



## INFO-MEMBERS N. 1 - 2020



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**Alain HUBRECHT**

**President of SFE**

## AGENCIES: SOCIAL DIALOGUE: WHERE DO WE STAND?

*A chapter is closing, but a new one is in writing.*

After several years of requests to establish a real social dialogue within the executive agencies (see [Panoptic N ° 109 - May 2014](#) on page 19, in our website), the SFE is happy to announce that the memorandum of

understanding between the directors of the executive agencies and the unions was finally signed on Thursday, 23 January 2020.

We congratulate the directors of all executive agencies as well as their staff committees and all the unions for their constructive approaches in drawing up this memorandum of understanding.

This establishes the modalities and procedures for interaction between executive agencies and unions. The aim is to find a way to express the interests of the staff of the executive agencies in the negotiations with the Commission on the future implementing rules to be adopted by the EAs.

*Give to Caesar what belongs to Caesar*

As a reminder, the SFE was the forerunner in defending the staff of executive agencies and their recognition within the Commission's social dialogue.

Our team has been wording these requests to the Commission for over a decade.

Throughout these years, we have accompanied and supported our many colleagues in their daily endeavours.





## BREXIT : THIS IS IT...

After many twists and other political “plays”, Brexit is now “done” ...or not yet...

Indeed, January 31 was just the start of a new phase.

The United Kingdom has entered a transition phase during which its relations with the other EU countries will remain unchanged until 31 December 2020 (unless this period is extended).

This delay will allow new relationships to be established (in many areas, such as commerce, transportation, etc.).

If the UK were to extend this transitional period, the country would have to inform the EU before 1 July 2020.

The deadlines will be extremely short given the subjects to be treated and the challenges for all stakeholders.

Case to follow!



## 2020 ASSESSMENT

Like every year, we entered the 2020 assessment phase a few weeks ago. The promotion / reclassification phase will follow.

If the period can be conducive to an objective assessment of the work accomplished, of the skills and of turning towards future objectives between the agent and his hierarchy, it can also be a source of frustration during the promotion phase.

As a reminder, the stages of the evaluation exercise procedure are the following:

- ✓ Writing a self-assessment by the job holder;
- ✓ Dialogue between the incumbent and his assessor (from mid-January until 31 January);
- ✓ Drafting of a qualitative report by the assessor
- ✓ Reaction of the incumbent to his annual report:
  - Acceptance of the report, with or without comments,
  - Refusal of the annual report, automatically constituting referral to the call assessor
- ✓ In the event of a call, dialogue between the call assessor and the incumbent, at the latter's request
- ✓ Confirmation or modification of the annual report by the call assessor

To the Commission:

Deadline for comments and calls (by the agent)  
02/28/2020;

Deadline for decisions on appeals: 03/30/2020;

Contractual agent (3A and 3B of the RAA):

Deadline for comments and calls: 03/30/2020

Time limit for decisions on appeals: 4/05/2020

Official: Administrative info n ° 02-2020:

<https://myintracomm.ec.europa.eu/infoadm/en/2020/Pages/ia20002.aspx>



## 2020 CA ASSESSMENT

Contractual agent:

3A: Administrative information n ° 04-2020

<https://myintracomm.ec.europa.eu/infoadm/en/2020/Pages/ia20004.aspx>

3B: Administrative information n ° 05-2020

<https://myintracomm.ec.europa.eu/infoadm/en/2020/Pages/ia20005.aspx>

## JSIS ACCIDENT COVERAGE VS RETIREMENT

If the pensioner loses the benefit of a possible death or disability lump sum in the event of an accident, as provided for in Article 73 of the Statute, he continues to be covered by Article 72 of the Statute.

Thus, the assumption of responsibility in the event of an accident of the pensioner will no longer amount to 100%, but 80% or 85% of the costs incurred following an accident.

The 100% coverage in the event of serious illness also still applies (this rate does not apply in the event of an occupational disease which led to the application of Article 73 of the Staff Regulations).

Do not hesitate to contact us for more details!



## Comité Prêts et secours pour raison sociale (CCOPS)

The Executive Committee was pleased to appoint our colleague Valérie G. as a member of the Loans and Rescue Committee for corporate name.

Little-known committee, it does however play an important role as it provides help and support to colleagues who find themselves in difficult and dramatic situations.

As always, the SFE pays particular attention to supporting colleagues, it's in our DNA!

With her experience and expertise in the field, Valérie will be a valuable asset for everyone!

Link:

<https://myintracomm.ec.europa.eu/staff/EN/family/benefits/Pages/financial-assistance.aspx?ln=en>

*At SFE, who's better than your colleagues to helping you!*



## European public consultation: European plan to fight cancer.

In recent days, the Commission has launched a public consultation on the European plan to fight cancer. When we know that 3.5 million people are diagnosed with cancer every year in the Union and 1.3 million die from it, we can only praise this Commission consultation on the roadmap.

Clearly, the goal is to strengthen the fight against cancer.

More than a priority, it is a major challenge for the coming years!

Contribute by giving your opinion:

[https://ec.europa.eu/info/law/better-regulation/initiatives/ares-2020-693786\\_en](https://ec.europa.eu/info/law/better-regulation/initiatives/ares-2020-693786_en)

Deadline to participate: March 3, 2020 (midnight Brussels time)





## UPDATE: MEDITATION MINDFULNESS BY OUR COLLEAGUE TONIA

Our colleague Tonia has been practicing mindfulness meditation for some time.

