



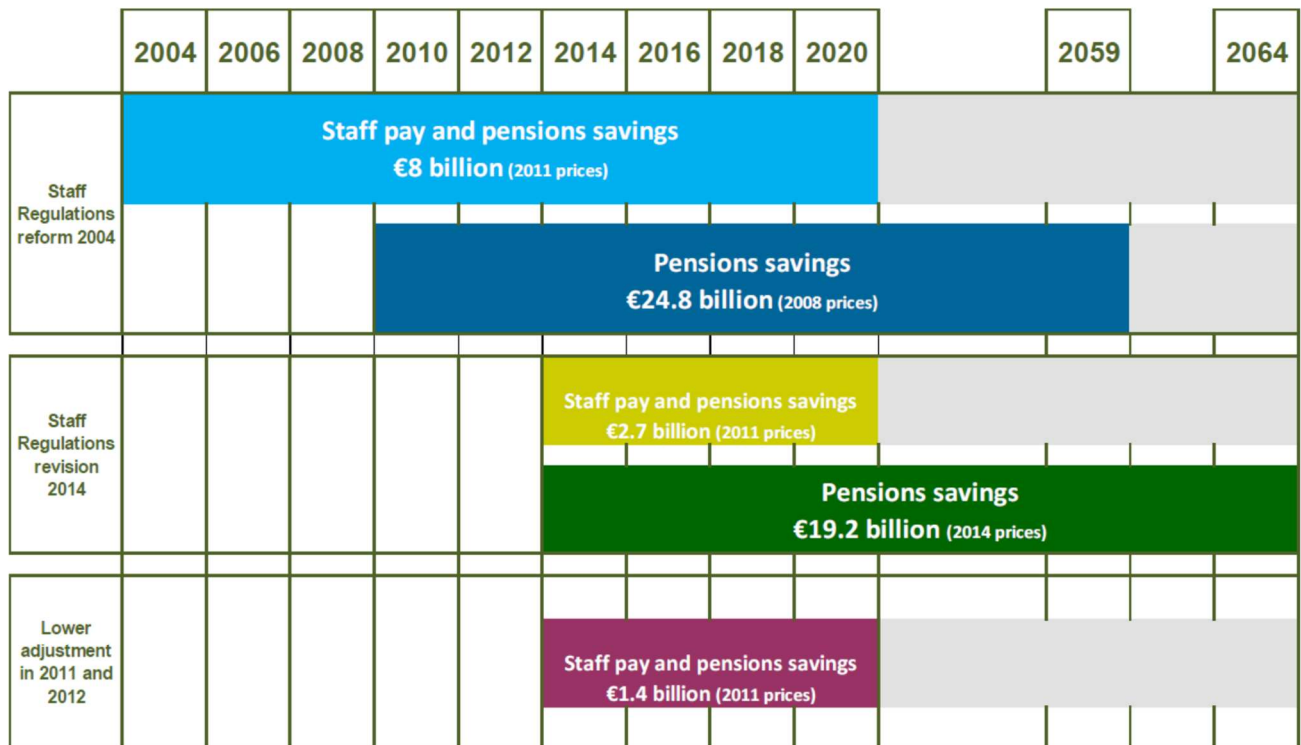
From sacrifices to sacrifices, where will it take us?

The Court of Auditors has made an assessment of the 2014 Staff Regulations' reform:

“Big savings, but not without consequences for staff”

The report of the Court of Auditors ([FR](#) – [EN](#)), released on 24 September 2019, has established in detail the extent to which the staff had to suffer as a result of the SR reforms of 2004 and 2014. These sacrifices are multiple and substantial with both a financial and non-financial impact!

The negative impact on salaries, on our current and future pensions and on the level of the staff satisfaction is beyond expectations!



Source: ECA, based on documents received from DG BUDG and DG HR.

The above table shows the massive savings which were going beyond the targets set by the administration to the detriment of the staff: savings between 2004 and 2020 on remuneration and pensions will amount to EUR 12,2 billion while the cumulative pension gains for the coming years is expected to be EUR 44 billion!!

Member states far exceeded their target of 1.5 billion savings that were announced for the 2014 forced reform!

In the [press release of the Court of Auditors](#), **Mr Pietro Russo**, the auditor in charge of the report, emphasises an even more dramatic point:

“Savings generated from the 2014 staff reforms go beyond expectations, but they are overshadowed by their impact on the workforce”. “The Human Resources implications of the cost-saving measures were not without negative consequences for both working conditions and the attractiveness of the EU institutions as an employer.”

Thus, the auditors of the Court of Auditors establish that the objective of the budgetary economy has been achieved by a **“considerable”** reduction in costs. At the same time, they acknowledge the harmful and multifaceted impact of changes to the Staff Regulations on the staff of the European institutions.

The report states that this reform should have been better prepared and implemented to mitigate its negative impacts.

In its report, the Court recommends the European Commission, which employs more than half of the total EU staff, to establish a staff management plan, to strengthen its monitoring and reporting on human resources issues and to carry out an impact assessment prior to any future revision of the Staff Regulations.

In its report, the Court of Auditors points to a significant reduction in job satisfaction as a result of deteriorating working conditions:

1. *“The results of the staff surveys conducted since 2014 reflect the staff’s perception of worsening working conditions. A range of questions relating to job satisfaction, the workplace and their professional future now consistently score lower than before.”*
2. *“The surveys show a decline in the overall perception of the Commission as an organisation that cares about staff well-being, and this is linked to increasing concern about workload. Almost one third of Commission staff feels that they have an unacceptable workload (27 % in 2016 and 31 % in 2018)...”*

The FFPE is hereby asking DG HR to take concrete steps to fully comply with the recommendations of the Court of Auditors.

In particular, after 5 years of implementation of the reform, it is time to make a concrete assessment of its impact; the FFPE is therefore asking DG HR to be fully transparent and provide the following statistical information:

- Percentage of women and men on a part-time basis,
- Percentage of sick leave for women/men,
- Statistical analysis by gender of long-term sick leave and also burn-out or depression, before and after the 2014 and 2004 reforms.

The FFPE calls on DG HR to ensure that the Directorats-General do not further increase the disengagement of colleagues through additional actions regarding the forced and vexatious implementation of changing working environments. A recent example is the insistence of DG BUDG to impose an “open space” policy despite the massively refusal by its staff; on three occasions respectively 60 %, 70 % and 80 % of the staff responded to the consultations in order to express their strong opinion that they do not want these working conditions.

Placing the staff in ‘open space’ will be a demotivating factor, which will lead to a further reduction in productivity, an increase in long-term absences, a substantial deterioration of the team spirit of the staff and a further destructuring of the services.

The Federation is fighting to promote a European Public Service model wherein staff will be genuinely treated as its most essential capital. We call on the Commission and the other institutions to reflect and adjust their staff policy to this effect.

The Federation