



Modernising the **HR** Function



Partnerships

COLLABORATIVE ORGANISATION

DG HUMAN RESOURCES & SECURITY

PERFORMANCE THROUGH PEOPLE

Why

are we changing the HR Delivery model?



More effective Commission

REINFORCING PRIORITY AREAS



More effective HR

FOCUS ON STRATEGIC ISSUES IN DGS

More consistency

IN SERVICE &
APPLICATION OF RULES



AMC



More efficient HR


INCREASING ECONOMIES OF SCALE
& AVOIDING DUPLICATION



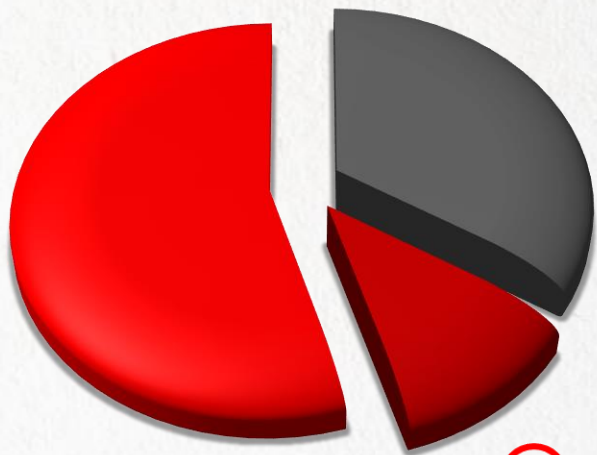
More professional HR


DELIVERING MORE VALUE-ADDED SERVICES



 **Corporate HR staff**
(HR, PMO, EPSO, Cdp-OSP)
1 194
55%

 **Local HR Staff**
741
34%



 **Corporate 'equivalent' HR Staff**
(Other DGs)
251
11%

Efficiency ratio

2,200  **to serve**
HR jobs **Commission,**
other Institutions & Agencies

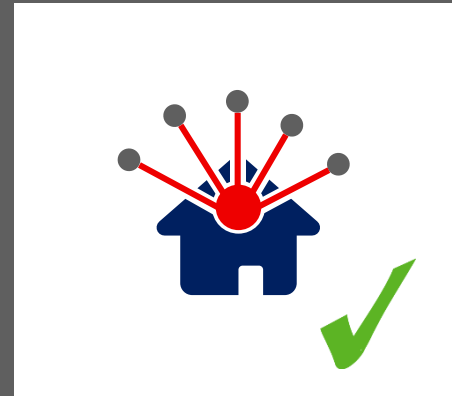
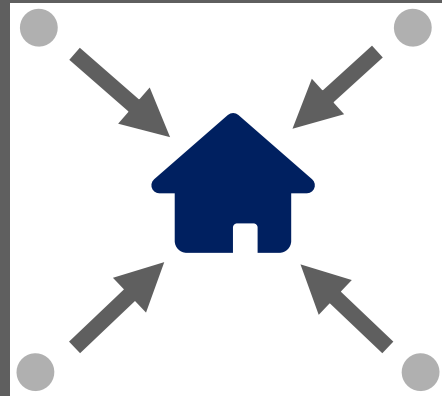
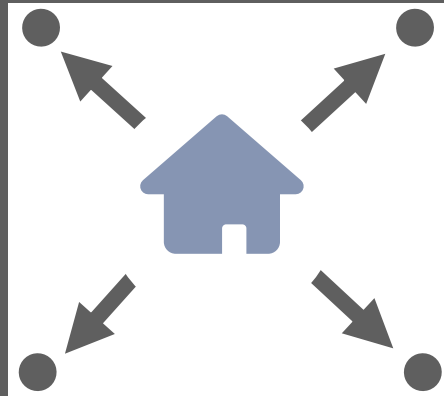
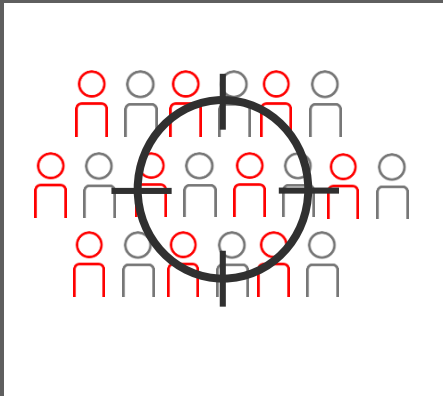
HR staff to client ratio