Many people who practice meditation have experienced both physical and mental benefits.

As part of the Fit @ work program, such sessions are organized and encouraged within Commission and Agency buildings.

The role of Tonia? It is to give the tools to those who do not practice it yet and thus allow them to discover this discipline.

The advantage is that you can practice it everywhere, including in your office!

‘Some have shared with me the benefits that this practice has brought them. And I can only rejoice because this experience has literally changed my life.

Of course, I am there to guide those who do not know "mindfulness". It's like sport, the more you do it, the better you do it. The only difference is that the positive effects on both the physical and the mental states are permanent, provided you practice. Even if it's only 10 or even 5 minutes a day.'

Do not hesitate to contact Tonia for more details or to participate in the next session!

Link to Tonia message: [click here](#)



## CAST VALIDITY

**Do you want to know if your (old) CAST is still "valid"?**

At this stage, most CASTs have been extended until **30/06/2020**.

→ Find the EPSO table showing the list of all CASTs and their validity:

[https://epso.europa.eu/successful-candidates/contract-agents-selections-lists\\_en](https://epso.europa.eu/successful-candidates/contract-agents-selections-lists_en)

The current permanent CASTs (if successful) are valid for 10 years (for the "CBT" part: Verbal, digital, abstract) and 5 years (for the "Competencies" part).

## LEGAL CONSULTATION OF MARCH

**Would you like to make an appointment with our lawyer regarding professional concerns?**

SFE organizes a legal permanence on March 4<sup>th</sup> 2020. These individual meetings last 30 min with Me ITANI.

→ To book an appointment, it's here:

<https://www.conf-sfe.org/legal-assistance-apply>

*This service is reserved for our members in good standing.*

We invite you to read our page on legal consultations and conditions ([link](#)).





## TRAINING BOOKS FOR EPSO EXAMS

Here is the list of our ORSEU books (in French and in English):



### Abstract reasoning MCQ

Member price: 30€



### Case Study

Member price: 30€



### Numerical reasoning MCQ

Member price: 30€



### E-Tray

Member price: 30€



### Verbal reasoning MCQ

Member price: 30€



### Accuracy & Precision - Prioritising & Organising

Member price: 30€



### Situational judgement test

Member price: 25€



### Numerical reasoning – A training guide

Member price: 27€

[All information on books here](#)

## SFE COURSES FOR EPSO EXAMS

Here is the list of our trainings:

### ASSESSMENT CENTRE



- Structured interview
- Orale presentation
- Group exercise
- Case study

\* Each theme of the Assessment Centre lasts about 1 hour in presentation with a trainer. The order is defined by the trainer Anne DRAIME.

### PRESENTATION and PREPARATION OF CAST CBT - QCM



**Soon!**

SFE will organize soon a short presentation on the table hour for candidates who want to prepare themselves for the **EPSO Computer Based Tests - CAST tests** (MCQ tests of verbal, numerical and abstract reasoning).



If you have to take a CAST, we recommend these three books for the 3 tests of the CBT:

- verbal, numerical and abstract

\* The trainer Anne DRAIME is not associated with ORSEU, please contact the SFE secretariat only.

Find below our next dates of our training:

**Assessment Centre:** 20/02/2020 – 16h to 20h in **FR**

**Assessment Centre:** 05/03/2020 – 16h to 20h in **EN**

**Assessment Centre:** 19/03/2020 – 16h to 20h in **FR**

**SFE Members** → **Free** (in order of contribution)

**Non-members** → **100 euros** for **Assessment Centre**

For all → **Free** (in French and for a little group) for the **PRESENTATION and PREPARATION OF CAST CBT - QCM**

Did you know? People who do not work in institutions also have access to our training. Do you want to sponsor someone? It's free! (You must be in order of contribution)

[All information and enrolment on this link](#)



## COMPLEMENTARY HEALTH / INSURANCE... GREAT OFFERS AND PERMANENCE!

After several months of research and discussions, SFE is pleased to present you a very interesting offer:

« complementary health / insurance...

Concretely, here is a comparison of the offer on car insurance:

*Young driver (under 26) with a used vehicle:*

Insurance X	MB-Consult	Economy	Percent
1 600,00 € / year	1 096,92 € / year	<b><u>503,08 €</u></b>	46%
Civil liability only	Civil liability Legal protection and driver Vehicle assistance		

*Vehicle Insurance « full omnium », new car (BMW):*

Insurance X	MB-Consult	Economy	Percent
2100,00 € / year	870,22 € / year	<b><u>1229,78 €</u></b>	58.5%
Civil liability (700€) And omnium	Civil liability Theft, fire, natural disaster, glass breakage and material damage		

Our two previous meetings have been very successful, so the SFE will organize on March and with his partner MB-Consult, a permanence "insurance" from 10h to 15h. You will have the opportunity to ask your questions at individual appointments if you are interested in their car, fire, health and travel insurance offers. To book an appointment, it's on our website:

<https://www.conf-sfe.org/partner-insurance>

You cannot come to our permanence? No problem! You can also contact our partner via the contact form accessible with the link above.