

Modernising the HR Function



DG HUMAN RESOURCES & SECURITY

PERFORMANCE THROUGH PEOPLE

Why

are we changing the HR Delivery model?

Why are we doing this?





More effective Commission

REINFORCING PRIORITY AREAS



More effective HR

FOCUS ON STRATEGIC ISSUES IN DGS

More consistency

IN SERVICE & APPLICATION OF RULES



More efficient HR

INCREASING ECONOMIES OF SCALE & AVOIDING DUPLICATION



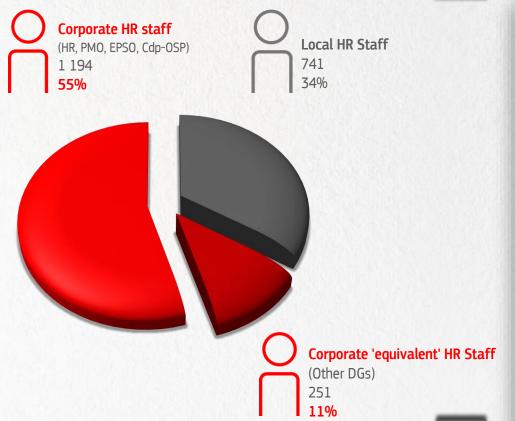
More professional HR

DELIVERING MORE VALUE-ADDED SERVICES

HR community







Efficiency ratio



HR staff to client ratio

TODAY

1:29

Considering uniqueness of Commission and services provided to other Institutions



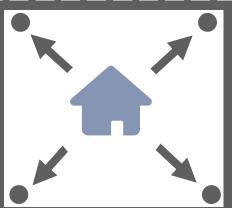


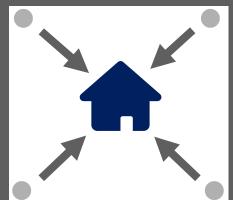
What were the scenarios?

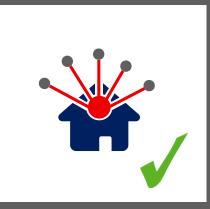












Reduce staffing

across the HR function without changing the quality of the HR services

Fully decentralise

all HR

Fully centralise

all HR

Group the delivery

of HR services, while each DG continues to define their HR needs & make strategic HR decisions

Where is the project now?





1Q 2016 2Q 2016 3Q 2016 4Q 2016 1Q 2017 3Q 2017

Final Report of
Directors-General
Steering Group

Presentation & discussion of the project with all local HR units

Adoption by College of Synergies & Efficiencies Communication

Running of **HR Process workshops**

First wave pilot with 9 DGs

Selection of AMC **Heads of Unit** Invitation

to participate in second wave pilot

Call for expression of interest for AMC

Nomination HR BC and team for all DGs

Second wave pilot

with all DGs

Full roll-out

of new organisation

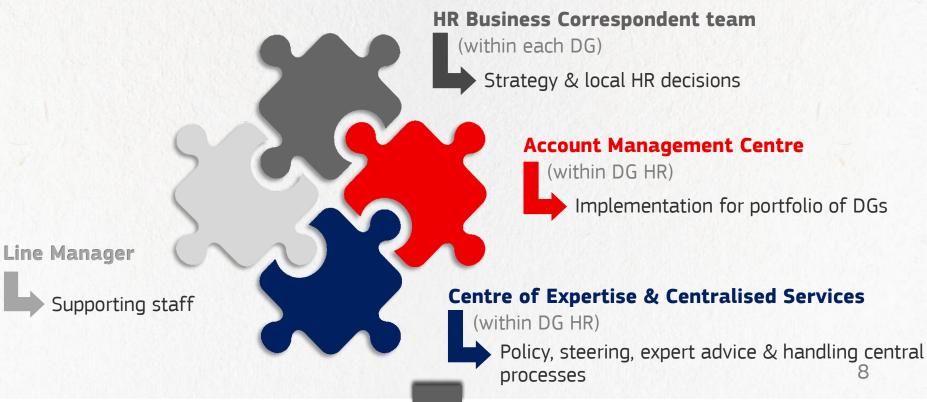
What

is going to change?

