a + Annex X (Art 12-13)	Currency and weighting			X				X			
101a + Annex X (Art 16)	Reimbursement to officials assigned in non member countries			X				X			

Section 2 - Rules relating to the reimbursement of expenses

101a + Annex X (Art 22)	Temporary accommodation allowance and the cost of transporting			X				X			
------------------------------------	---	--	--	----------	--	--	--	----------	--	--	--

Section 3 - Social security benefits

101a + Annex X (Art 24)	Sickness insurance			X				X			
101a + Annex X (Art 25)	Accident insurance			X				X			

Conditions of Employment of Other Servants

Article	Subject matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

Title II - Temporary Staff

Chapter 1 - General provisions

8	General policy for the engagement and use of temporary agents	X		X		X	X				
10	Reclassification of temporary staff	X				X					

Chapter 3 - Conditions of engagement

12(5)	Recruitment procedures for temporary agents	X				X	X	X	X		
17 + 91	Maternity leave and maternity pay	X	X	X			X	X	X		X

Chapter 6 - Social security benefits

Section A -Sickness and accident insurance, social security benefits

28a (10)	Unemployment allowance	X	X	X	X	X	X	X	X	X	X
----------	------------------------	---	---	---	---	---	---	---	---	---	---

Title IV - Contract Staff

Chapter 3 - Conditions of engagement

79(2)	Use of contract staff	X	X	X	X	X	X	X	X	X	X

Chapter 4 - Special provisions for members of the contract staff referred to Article 3a

82	Recruitment procedures for Contract staff	X	X	X	X	X	X	X	X	X	X
86	Grading upon recruitment	X	X	X	X	X	X	X	X	X	X
87	Appraisal of contract staff	X	X	X			X				

Article	Subject matter	EP	C	COM	CoJ	CoA	EEAS	EESC	CoR	EO	EDPS
---------	----------------	----	---	-----	-----	-----	------	------	-----	----	------

Chapter 11 - Special and exceptional provisions applicable to members of the contract staff serving in a third country

118	Contract staff in delegations			X							
-----	-------------------------------	--	--	---	--	--	--	--	--	--	--

Title V - Local staff

120	Local agents in Delegations			X			X				
-----	-----------------------------	--	--	---	--	--	---	--	--	--	--

Title VI - Special advisers

5 + 123 + 124	Special advisers			X							
---------------	------------------	--	--	---	--	--	--	--	--	--	--

Title VII - Parliamentary assistants

125-139	Implementing measures for Title VII	X									
---------	-------------------------------------	---	--	--	--	--	--	--	--	--	--

Legend :

General Implementing Rules	X
Other internal rules	X
Rules adopted by common accord (only mentioned in the general table)	X