TODAY 1:29

Considering uniqueness of Commission and services provided to other Institutions



1:40

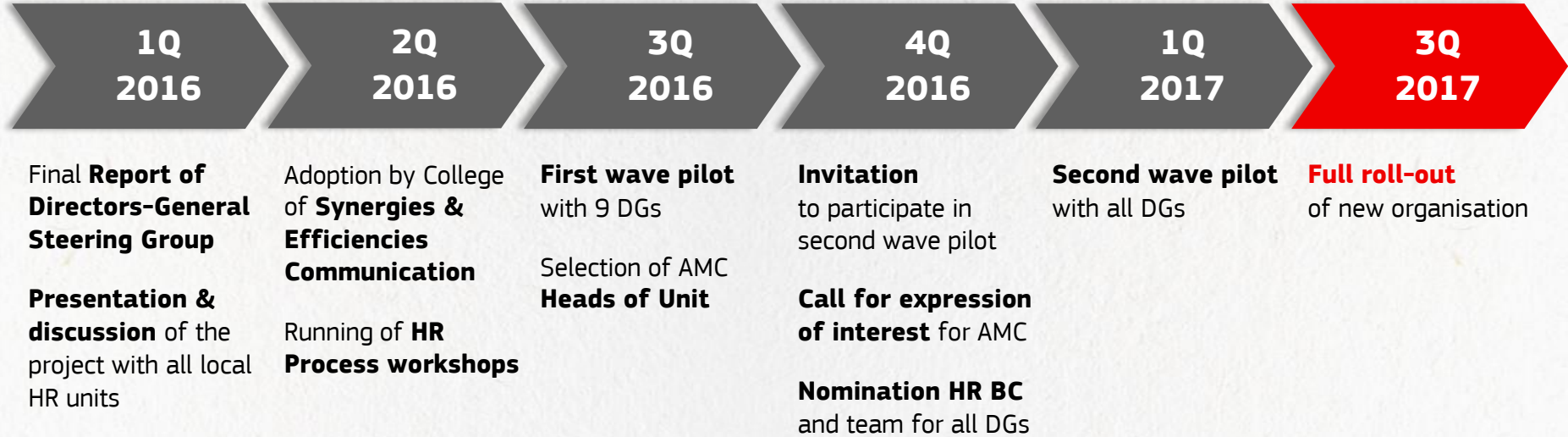


Reduce staffing
across the HR function
without changing the
quality of the HR services

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



What

is going to change?





More consistency

IN APPLICATION OF RULES



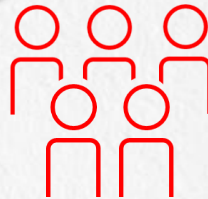
More professional HR

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



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 (MO34/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