The new architecture







What does it mean for you?





More consistency

IN APPLICATION OF RULES





More professional HR

FOCUSING ON STRATEGIC ISSUES & SHARING GOOD PRACTICES ACROSS DGS

for you

More staff

AVAILABLE TO DIRECTLY SUPPORT POLITICAL PRIORITIES OR PART OF ANNUAL TAXATION COULD BE PAID WITH HR POSTS





Line managers

CONTINUE TO BE FIRST CONTACT POINT FOR STAFF

HR MODERNISATION Which AMC Unit will serve you?







AMC.1

A. MANDLER

BXL (BREY)

COMP, ECFIN, EMPL, FISMA, GROW, TAXUD, TRADE



AMC.5 E. EIZENBACH BXL (BERL)

Collège, COMM, EPSC, HOME, IAS, JUST, OLAF, SG, SJ



AMC.2 H. SPITZER BXL (DM24)

AGRI, EAC, ENER, MARE, MOVE, RTD, SANTE



AMC.6

B. VERMEERSCH f.f.
LUX

DGT, ESTAT, OIL, OP



AMC.3 M. VEIGA BXL (BU31)

CLIMA, CNECT, ENV, REGIO



AMC.7

G. GRANERO

BXL (M034/SC11)

BUDG, DIGIT, EPSO, HR, OIB, PMO, SCIC



AMC.4

N. VANHAVERBEKE-MERCKXM

BXL (J-30)

DEVCO, ECHO, FPI, NEAR, TRADE, Staff in Delegations



AMC.8

J. GRAY
ISPRA

JRC

What will be offered?





TEAM 1

Organisational Development

HIGH PERFORMANCE ORGANISATION

Planning & Organisation Support*

HR Analytics

Financial Management

of HR transactions

* Incl. resource allocation, TDE & budget support, JIS/SCR

TEAM 2

Recruitment, mobility & performance

Selection, Recruitment & Mobility

Management

Selection, Recruitment & Mobility

Performance Management*

* Incl. appraisal, promotion, underperformance

TEAM 3

Talent Management

RIGHT PERSON IN THE RIGHT JOB AT THE RIGHT TIME

Talent Management

(incl. Career Guidance and Head hunting)

Learning & Development

Management

Development

TEAM 4

Health, wellbeing & working conditions

Health & Wellbeing

Working Conditions & Time Management

Ethics

Who

are your contact points?





ACCOUNT MANAGEMENT CENTRE



Your contact for any personal HR processes



Your contact for any personal HR processes

Your contact for all

HR processes involving

your Unit, Directorate or DG



HR BUSINESS CORRESPONDENT



13

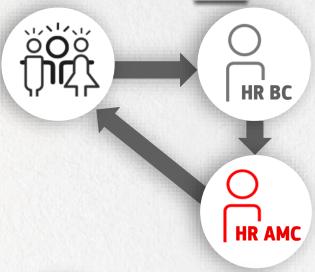
HR questions – AMC or HR BC?





MANAGEMENT

requests publication of vacant post



HR BC

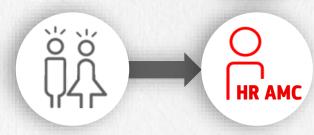
decides on publication & profile

HR AMC

publishes the post, organises selection & supports recruiting unit during the selection process

STAFF MEMBER

has questions concerning career, time management, training



HR AMC

advises, helps staff & implements management decisions

DG HUMAN RESOURCES & SECURITYPERFORMANCE THROUGH PEOPLE







DG HR AMC.2 H. SPITZER

Location: BXL (DM24)

Clients DGs: AGRI, EAC, ENER, MARE, MOVE, RTD, SANTE



Your contact for any personal HR processes



DG AGRI's HR Business Correspondent C. NARANJO SANCHEZ

Location: BXL (L130)



Management contact for all HR processes involving your Unit, Directorate or DG

Our priorities



Optimise partnership

HR Business Correspondents

between the AMC and





HR business continuity



Harmonised approach

across the AMC units and with corporate HR

Streamline processes

from the 1st-wave pilot



Develop HR services