



INFO MEMBRES n°03/2017

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OUR NEW SECRETARY

Since the beginning of September, Pascale G., our new secretary joined us. We are very happy about her arrival and we wish her the best in our service.

She already assures with a lot of enthusiasm the secretarial department of our trade union.

Do you have a question, do you wish to join a training that we organize, apply for a session of our legal advisory panel, ... do not hesitate to contact her by e-mail or by phone (32 2 29-63127).



ACTION OF SFE : DRAW ME THE EUROPE' FUTURE



The SFE has the ambition to give the floor to everyone, especially the younger ones. This year, on the occasion of the International Day of Peace, September 21, it was the Europe of tomorrow that our budding artists were invited to imagine!

The theme for this day of peace in 2017 proposed by the United Nations is "*Together for peace: Respect, dignity and security for all*".

And this year, our young artists were inspired and it was not at all easy to decide between them. This proves that our young people have the capacity to express their ideas by images on today's subjects, and as important as peace, Europe and the future.

Find the works of the winners by clicking here . ***We thank all the participants!***



CALCULATION OF DAYS OFF IN MEDICAL HALF-TIME ↑



Numerous colleagues contact us about medical half-time and especially on the calculation of their leave entitlements in medical half-time.

Indeed, contrary to an administrative part-time, there is no reduction in pro rata basis to the leave entitlements for the benefit period in medical half-time.

Likewise, the percentage of work, at the level of the career in medical half-time, remains 100 % (so, no reduction at the level of basis salary)

On the other hand, according to the last point of the implementation of provisions about sick leave, “Consequently, any days of annual leave taken count as whole days.”

- In practice, what does it mean ?

Let’s take an example : an agent working medical part-time 50 % (20h00/week), who works during the mornings (8h30-12h30). He encodes as annual leave, the Monday morning, which matches to his “working day” as medical part-time.

The system will take 1 day off, corresponding to 8h00 annual leave, as though the person was working full time.

- And a week annual leave on medical half-time, what is the equivalent? In this case, an agent working in medical half-time, 5 days would be taken off (and not 2,5 days) for this kind of leave.

We will soon send a more comprehensive guide on this subject.

If you are in the situation and have questions or opinions to ask about medical half-time, please, contact us !



CONTRACTUAL AGENTS GIPs ↑



Far and away to be a better for the CA colleagues (3ter & 3bis), the new GIPs for contractual agents will be soon implemented, here are some announced changes:

- Recruitment : Duration of experience taken into account for the calculation of the grade at entry will be the same for all contract agents (3a / 3b) and will be set at 5 years for certain grades

- Mobility between Offices and executives Agencies will be facilitated by the publication of vacant posts open to all agents.

Take note that a change of Institution will always lead to the signature of a new contract under the provisions of 2014 reform (pension contribution, retirement age, ...).

- Possibility to organize exercises to change the function group.

- ...

SFE will inform you into details, in the next months, about this new GIPs.



DO NOT FORGET TO ENCODE YOUR SCHOOL STATEMENT 2017-2018 ↑



As each year, you must submit a school declaration for each dependent child attending a school (via Sysper).

The deadline for submitting your declaration for 2017-2018 (including school or vocational training for the child) is 15 November 2017.

According to the rules of the Staff Regulations, you are required to declare to the administration any change in your personal situation (and that of your children), such as an end of study or interruption of studies, declaration of probationary, ...

In order to avoid having to reimburse undue sums (sometimes very important), we can only advise you to introduce any change of situation as soon as possible.

If in doubt, we advise you to contact the PMO. *We can also help you!*



FIT @ WORK : SFE FLYER ↑

Is your job killing you?
Why it's time we paid employees to exercise at work.



Many of you have responded to our flyer and we would like to thank all the colleagues for their suggestions!

We also received moving testimonials from colleagues who can no longer combine between

the 40 hours and their personal situation (family, medical or other).

As we have indicated in our flyer, we will address the DG HR on this important subject and in particular the possibilities of upgrading up to 2 hours of his weekly working time to Fit @ work.

Find the leaflet sent on 26 September.

Do not hesitate to contact us if you also live in a difficult situation, we can help you giving our opinion and accompany you in your efforts.



SCHOOL CHARGES OF THE NPMA NO LONGER PAID OFF ↑



Unlike in previous years and following the Court's judgment of 28 April 2017 (Case T-580/16 (source CURIA)), contributions paid to non-profit-making associations cannot be considered as tuition fees since they constitute fees generated by requirements and activities related to the completion of the school curriculum.

These contributions are now considered as "other costs" related to the completion of the school program of the educational institution attended within the meaning of the second paragraph of

SFE AT WORK!

Here is an overview of the conciliation meetings, social dialogue meetings and ongoing committees in which our representatives (SFE) participate:

- ✓ Conduct of administrative investigations and disciplinary proceedings;
- ✓ Meeting on the Young Professionals Program (YPP);
- ✓ Draft decision on procedures for the treatment of professional inadequacy;
- ✓ External activities and mandates and professional activities after leaving the service;
- ✓ Modernization - HR function;
- ✓ GIPs Contractual agents;
- ✓ Promotion / reclassification Committee;
- ✓ Joint Committee on Prevention and Safety at work (CPPT);
- ✓ Local Staff Committee;
- ✓ Central Staff Committee;

If you have suggestions, please contact us !



 ***Be kind to our planet and print this document only when necessary !***