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**



**STAFF
MEMBERS**

Your contact for any
personal HR processes



Your contact for any
personal HR processes

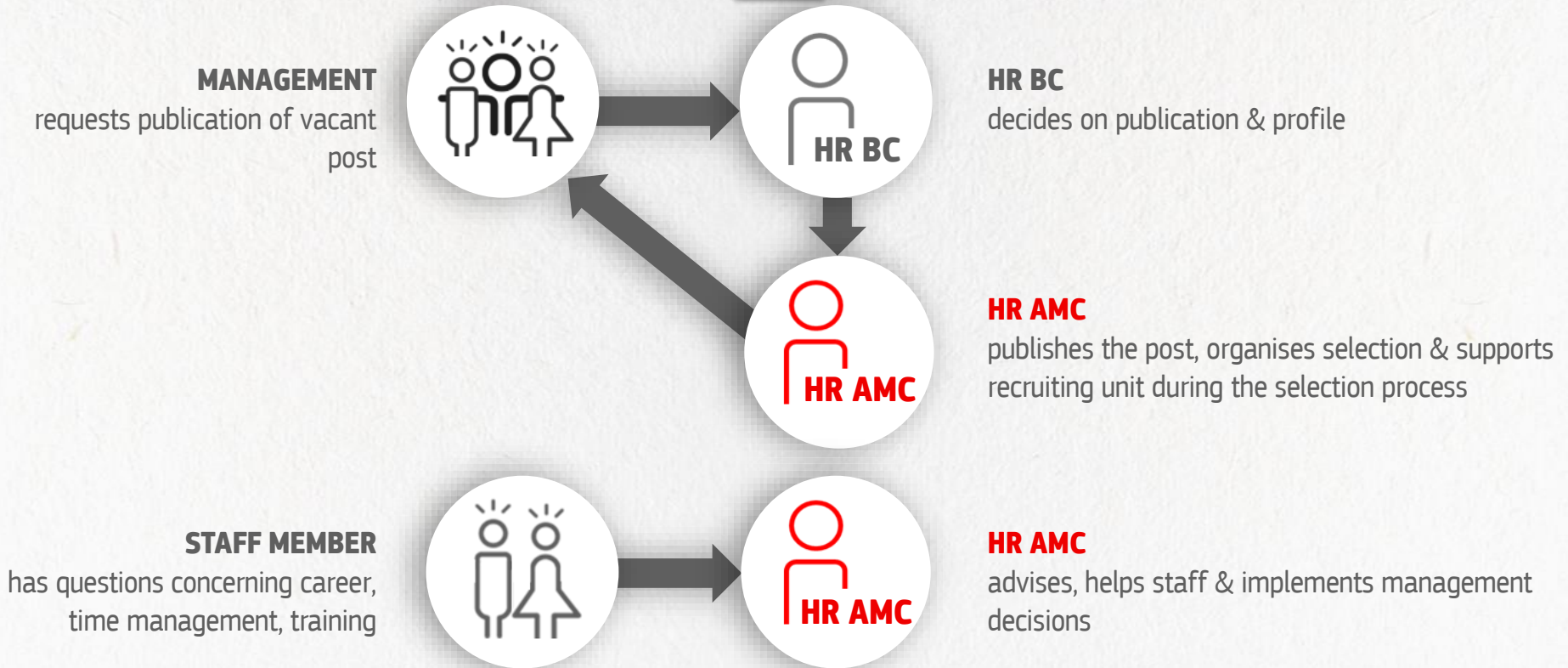


Your contact for all
HR processes involving
your Unit, Directorate or DG

**HR BUSINESS
CORRESPONDENT**



MANAGER





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)



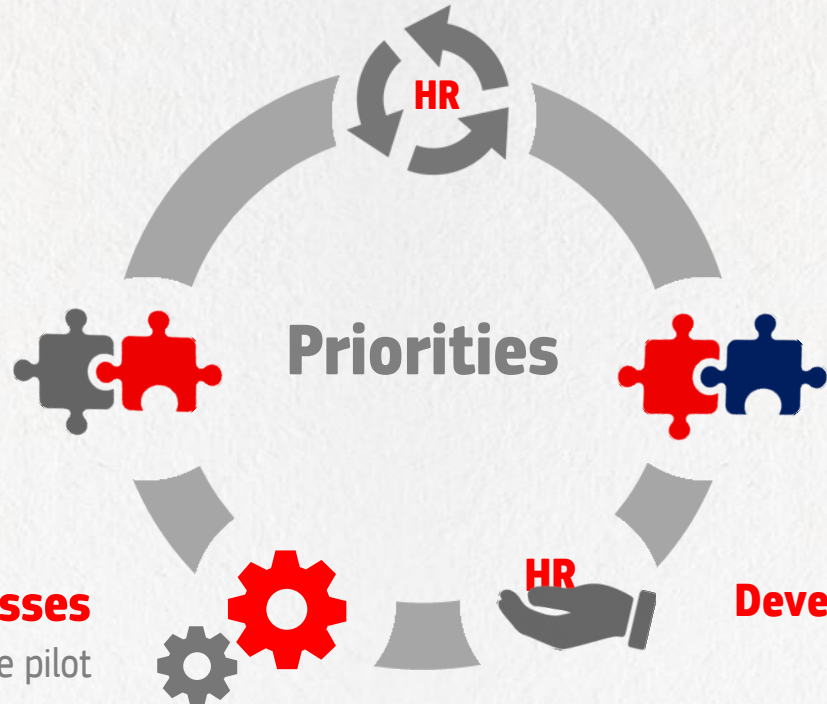
Management contact for all
HR processes involving
your Unit, Directorate or DG

Our priorities





HR business continuity



Optimise partnership

between the AMC and
HR Business Correspondents

Harmonised approach

across the AMC units and with
corporate HR

Streamline processes

from the 1st-wave pilot

Develop HR services